

**A STUDY ON EMPLOYEE WELFARE MEASURES IN ANBURAJA SPINNERS  
PVT.LTD OF TIRUPPUR DISTRICT**

**U.S.MANIVASAKI**

**(20PSW014)**

**Thesis Submitted to**

**Avinashilingam Institute for Home Science and Higher Education for Women,**

**Coimbatore – 641043**

**In partial fulfillment of the requirements for the**

**Degree of Master of Social Work**

**May– 2022**

**A STUDY ON EMPLOYEE WELFARE MEASURES IN ANBURAJA SPINNERS PVT.LTD OF  
TIRUPPUR DISTRICT**

**U.S.MANIVASAKI**

**(20PSW014)**

**Thesis Submitted to**

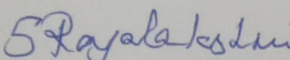
**Avinashilingam Institute for Home Science and Higher Education for Women,**

**Coimbatore – 641043**

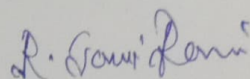
**In partial fulfillment of the requirements for the**

**Degree of Master of Social Work**

**May– 2022**

  
Signature of Head of Department

Signature of External Examiner

  
Signature of Guide

## CERTIFICATE

This is to certify that the dissertation entitled on "**A Study On Employee Welfare Measures In Anburaja Spinners Pvt Ltd Of Tiruppur District**" is submitted to the Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore-641043 in partial fulfillment of the requirements for the award of the degree of Master of Social Work is a record of original research work done by U.S.MANIVASAKI (20PSW014), during the period of the study in the Department of Home Science Extension Education, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore - 641043, under my supervision and guidance, has not formed the basis for the award of any Degree/Diploma/Associateship/Fellowship or similar title of other University.

*R. Gani Rani*

Signature of the Guide

*S. Rajalakshmi*

Signature of the Head of the Department

## DECLARATION

I **U.S.Manivasaki** hereby declare that the thesis, entitled "**A Study On Employee Welfare Measures In Anburaja Spinners Pvt.Ltd Of Tiruppur District**", submitted to the Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore, impartial fulfillment of the requirements for the award of the **Master of Social work** is a record of original and independent research work done by me during six month under the Supervision and Guidance of **Dr. (Mrs.) R. Jansi Rani**, Assistant Professor (SG) and it has not formed the basis for the award of any Degree/Diploma/Associateship/Fellowship or other similar title to any candidate in any University.

*U.S. Manivasaki*  
**Signature Of The Candidate**

U.S.Manivasaki

(20PSW014)

## **ACKNOWLEDGEMENT**

The investigator exalts **GOD Almighty** for being her refuge and strength and praises him for his everlasting love, bountiful mercy and amazing grace showered on her throughout the study.

The investigator expresses her immense gratitude to **Dr. S.P. Thyagarajan, Chancellor**, Avinashilingam Institute for Home Science and Higher Education for Women, for providing the opportunity to conduct the research in this esteemed university.

The investigator owes her heartfelt thanks to **Dr. (Mrs.) V. Bharathi Harishankar, M.A., M.Phil., Ph.D., Vice Chancellor**, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore for the amenities provided for the successful completion of the study.

The investigator extends her sincere thanks to **Dr. (Mrs.) S. Kowsalya, M.Sc., M.Phil., Ph.D.**, Registrar, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore for providing all facilities to carry out the study.

The investigator expresses her respectful regards and sincere thanks to **Dr. (Mrs.) N.Vasugi Raja, M.Sc., M.B.A., M.Phil., Ph.D.**, Dean, School of Home Science, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore for her encouragement towards the research work.

The investigator expresses her profound sense of gratitude to **Dr. (Mrs.) S.Rajalakshmi, M. Sc, M. Phil, Ph. D, NET**, Associate professor and Head, Department of Home Science Extension Education, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore, for her innovative, excellent, intellectual guidance, meticulous supervision, valuable advice, untiring help and constant encouragement and learned counsel each and every minute offered throughout the course of research work.

