

The Impact of Employee Welfare Measures on Quality of Work Life of Employees in AVR Manufactures PVT LTD

Magdalene Peter, S.Fabiyola Kavitha

Abstract: Welfare helps in protecting the self-esteem and inspiration of the personnel so as to keep the staffs for extended period. The welfare processes need not be in financial terms only but in any kind/forms.

Key words - Quality of Work Life, Job Satisfaction, Productivity, Loyalty

OBJECTIVES

PRIMARY OBJECTIVE

To understand the effectiveness of employee welfare measures in AVR Manufacturers.

SECONDARY OBJECTIVES

- To study the management style and grievance handling procedures at AVR Manufacturers.
- To identify factors related to pay and promotion, communication and motivation.
- To assess the effectiveness of the welfare facility activities
- To know the relationship with senior and colleagues.
- To study the working conditions and nature of the job along with the job security at AVR Manufacturers.
- To understand the impact of training program and performance appraisal system

To give suggestion for the improvement in the welfare measure activities

RESEARCH DESIGN

Descriptive research design is followed in this study.

SAMPLING DESIGN

Sampling Method

Convenience sampling method is adopted for collecting data from the respondents.

Sampling Size

The sample size is 120 .

METHOD OF DATA COLLECTION

Primary Data

Primary data was collected from the respondents by using the questionnaire.

Secondary Data

Secondary data was collected from company website, booklets and records of organization

LIMITATIONS OF THE STUDY

- The study embraces only the blue collar employees.
- There is a likelihood for respondent's favouritism while filling the questionnaire.

DATA ANALYSIS AND RESULTS

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Magdalene Peter Assistant Professor, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, TN, India.(E-mail: magdalene.bsb@gmail.com) (Ph: 9940655183)

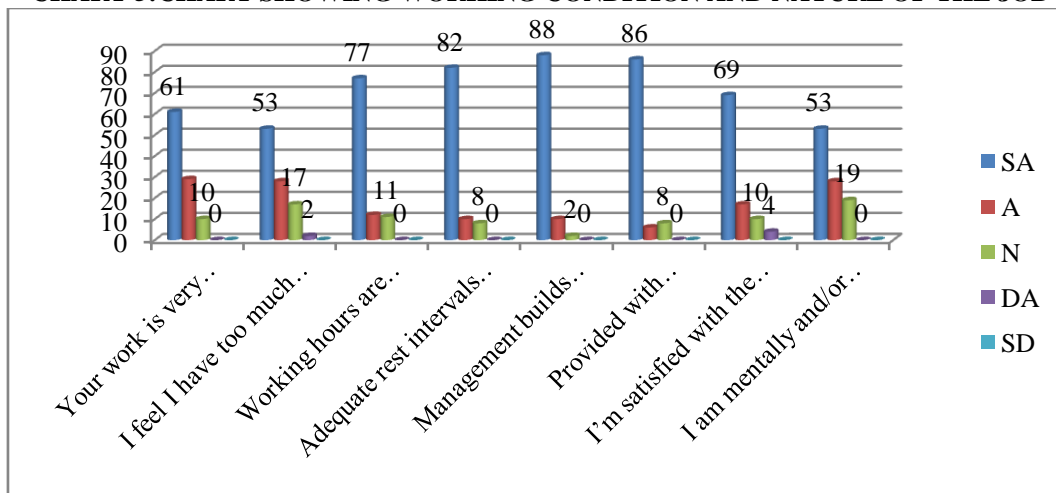
Dr.S.FabiyolaKavitha Associate Professor, SRM Arts and Science College, Trichy, TN, India.

THE IMPACT OF EMPLOYEE WELFARE MEASURES ON QUALITY OF WORK LIFE OF EMPLOYEES IN AVR MANUFACTURES PVT LTD

**TABLE 1 :
TABLE SHOWING WORKING CONDITION AND NATURE OF THE JOB**

S. No.	Particulars	SA	%	A	%	N	%	DA	%	SD	%	TOTAL
1	Your work is very challenging one	73	61	35	29	12	10	0	0	0	0	120
2	I feel I have lots of tasks to accomplish	64	53	34	28	20	17	2	2	0	0	120
3	I am happy with the ambience and work timings	92	77	15	12	13	11	0	0	0	0	120
4	Adequate rest intervals are given	98	82	12	10	10	8	0	0	0	0	120
5	There exists proper Employee Engagement by the Top Management	105	88	12	10	3	2	0	0	0	0	120
6	Infrastructure is properly maintained	103	86	7	6	10	8	0	0	0	0	120
7	Well-equipped Safety measures are in place	83	69	20	17	12	10	5	4	0	0	120
8	Physical and Mental Fatigue at work	64	53	33	28	23	19	0	0	0	0	120

CHART 5: CHART SHOWING WORKING CONDITION AND NATURE OF THE JOB



INFERENCE :

This table shows that :

- 61% of the respondents said that their work is a challenging one.

