

Employee Welfare Measures About Mahatma Gandhi Sahakara Sakkare Karkhane (N) Bhalki Karnataka

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Abstract- Employee welfare entails everything from services, facilities and benefits that are provided or done by an employer for the advantage or comfort of an employee. It is undertaken in order to motivate employees and raise the productivity levels. Derived from the database of applied life sciences and related topic, it includes all aspects of sugar crop breeding and agronomy the manufacturer of sugar from cane and beet, sugar refining, machinery, by products and their uses, sucrose chemicals, plant based fuel ethanol. The particular sugar business is actually an Agro-based industry that will assumes an imperative work in accomplishing the interpersonal and financial improvement associated with the neighbourhood networks plus the normal territories. This particular not just covers the fundamental job of rustic economic climate and yet adds in order to the country's financial development. Hierarchical achievement does not count after material, hardware, and gear, in the output, execution and fulfilment of the faculty to be performed well for the execution of the activity.

Indexed Terms- Maternity benefit, welfare, Education, bonus.

I. INTRODUCTION

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their

families. Through these generous benefits the organisation makes life worth living for employees. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare measures helps in maintaining the morale and motivation of the employees high so as to retain the employees for longer periods. This welfare need not be in monetary terms but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

II. OBJECTIVES

- To provide better life and health to the workers.
- To make workers happy and satisfied.

III. SCOPE OF THE STUDY

- To appraise the impact of welfare measures on worker energy.
- To assess the dimension of representative fulfilment in the workplace.
- To examine and investigate representative wellbeing and safety efforts
- The review will analyze the dimension of representative fulfilment at the office given by the organization and how to gauge the welfare improves the worker's excitement.

IV. RESEARCH METHODOLOGY

The approach received for considering the welfare offices of Mahatma Gandhi Sahakara Sakkare Karkhane, Bhalki is inquire about situated. Broke

down data has been gathered from the association's HRD authorities. What's more, data gathered from representatives and perceptions on worker work circumstances when visiting an assortment of Organization locales.

- Secondary Data: A short presentation and data has been given by the officers who have been accounted for to become familiar with the point. More data has been gathered from reports, diaries, from records kept up by the applicable divisions.

V. LITERATURE REVIEW

A good examination by Kumar and Yadav (2002) entitled the dimension of fulfilment of representatives' welfare plans at the sugar plant in the Gorakhpur division, proclaiming the general dimension of worker fulfilment of the welfare conspire under the individual sugar industry and the State.

Johnson, Sparrow, Clegg, and Birdi (2006) ponder key carry out, that are observed to be related to work association. These types of practices incorporate trust in associations, having to be better, acknowledge business settings and "winning pictures",

Joseph et. al. (2009) learned in the content that the structure of the welfare state with the consistency of government disability. Government authorities, businesses and worker's organizations are building up a ton of conditions.

Manzini and Gwandure (2011) consider the idea of employee welfare consistency has already been used by numerous associations as a process for representative success; particularly in the flexible business since the related issues can cause low quality of life for staff and execution problem.

Lalitha and Priyanka (2014) expressed that the benefits of thriving needs to be in money related phrases as well as in any sort/structure. Representative Welfare incorporates observing work conditions, orchestrating industry through framework for wellbeing, creating connections and protection against sickness, mishap and joblessness for specialists and their families.

Patro (2015) in a relative investigation of welfare in the general population and private parts finds that representatives "welfare offices are the fundamental measurement to directing workers' affiliations.

VI. THEORETICAL BACKGROUND

• EMPLOYEE WELFARE MEASURES

Employee welfare means “the efforts to make life worth living for workmen. According to Todd “employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.

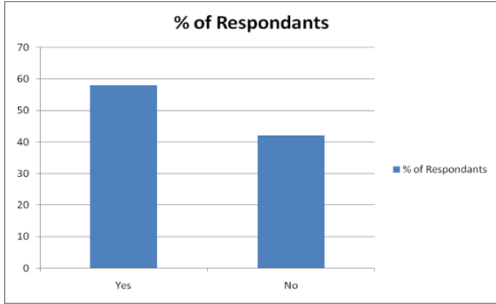
The following are the features of employee welfare:

1. Employee welfare is a comprehensive term including various services, facilities and amenities
2. Provided to employees for their better living, Welfare measures are in addition to regular wages and other economic benefits available
3. Employees under legal provisions and collective bargaining. The basic purpose of employee welfare is to develop the lot of the working class and thereby developing a sense of belongingness
4. Employee welfare is an essential part of social welfare. It involves adjustment of an employee’s work life and family life to the community or social life.
5. Welfare measures may be both statutory and voluntary.

VII. ANALYSIS AND INTERPRETATION

Table 1: Does the company provide maternity leave to female employees?

Option	No. of employees	% of employees
Yes	29	58
No	21	42
Total	50	100

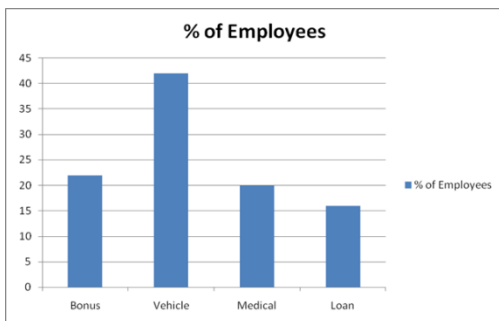


Analysis and Interpretation:

From the above table it was found that 58% respondent said of the female employees availing the maternity leaves whereas 42% says that maternity leaves are not providing to the female employee. It was found that 58% maximum employees they are getting maternity leaves and contract employees there is no maternity leave in the organization.

Table 2. What are the allowances paid by the company?