The investigator feels extremely happy and fortunate to place on record the sense of gratitude to **Dr. (Mrs.) R. Jansi Rani, M. Sc, B. Ed, M. Phil, Ph. D**, Assistant Professor (SG) Department of Home Science Extension Education, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore, for her constant encouragement, help, approachable attitude throughout the practical work and support at all the times of need. Also extends gratitude for her valuable help, guidance and encouragement rendered throughout the period.

The investigator expresses her sincere thanks to all the beloved **Teachers** in the Department of Home Science Extension Education, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore for their advice and support throughout the study.

On a moral personal note, she owes a special thanks to her **Family** and **Friends** for their encouragement offered throughout the period.

Lastly, she offers her regards and profound thanks to all those who supported her in any respect during the course and completion of the study.

## **CONTENTS**

---

## CONTENTS

CHAPTERNO	TITLE	PAGE NO
1	<b>INTRODUCTION</b>	1-6
2	<b>REVIEWOFLITERATURE</b> 2.1 Employee Welfare Schemes and Facilities Carried Out 2.2 Job Satisfaction and Employees Satisfaction 2.3 Studies Related to Employee Welfare Measures	7- 21
3	<b>METHODOLGY</b> 3.1 Selection of the Area 3.2 Selection of the Sample 3.3 Selection of the Method 3.4 Construction of Tool 3.5 Obtaining Ethical Clearance of the Study 3.6 Collection of Data 3.7Analysis and Interpretation of the data	22- 25
4	<b>RESULTSANDDISCUSSION</b> <b>I INTERVIEW SHEDULE</b> 4.1 Socio Economic Profile of the Respondents 4.2 Satisfaction Level of the Employees About the Facilities 4.3 The Effectiveness of Labour Welfare Measures	26-45
5	<b>SUMMARYAND CONCLUSION</b>	46-51
	<b>BIBLIOGRAPHY</b>	52-55
	<b>APPENDICES</b>	56-64

## **LIST OF TABLES**

---

## LIST OF TABLES

<b>TABLE NO</b>	<b>TITLE</b>	<b>PAGE NO</b>
4.1.1	Socio Economic Profile of the Respondents	26
4.2.1	Years of Experience	29
4.2.2	Physical and Social Environmental Factors	30
4.2.3	Maternity Leave	31
4.2.4	Employment Standards	32-33
4.2.5	Paramedical Facilities Offered by the Organisation	35
4.2.6	Employee Feedback	36
4.3.1	Representative Security	37
4.3.2	Welfare Measures	38
4.3.3	Assessment of Food Quality	40
4.3.4	Other Basic Needs	42
4.3.5	Efficiency of the Employees	43

## **LIST OF FIGURES**

---

## LIST OF FIGURES

<b>FIGURE NO</b>	<b>TITLE</b>	<b>PAGE NO</b>
3.1	Map of the Study Area	23
3.2	Methodology of the Study	25
4.1.1	Socio Economic Profile of the Respondents	28-29
4.2.1	Years of Experience	30
4.2.2	Physical and Social Environmental Factors	31
4.2.3	Maternity Leave	32
4.2.4	Employment Standards	33-34
4.2.5	Paramedical Facilities Offered by the Organisation	36
4.2.6	Employee Feedback	37
4.3.1	Representative Security	38
4.3.2	Welfare Measures	39
4.3.3	Assessment of Food Quality	41
4.3.4	Other Basic Needs	43
4.3.5	Efficiency of the Employees	45



## **LISTOFAPPENDICES**

---

## APPENDICES

<b>SL.NO</b>	<b>TITLE</b>
1	An interview schedule to elicit information on “ <b>A Study on Employee Welfare Measures Pvt.Ltd of Tiruppur District</b> ”
2	Certificate of Human Ethical Clearance

# **INTRODUCTION**

---

**REVIEW OF  
LITERATURE**

---

## **METHODOLOGY**

---

## **RESULTS AND DISCUSSION**

---

**SUMMARY AND  
CONCLUSION**

---

## **BIBLIOGRAPHY**

---

## **APPENDICES**

---

## 1. INTRODUCTION

Employee welfare means "The effort to make life worth living for workmen." When all basic facilities are provided and employees obtain satisfaction, productivity can be increased, and the organization's development will be possible. Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of wellbeing, happiness, satisfaction, conversation, and development of human resources and also helps to motivate the employees. The primary purpose of employee welfare is to enrich the life of employees and keep them happy and conducted (Gupta, 2000).