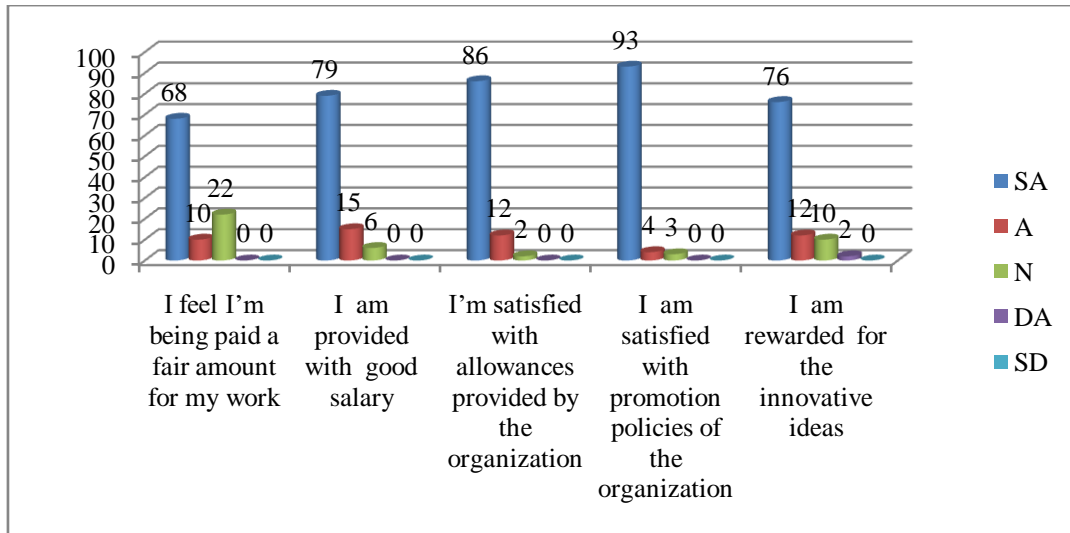
- 53% of the respondents feel that they have too much of work to do.
- 77% of the respondents feel that their working hour is convenient
- 82% of the respondents said that adequate rest interval is been provided.

TABLE 2 : TABLE SHOWING PAY AND PROMOTION :

S. No.	Particulars	SA	%	A	%	N	%	DA	%	SD	%	TOTAL
1.	My salary is as per Industry Standards	82	68	12	10	26	22	0	0	0	0	120
2.	My salary is well within the acceptable norms	95	79	18	15	7	6	0	0	0	0	120
3.	Fringe benefits are satisfactory	103	86	15	12	2	2	0	0	0	0	120
4.	Promotion policies are reasonable	112	93	5	4	3	3	0	0	0	0	120
5.	Reward for Innovation and Creativity	92	76	14	12	12	10	2	2	0	0	120



CHART 2: CHART SHOWING PAY AND PROMOTION



INFERENCE :

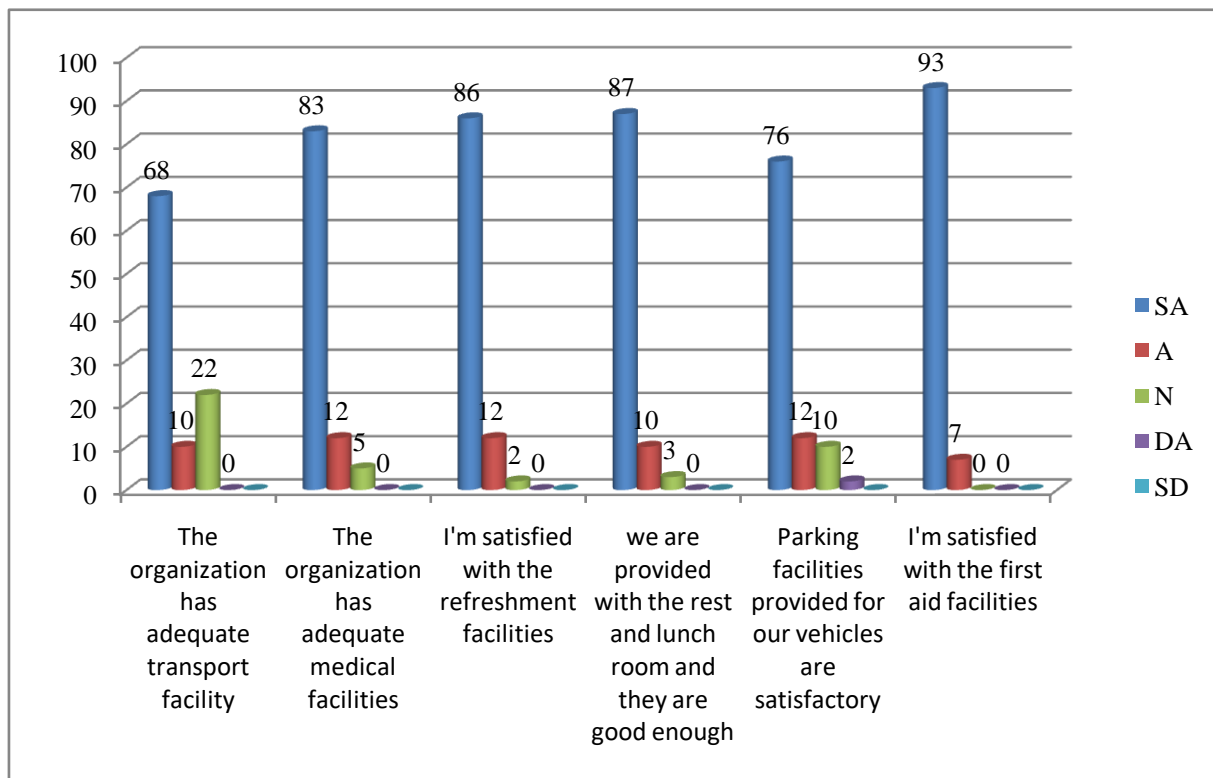
This table shows that :

