

# A Study on Employee Welfare with Special Reference to Siva Sakthi Hatcheries and Farms-Tiruppur

Dr. B. Girimurugan<sup>1</sup>, S. Aswinkumar<sup>2</sup>

<sup>1</sup>MBA.,M.Phil.,Ph.D Assistant Professor, Department of Management Studies, Nandha Engineering College, Erode, Tamil Nadu, India

<sup>2</sup>MBA Nandha Engineering College, Erode, Tamil Nadu, India

## ABSTRACT

Chicken is the most common type of poultry in the world. The health benefits of chicken include its good supply of protein content, and essential vitamins and minerals, its benefits in losing weight, its ability to control cholesterol and blood pressure, and reduced risk of cancer. Employee welfare is the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. The objective of the study was to find out the various welfare facilities which influence the satisfaction level of employees. The design used in the project is descriptive type. The analytical tool used in the survey is garret ranking. From the finding the researcher conclude that the welfare facilities are provided properly, in addition to that the research suggested some ideas to improve the existing facilities for the employees. Some of the employee's suggestions are to improve the medical facilities and promotion and hygienic rest room. Thus, Researcher conclude that Sivasakthi hatcheries and farms is one of the best organizations in providing facilities to employees and have taken up a study on employee welfare in SIVASAKTHI HATCHERIES AND FARMS,TIRUPPUR.

**Keywords:** Chicken, Cholesterol, Blood Pressure, Descriptive Research

## I. INTRODUCTION

Labour Welfare is a term which must necessarily be elastic, bearing a somewhat different interpretation in one necessary country from another, according to the different social customs, the degree of industrialization and educational level of the workers. Welfare means faring (or) doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. Trade unions and governmental and non-governmental agencies is rather difficult to define the term labour welfare precisely because of the relatively of the concept. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

## OBJECTIVES

1. To find out various welfare facilities provided at the Sivasakthi hatcheries and farms in palladam.
2. To give valuable suggestions to the company to improve the welfare facilities for the employees.

## SCOPE OF THE STUDY

The issues of welfare measures are related to overall development of workers both the physical and physiological being. Employee welfare programs create a sense of belonging and adequacy that benefits the organization in the long run. Hence the major study includes scope of the study is related to the employee welfare measures, like Medical facilities, Educational facilities, Canteen facilities, Housing facilities and Transport facilities, the innovative programs by the government for the workers through the different

mechanisms and how the welfare is implied in the organization to the employees and their families which ultimately benefit the organization in the long run.

## LIMITATIONS OF THE STUDY

The area of study is limited towards Tiruppur District; hence the results may not be true comparison from other geographical area.

Structured questionnaire are based on the data collection, it may have disadvantages of not being to probe deep into the respondents thoughts.

The constraints of the sample respondents their convenient level of the timed may be cause and effort to deliver the opinion of the respondents.

## II. METHODS AND MATERIAL

### REVIEW OF LITERATURE

- ❖ **Dr. Usha Tiwari**, stated that as consistent with the examine average suggest score and percent rating of the overall employee satisfied with the facilities are 64%. The workers welfare facilities provided by the enterprise to employees are satisfied, but still scope of there for further improvement so that performance, effectiveness and productiveness may be improved to accomplish the organization goal.
- ❖ **Srinivas K.T** stated that the management offering good facilities to all the employees in such manner that employee emerges as glad about labor welfare facilities. It increases productivity in addition to quality and quantity. Enhancing the welfare facility through the personnel will become happy, employee performance degree emerge as increase, it leads to improve positive effects of profitability and product of the enterprise.

### RESERCH METHODOLOGY

#### RESEARCH DESIGN

To study and various welfare facilities provided at the Sivasakthi hatcheries in palladam is descriptive Research. Descriptive research includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is descriptive of the state affairs as it exists at present.

### DATA COLLECTION METHOD

The data was collected from the both primary and secondary sources.

#### Primary data collection

The primary data has been collected directly from the employees through interview method.

### SAMPLING SIZE AND TECHNIQUE

#### Size of the sample

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of Siva Sakthi hatcheries and farms was selected as size of sample.

#### Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

### QUESTIONNAIRE

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

### STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

### HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

Percent position =  $100 (R_{ij} - 0.5) / N_j$

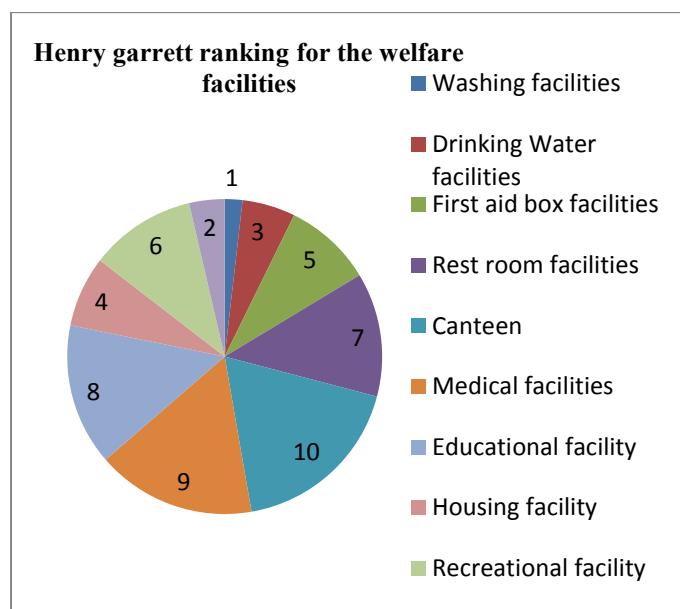
Where  $R_{ij}$  = Rank given for the  $i$ th variable by  $j$ th respondents

$N_j$  = Number of variable ranked by  $j$ th respondents

### III. RESULTS AND DISCUSSION

#### DATA ANALYSIS

S.No	FACTORS	MEAN SCORE	TOTAL SCORE	RANK
1	Washing facilities	183	1830	1
2	Drinking Water facilities	224	1792	3
3	First aid box facilities	253	1518	5
4	Rest room facilities	315	1260	7
5	Canteen	393	393	10
6	Medical facilities	355	710	9
7	Educational facility	324	972	8
8	Housing facility	241	1687	4
9	Recreational facility	255	1275	6
10	Transport facility	201	1809	2



#### FINDINGS

From the above table it is evident that “Washing facilities” ranked as no.1 with a total score of 1830, “Transport facility” is ranked as no.2 with a total score of 1809, “Drinking facility” is ranked as no.3 with a total score of 1792, “Housing facility” is ranked as

no.4 with a total score of 1687, “First aid box facilities” is ranked as no.5 with a total score of 1518, “Recreational facility” is ranked as no.6 with a total score of 1275, “Rest room facilities” is ranked as no.7 with a total score of 1260, “Educational facility” is ranked as no.8 with a total score of 972, “Medicinal facilities” is ranked as no.9 with a total score of 636, “Canteen” is ranked as no.10 with a total score of 458.

#### IV. SUGGESTIONS

- The washing facilities are improved for the employees to wash their clothes and to dry their clothes.
- The transport facilities are improved for the employees to access from the company to city for their purchase of items
- The Drinking Water facilities are improved for the employees by means of installation of RO plants to provide quality water for their drinking.

#### V. CONCLUSION

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvement in working condition are suggested to improve effectiveness of the employee welfares measures like canteen facility, drinking water, spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees.

#### VI. REFERENCES

- [1]. Dr. Usha Tiwari, November 2014, A study on employee welfare facilities and its impact on employee efficiency at Vindha Telelinks Ltd. Rewa(M.P) India by Abhinav Publication, Volume:3, Issue:11.
- [2]. Srinivas K.T, December 2013, A study on employee welfare facilities adopted at Bosch Limited, Bangalore , Research Journal of Management Science ,Volume:2(12), Issue:7-11.
- [3]. [http://www.poulvet.com/directory/profile.php?ad\\_drid=2767](http://www.poulvet.com/directory/profile.php?ad_drid=2767)
- [4]. <http://ijesc.org/>
- [5]. Human resource department by VSP rao
- [6]. Industrial Relations and Labour Welfare: Text and Cases by Sivarethinamohma R.