A STUDY ON EMPLOYEES WELFARE MEASURES IN NEYCER INDIA LTD

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ABSTRACT

An employee has an important role in the industrial production of the country. The personnel management really concern with the management of the people at work management is an art of getting work done by the people. Therefore, it is very necessary to seek the co-operation of the employees force in order to increase the production and to earn higher profits. The Co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job.

Which is very essential to seek the Co-Operation of the employees for this purpose, provision of better conditions of work like suitable temperature adequate lighting and in general a pleasant atmosphere is very necessary to get them to realize that the management thinks of their welfare.

Such welfare activities benefit not only the workers but also the management in the from the greater productive efficiency. Today progressive managers realize that these welfare facilities pay a good divided in the long-run, for they contribute in a large degree towards the health and efficiency of the workers and towards a high morale.

Labour welfare defined as efforts to make life worth living for workmen. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

KEYWORDS: Industrial Production, Personnel Management, Adequate Lighting

INTRODUCTION

Company Profile

Neycer India Limited formerly known as Neyveli ceramics and refractoriness limited was promoted by South Madras. Industrial Development Company Private Limited. An affiliate of sashayed brothers (Pvt) limited. The company was incorporated on 12th May 1960. The project was established with a licensed capacity to manufacture 2800 tons of sanitary ware per annum. The technical collaboration for this venture was provided by M/s. Elemental BaykeramikVertribs GMB (KERAMAG) of West Germany. The project was completed in October 1965. The production from the plant was steadily increased and the rated capacity of 1800 tons per annum was reached in 1967.
Neycer Brand Name

The brand name of the product manufactured by the company is ‘NEYCER’. Due to the long existence of the company and manufacturing and marketing the product with consistent quality the ‘NEYCER’ brand name has, become the household name in our country. With the setting up of Neycer ceramic tiles plant at Pondicherry in 1986, the customer has got the advantage of getting both the sanitary ware and titles from one source of their according to choice.

STATEMENT OF THE PROBLEM

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase.

The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour welfare measures would be apparent.

In case of NEYCER INDIA LIMITED there are more than 640 workers employed and the company is responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

OBJECTIVES OF THE STUDY

- To study the opinion about the various welfare measures provided to employees.
- To study the employees opinion about awareness of safety measures in the organization.
- To study the effectiveness of welfare facilities among employees.

SCOPE OF THE STUDY

The study has been conducted to analyze the factors, which influence the employees’ preference towards the welfare measures followed in NEYCER INDIA LIMITED, VADALUR. This study analyses certain parameters like cleanliness around the work-place, removal of dust and wastage, adequate lighting, quality drinking water and food, good rest-rooms, adequate medical facilities, good toilet facilities, sufficient first aid boxes, adequate security instruments like mask, shoes, helmet etc., This will be helpful to know about the various levels of welfare schemes and the organization’s benefits extended to the employees.

LIMITATION OF THE STUDY

- The sample size being 100 only the result obtained cannot be generalized.
- The data may not be true, because of personnel bias.
- The time period for the study is only 50 working days which was not sufficient.

RESEARCH METHODOLOGY

Research methodology is a systematic way to solve research problem, it may be understood as a science of studying how research is done scientifically. This includes geographical area covered, period of study, research design,
method of data collection, a research instrument and sampling design.

RESEARCH DESIGN

Descriptive research design is used in this study. This research design simply describes the accurate description of customers who are the products. The descriptive study is typically, concerned with determining the frequency with which something occurs.

SAMPLING DESIGN

The method of sampling used was random sampling. Random sampling from a finite population refers to that method of sample selection which is given each possible sample combination an equal probability of being picked up and each item in the entire item in the entire population to have equal chance of being included in the sample. The sampling unit is the basic unit containing the elements of the target population. In the study, the individual employees are those who work in Neycer India Ltd. The sample has taken from the study in 100.

Data Collection Method

Data collection is an act of collecting relevant and adequate data required for the research from sample size. Generally two methods are used for data collection, they are

Primary Data

The primary data are those which are collected for the first time. For the study, structured questionnaire through direct personal interview method was used to collect data from users.