The employee welfare schemes could be classified into types Statutory and Non-Statutory Schemes. The statutory schemes are those schemes that are compulsory to provide by an organization in compliance with the laws governing employee health and safety; these include canteen facilities, drinking water, proper and sufficient lighting. Non-statutory schemes have personal health care, flextime, employee assistance programs, harassment policy, and medi claim insurance scheme. It differs from organization to organization. Flexible working hours, health insurance plans, yoga classes etc. Companies increasingly rely on benefits like these to boost employee wellbeing. By introducing such perks, employers feel confident that staff gain a better work-life balance and feel more positively about their jobs and workplace. But a recent Gallup report showed that 76% of employees have admitted experiencing symptoms of job burnout for reasons ranging from poor management to unmanageable workload to unfair treatment at work (Rithesh choudary, 2002).

Welfare means faring and doing well. It was an all-inclusive term and refers to an individual's physical mental, moral, and emotional wellbeing. Welfare is fundamentally an attitude of mind on the part of management influencing the method in which management activities are undertaken. Employees concerned with introducing or extending welfare programs now or in the future must be concerned with the past and current experience and developing trends (Dhilip Mishra, 2010).

Welfare comprises anything done for the comfort improvement and development of employees and provided over and above the wages. It helps in keeping the morale and motivation of the employees high so as to retain them for longer duration. The welfare measures need not be in monetary terms only but in any kind of form. It includes monitoring of working conditions, creation of industrial harmony through infrastructure for health,

insurance against disease, accidents, and unemployment for the employees and their families (Olufunmilayo F. Odeku, 2015).

In India, labour welfare has a particular importance as the Indian constitution provides for the promotion of interest of the labour for human conditions of work and securing to all workers. The numerous workers welfare measures provided to the employee would have an instantaneous impact on the health, physical and mental effectiveness, alertness, and overall efficiency of the workers and thus contributing to higher productivity. Social security measure provided by employer will act as a protection to the workers. Employee welfare enables employees to have more prosperous and more satisfying life. It raises their standard of living by dipping the burden on their pocket. It promotes a sense of belongings among the employees averting them from resorting to unhealthy practices like absenteeism, labour unrest, strike ,welfare measures also improves the relations between employees and employers . It promotes a real change of heart and a change of outlook of the part of both employers and employees (Kola O. Odeku, 2015).

Employee welfare activities increases in efficiency of employees. It helps in developing the feeling of dedication among them. Due to the increases in efficiency, the production and the productivity of the enterprise also increase substantially. Most of the employees in our country are unable in providing for the basic necessities for themselves and to their families. This is due to the extreme poverty among Indian labour and employees. Employee welfare activities plays an important role in reducing poverty. And in providing necessary amenities to the employees. Labour welfare relates to taking care of the wellbeing of workers by employers trade unions government and non- government agencies. It deals with the provision of opportunities for workers and his\her family for a good life as understood in most comprehensive sense. Employee welfare is justified foe several reasons. A typical worker does a lot of work like digging coal from earth, fetching and refining oil, to build dams for society. They look after necessities as well as luxuries of people in society. Thus, welfare measures are a must for them. Welfare measures are going to have a great impact on workers productivity. Thus a worker show safeguard economic and social factors of the industrial economy needs a boost with welfare activities. Welfare may help retain the employee (Shreya dutta, 2021).

Another argument in favour of welfare is that it gives a good image to the company. At the time of recruitment people see the organisation as a good employer. This gives many

benefits to the company. it is able to recruit and retain the best employee. After employees have been hired, trained and remunerated, they need to be retained and maintained to serve the organisation better. Welfare activities are designed to take care of the wellbeing of the employees. They do not generally result in monetary benefit to the employees nor are these facilities provided by employers alone. Government and non-government agencies and trade unions too contribute towards employee welfare. The welfare facilities together contribute to better work. Welfare implies doing good. Many personnel managers find these activities redundant after spending on them for many years. The argument that these facilities improve loyalty of employees has been exploded. If the welfare facilities are used at all they are taken granted by employees (Shreya Dutta, 2021).