- 68% of the respondents are paid as per Industry Standards.
- 79% of the respondents are provided with good salary

TABLE 3: TABLE SHOWING WELFARE FACILITY

S. No.	Particulars	SA	%	A	%	N	%	D A	%	SD	%	TOTAL
1.	Transport Facility is well suited	82	68	12	10	26	22	0	0	0	0	120
2.	Medical Facilities are easily accessible	99	83	15	12	6	5	0	0	0	0	120
3.	Benefitted by Refreshment Facilities	103	86	15	12	2	2	0	0	0	0	120
4.	Quality of Rest and Lunch Rooms are reasonable	105	87	12	10	3	3	0	0	0	0	120
5.	Parking Facility is good	92	76	14	12	12	10	2	2	0	0	120
6.	First Aid Facility is appropriate	112	93	8	7	0	0	0	0	0	0	120

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INFERENCE :

This table shows that :

- 68% of the respondents are provided with adequate transport facility.
- 83% of the respondents are provided with adequate medical facility.
- 86% of the respondents are satisfied with the refreshment provided in the organization.

STATISTICAL TOOLS AND ANALYSIS

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the marital status and comfortable work shift timing.

Alternate hypothesis (H1):

There is no significance difference between the marital status and comfortable work shift timing.

Descriptives

MARTIAL STATUS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
08.00am to 04.00pm	72	1.00	.000	.000	1.00	1.00	1	1
04.00pm to 12.00am	20	1.60	.503	.112	1.36	1.84	1	2
12.00am to 08.00am	28	2.00	.000	.000	2.00	2.00	2	2
Total	120	1.33	.473	.043	1.25	1.42	1	2

Test of Homogeneity of Variances

MARTIAL STATUS

Levene Statistic	df1	df2	Sig.
1170.000	2	117	.000

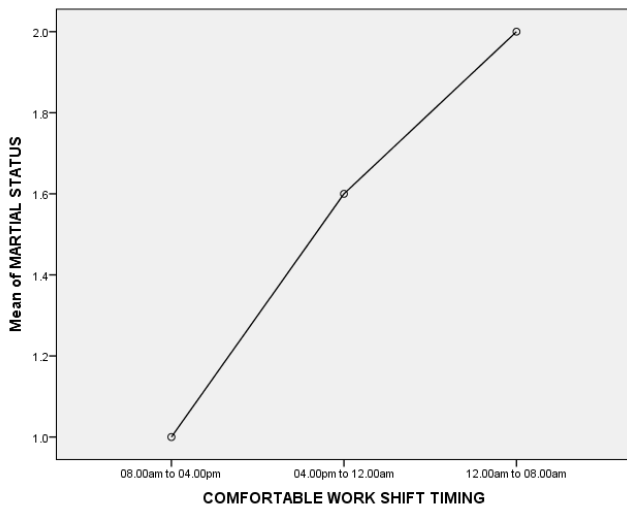
ANOVA

MARTIAL STATUS

	Sum of Squares	df	Mean Square	F	Sig.
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Between Groups	21.867	2	10.933	266.500	.000
Within Groups	4.800	117	.041		
Total	26.667	119			



Calculated value = 266.500

Tabulated value = 3.09

$F = F_{cal} > F_{tab}$ $F = 266.500 > 3.09$

Hence, the Alternate hypothesis [H1] is accepted.

FINDINGS:

- Most of the data are many respondent in female gender.
- Based on the data number of respondents are married.
- Most of the data are more number of respondents income is between Rs.5501-Rs7500.
- Most of the data are more experienced person fall above 5years.
- Most of the respondents cleanliness maintained in AVR Manufacturers is up to the satisfaction level and good.
- Most of the data are more number of respondents are satisfied with the increment provided in AVR Manufacturers.
- Most of the data are more number of respondents are influenced by the working condition in AVR Manufacturers.
- Most of the data are more number of respondents are comfortable with the timing between 8.00 am to 4.00pm.
- Most of the data are more number of respondents are benefited with medical insurance and allowance.

CONCLUSION

From the study the researcher conclude that most of the employees of “AVR Manufacturers Private Limited” are pleased with welfare conveniences provided by the organization.

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