Secondary Data

The secondary data is collected from industry profile and company profile.

TOOLS FOR DATA ANALYSIS

Two Way Classifications

Here we accept to study the effect of two factors in the same experiment. Again, for each factor there will be a number of classes or levels. Also the procedures for analysis are somewhat different than the one followed while dealing with problem of one way classification.

• Satisfaction regarding breaks/intervals during work.

• Overall satisfaction regarding the safety measures.

\( H_0^1 \): There is no significant difference between Satisfaction regarding breaks/intervals during work.

\( H^1 \): There is significant difference between Satisfaction regarding breaks/intervals during work.

\( H_0^2 \): There is no significant different between the Overall satisfaction regarding the safety measures.

\( H^2 \): There is significant different between the Overall satisfaction regarding the safety measures.
Table 1

<table>
<thead>
<tr>
<th>Options</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly satisfied</td>
<td>7</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>Satisfied</td>
<td>7</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>13</td>
</tr>
<tr>
<td>Neutral</td>
<td>2</td>
<td>11</td>
<td>7</td>
<td>1</td>
<td>3</td>
<td>24</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>0</td>
<td>0</td>
<td>9</td>
<td>16</td>
<td>3</td>
<td>28</td>
</tr>
<tr>
<td>Highly dissatisfied</td>
<td>5</td>
<td>0</td>
<td>5</td>
<td>8</td>
<td>6</td>
<td>24</td>
</tr>
<tr>
<td>Total</td>
<td>21</td>
<td>17</td>
<td>24</td>
<td>26</td>
<td>12</td>
<td>100</td>
</tr>
</tbody>
</table>

GT = 100

CF = GT^2/N = 100^2/25

= 400

SST = \sum Xij^2 - CF

= 1150 - 400

= 750

SSC = (\sum R^2 / C) - CF

= 479.2 - 400

= 79.2

SSR = (\sum C^2 / C) - CF

= 423.2 - 400

= 23.2

SSE = SST - (SSR + SSC)

= 750 - (79.2 + 23.2)

= 647.6

MSC = SSC / (C-1) = 79.2 / 4 = 19.8

MSR = SSR / (R-1) = 23.2 / 4 = 5.8

MSE = SSE / (C-1)(R-1) = 647.6 / (4)(4) = 40.48

Table 2

<table>
<thead>
<tr>
<th>Source Of Variation</th>
<th>Sum of Square</th>
<th>Degree of Freedom</th>
<th>Mean Sum of Square</th>
<th>F-Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between column (SSC)</td>
<td>79.2</td>
<td>4</td>
<td>19.8</td>
<td>0.48</td>
</tr>
<tr>
<td>Between row (SSR)</td>
<td>23.2</td>
<td>4</td>
<td>5.8</td>
<td>0.14</td>
</tr>
<tr>
<td>Error (SSE)</td>
<td>647.6</td>
<td>16</td>
<td>40.48</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>750</td>
<td>24</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

F (4, 16) @ 5% level of significant
Calculated F test value is 3.01
So we accepted Ho;

RESULTS

We conclude that

There is no significant between the breaks/interval during work and Overall satisfaction regarding the safety measures.

Findings

- 35% of the employees satisfied with the personal policies of the company.
- 25% of the employees are satisfied regarding the housing facilities.
- 25% of the employees are satisfied regarding the rest room facilities of the company.
- 48% of the employees highly satisfied regarding medical facilities.
- 56.25% of the employees are satisfied regarding the loan facilities.

Suggestions and Recommendations

- To improve the medical facilities provided to employees.
- The organization should concentrate more on safety measures.
- The company has to conduct safety programs.
- To improve education allowances or loan benefits.
- To improve the toilet & transport facilities.

CONCLUSIONS

Thus the study reveals at NEYCER INDIA LIMITED, VADALUR. The present day situations all the concern as take care of employees' welfare aspects.

There is a general saying that is the employees are back bone of our concern.

The welfare activities are related to job satisfaction. The job satisfaction leads to high morale. Finally morale will result good productivity.

As a researcher, I would like to oblique you to provide the safety facilities to the workers.

REFERENCES