According to ILO 1919, "Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale". Employee welfare is for the betterment of the workers. It involves adjustment of an employee's work life and family life to the community and social life. Welfare measures may be both voluntary and statutory (prescribed under labour laws).The need and importance of employee welfare is being increasingly appreciated throughout the civilized world. The concept of welfare is a dynamic one and has different connotations in different countries and at different times in the same country, according to the prevailing value system, social institution, degree of industrialization, and the general level of social and economic development. To supplement the efforts of the employees and the State Governments in providing welfare amenities to the workers, welfare funds have been set up in coal, mica, iron ore, manganese ore, limestone and dolomite mines, and in the beedi industry.The principal activities financed out of the fund include general welfare such as medical facilities, water supply, education and recreation, and housing. The funds have been created by the levy of the cess on production or consumption or export of the minerals and, in the case of beedi, on the manufactured beedis (Mayuri, 2019).

In the era of globalization, market economy, hyper competition and rapid changing environment, the success of an organization depends on the employees' performance. Employees' performance is an essential requirement if an organization is to maintain its efforts towards the realization of predesigned goals (Dessler, 2008).

According to Humana Resource Philosophy employees are an important business resource that must be managed carefully in order to maximize return on investment and achieve business objectives. Organizations have to provide various benefits to ensure employees welfare is taken care off. In fact in this age and era it is almost impossible to operate an organization without offering a basic set of benefits for employees' welfare. Organizations should understand that a healthy and stress free worker is a major asset to the organization and should therefore provide welfare services and programmes (Ankita, 2010).

Employee welfare programs rest mainly on the abstract ground of social responsibility on organizations for those who work for them. Organizations need highly performing employees in order to meet their goals to deliver the products and services they specialize in and hence achieve competitive advantage. Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare programs can be classified into two categories viz. statutory and no statutory welfare schemes (Cole, 2002).

The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions on safety, health and welfare. The non-statutory schemes differ from organization to organization and from industry to industry. The very logic behind providing welfare schemes is to increase a healthy loyal and the productivity of organization, create efficient, satisfied labour force for the organization promote healthy organizational relations thereby maintaining industrial peace (Cole, 2002).

Organisation focused on employee welfare facilities and its impact on employees efficiency .The employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals. Health, safety and welfare are 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. Welfare measures may be both statutory and non-statutory; laws require the employer to extend certain benefits to employees in addition to wages or salaries (Tiwari, 2014).

## **IMPORTANCE OF WELFARE MEASURES**

**Lack of strong trade union movement** – In the absence of strong trade unions and effective leaders, welfare work helps the workers in the industry to stand on their own feet, think properly and systematically of their interests, progress hand in hand and participate in the nation's development.

**Poverty** – Poverty is one of the main reasons behind the provisions of labour welfare activities. Indian workers in majority are poor, and are, therefore, unable to provide a healthy living for their families and good education for their children.

**Illiteracy** – In India, the number of educated workers is low. Being illiterate, they cannot receive advanced industrial training, understand the problems in industries, and understand their interests and those of nations.

**Low level of health and nutrition** – Due to poverty and illiteracy, the Indian workers remain unhealthy and ill-fed. This reduces their productivity and efficiency.

**Lack of healthy recreation** – The workers indulge in crime and other wrong activities due to a lack of wholesome entertainment. The employer should provide means of wholesome entertainment to maintain their efficiency.

**Lack of training** – India's number of trained workers is deficient. Thus, it is necessary to have training facilities for such a vast workforce.