Option	No. of Employees	% of Employees
Bonus	11	22
Vehicle	21	42
Medical	10	20
Loan	8	16
Total	50	100

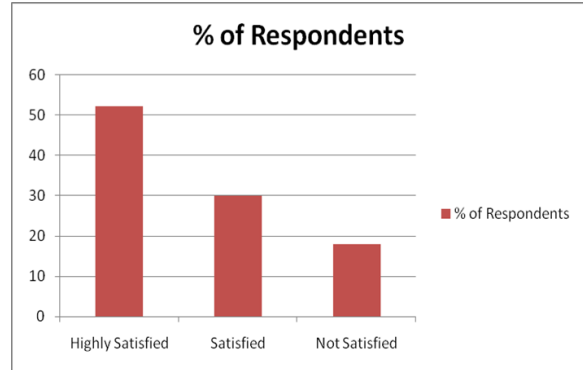


Analysis and Interpretation:

From the above it was found that 42% respondent said vehicle allowances 22% respondent said bonus. 20% respondent said medical. 16% respondents said. It was found it maximum employee's vehicle allowances paid by the company.

Table 3. How do you feel about shelters, restrooms and lunch rooms?

Options	No. of Respondents	% of Respondents
Highly Satisfied	26	52
Satisfied	15	30
Not Satisfied	9	18
Total	50	100

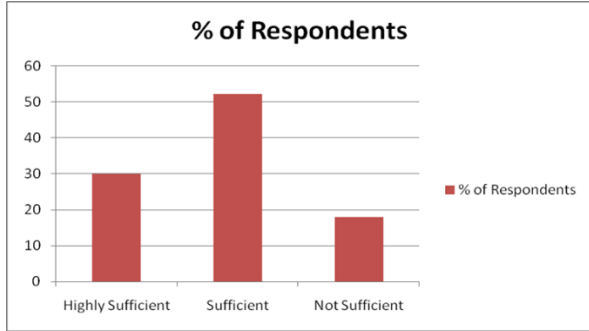


Analysis and Interpretation:

From the above table it was found that 52% and 30% respondents said Highly Satisfied and Satisfied respectively whereas 18% respondents said not satisfied with the shelters, restrooms and lunch rooms. It can be interpreted that the maximum employees highly satisfied of rest rooms, lunch rooms in the organization.

Table 4. What do you think about paid leaves in your organization?

Option	No. of Respondents	% of Respondents
Highly Sufficient	15	30
Sufficient	26	52
Not Sufficient	9	18
Total	50	100

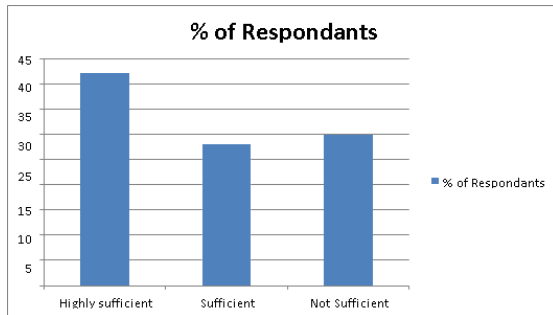


Analysis and Interpretation:

From the above table found that 52% and 30% respondents said feel sufficient and highly sufficient about the paid leaves where as 18% of employees feel insufficient. It can be interpreted that the maximum employees highly sufficient in paid leaves in the organization.

Table 5. What do you think about safety facilities provided by the organization?

Option	No. of Respondents	% of Respondents
Highly sufficient	21	42
Sufficient	14	28
Not Sufficient	15	30
Total	50	100

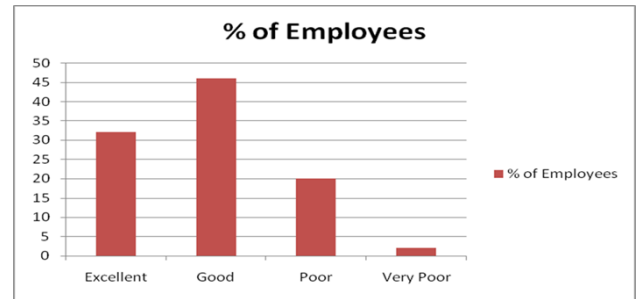


Analysis and Interpretation:

From the above table it was found that 42% respondents said are highly sufficient with the safety facilities provided by the organization, 30% respondents said feel insufficient and 28% respondent's employees feels sufficient. It was found it maximum safety facility provided by the female employees in the organization.

Table 6: Are you satisfied with the uniform provided by the management?

Option	No. of Employees	% of Employees
Excellent	16	32
Good	23	46
Poor	10	20
Very Poor	1	2
Total	50	100



Analysis and Interpretation:

From the above table it was found that 46% of employees respondents the uniform provided by the management is good, 32% respondents states excellent, 20% states its poor whereas 2% of the employees feel the uniform provided by the organization. It was found that maximum employees said employees satisfied the uniform in the organization.

VIII. FINDINGS

- Maximum employees 5-10 years working in organization.
- Most of the respondent vehicle allowances paid by the organization.
- Majority of respondents is ITI back ground in the organization.
- From the survey it was found that maximum employee respondents average of the housing facility.
- Most of the respondents that is 46% state the uniform is good in organization.
- 42% of respondents were monthly income of RS.10, 000-20,000.

- 68% of respondent good quality of the food in organization.

IX. CONCLUSION

Herewith, I reason that the venture report attempted by me on Employee Welfare is acceptable and of extraordinary experience. My work has great reaction from the respondents. In the process larger part of the respondents are exceptionally positive towards the offices and the workplace gave.

I like to conclude thanking the organization and all the respondents who helped me accomplish this project.

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