The state of wellbeing implies the wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral, and emotional factors of a person. These four elements together constitute the structure of welfare on which its totality is based. The term welfare is a relative concept; therefore, it varies from time to time, region to region, and from country to country. According to the traditional economic theory, labor can be defined as "A factor of production which consists of manual and mental exertion and receives some return by way of wages, salaries or professional fees. Hence the present study was undertaken with the following objectives:

- To know the socio economic profile of the respondents.
- To understand the effectiveness of labour welfare measures provided at Anburaja Spinners Pvt.Ltd.

- To study the workers attitude towards the various welfare measures.
- To evaluate the satisfaction level of employees about the facilities in their work environment.

## **2. REVIEW OF THE LITERATURE**

The literature related to the provision of welfare schemes that influences the employee's satisfaction and efficiency are discussed in this paper.

2.1. Employee Welfare Schemes and Facilities Carried Out.

2.2. Job Satisfaction and Employee's Satisfaction

2.3. Studies Related to Employee Welfare Measures

### **2.1 EMPLOYEE WELFARE SCHEMES AND FACILITIES CARRIED OUT:**

Welfare facilities are an essential part of good working conditions. During the working day, a worker needs to drink water or some other beverage, to eat meals and snacks, to wash his hands, to visit the lavatory, and to rest and recover from fatigue. Changing rooms and special work clothes may also be necessary. Good welfare facilities contribute not only to the welfare of workers, but also to production and better relations. If workers are denied facilities to meet their needs, problems will eventually result.

The cost of welfare facilities is usually lower if the enterprise provides them than if workers' pay for them individually. Repair and up-keep of welfare facilities is often ignored but very important. The examples of provision of these basic facilities. It shows how enterprises can help workers at low cost. The examples range from sanitary facilities and provision of drinking water and canteens to recreational and other facilities. All of them were reported to have had very favorable effects on workers and on production.

#### **1. Sanitary facilities**

The workplace should have good sanitary facilities. Clean toilets, washing facilities and shower rooms are important. In almost all countries, the provision of these facilities has been made obligatory through laws or regulations. It is necessary to provide a sufficient number of such facilities and to keep them clean. For example, in Indonesia, it is prescribed to have one toilet at a workplace with less than 15 workers; one toilet for every 15 workers in workplaces with less than 100 workers; six toilets in workplaces with more than 100 workers; 12 toilets in workplaces with more than 200 workers; and six more toilets for every extra 100 workers. Urinals may be provided for men. Toilets should be separate for men and women. In addition, one wash basin is needed for every 30 workers.

These sanitary facilities are necessary for workers' well-being and to prevent disease. Well-maintained sanitary facilities help to improve productivity because healthy workers are more efficient and there will also be less absenteeism. If work is hot and dirty or involves chemicals, it is necessary to provide shower or bathing facilities and good changing rooms.

Unfortunately, sanitary facilities are often neglected. They are often far from the worksite, insufficient in number and poorly maintained. Even though in many cultures people tend not to talk about toilets, these basic facilities are very important and need particular attention. In general, improvements in sanitary facilities can be undertaken at low cost. When workplaces are built, good sanitary facilities can be included in the plan with a relatively small additional cost. It is often cheaper in the end to use materials which are durable, easily cleaned and quick in drying, such as tiles. Arrangements can be made to clean toilets and washing facilities frequently and maintain them in good repair at low cost.

## **2. Cleaning toilets**

In a small engineering factory with about 25 workers in Madras, India, the toilets for workers were in an unhygienic condition. Rubbish and cigarette butts were scattered around and the toilets were often clogged. The manager tried to persuade the workers to use the toilets properly, but found it difficult. As a solution, he made a special arrangement among the workers themselves, dividing them into four groups and asking each group to be responsible in turn for cleaning the toilets each week. At the same time, the manager provided a cigarette bin made from metal in each toilet.

The cost incurred was practically nil. Tools and other equipment for cleaning were already available. The bins were manufactured using scrap material. The manager proposed giving a monthly award to the group which could best keep the lavatory in good condition. This also helped change the attitude of the workers in maintaining clean toilets.

Sanitary facilities were in a bad state in a textile mill in Sri Lanka, which employed about 100 men and about 150 women in three shifts. The toilets were broken and clogged and the flushes were often not working. The floors and walls were broken, the smell was disagreeable and the doors could hardly be closed. Some of the toilets could not be used at all for a long period of time. The increasing number of employees in the mill further aggravated the situation. The displeasure among the workers grew to such an extent that it resulted in a

go-slow and hence a decrease in production. Considering the number of toilets which were not working, it was clear that the regulatory standard of one toilet for every 25 male or female workers was not met.

The management agreed to provide sufficient sanitary facilities: for men, three toilets, five urinals, three wash basins and an additional tap; and for women, five toilets, five wash basins and an additional tap. They also agreed to provide ceilings for the women's toilets and to repair all the toilets, urinals and wash basins. New doors which could be locked were provided. The floors and walls of these facilities were repaired and the walls were white washed. A labourer was engaged for each of the two shift periods between 6 a.m. and 10 p.m. to clean the toilets.

The repair and buildings of the toilet facilities pleased the workers tremendously. There was better morale and more co-operation with the management. The cost for the repair of roofs, ceilings, walls, floors and toilets, the replacement of some toilets and wash basins and the colour-washing of walls

## **2.2 JOB SATISFACTION AND EMPLOYEE'S SATISFACTION:**

Job satisfaction, or employee satisfaction, refers to how content an employee is in the job they presently have, including how well they like the tasks they perform and how satisfied they are with their supervisors. Employee satisfaction shares many similarities to employee engagement, but Gallup cautions the two concepts are not quite interchangeable. An employee can be satisfied (contented) without being fully engaged in the work they are doing. While "both employee engagement and employee satisfaction relate to meaningful outcomes," Gallup says satisfaction is a broader term and some facets of satisfaction do not relate well to performance, however, employee engagement predicts job satisfaction and correlates with many desirable business outcomes.

Employee satisfaction needs to be treated with both short and long-term visions. In the short term, it is directly linked to attrition and employee-organization match. It is important that people perceive the company in a positive light in their early days of employment, else it would not take long for them to look for a change. In the long term, it is more damaging when an employee is not satisfied but continues to work with an organization due to other reasons. The employee starts to look for reasons to dislike the company more. For example, if a bad appraisal is the core reason behind her disappointment, the employee

might then perceive that there is favouritism or that the company does not treat her as a valuable asset. Such impressions corrode the value an employee places on the company and this gets projected extrinsically, often among an audience with whom the equity of the organization gets affected.

### **2.3 STUDIES RELATED TO EMPLOYEE WELFARE MEASURES:**

**Resma and Basavraju (2013)** on their study “**Benefits And Facilities for the Employees**” stated the employee welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. This study enlightens the concept of welfare measures; it also highlights the employee perception regarding the various statutory welfare measures provided by the Donimalai Iron Ore Mine, Bellary.

**Srinivas (2013)** identified “**Welfare Facilities And Employees Satisfaction Level About Welfare Facilities Adopted At Bosch Limited, Bangalore**”. It is found that most of the welfare facilities like medical, canteen, working environment, safety measures etc ... are provided by the company and most of the employees are satisfied with the welfare facilities adopted by the company towards the employee s welfare.

**Anand (2010)** stated in his research work that **Employees Of IT Sector In Chennai District Are Satisfied With The Welfare Measures Provided By The Company**. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & tress management etc. Modifications are requiring in the field of safety consciousness, grievance handling& sexual harassment especially for women employees.

**Kumar (2013)** described that 100% employees of Tamilnadu state transport corporation, Villupuram division were aware of the **Welfare Measures In Public Sector Transport Corporation**. Researcher found that most of the employees were do not satisfied with welfare measures such as canteen, night duty, rest rooms & gratuity 89% employees said work load is very high. Researcher suggested the govt. to take keen interest to fill up the vacancies to share the work among them as employees are burdened with heavy work load.

**Madhesh (2014)** instated that employees having 5-10 years’ experience are highly satisfied **Welfare Measures Provided by Their Companies in SIPCOT Industrial Area in Tamilnadu**. He suggested some recommendations regarding welfare inspector, transfer policies & disciplinary rules for betterment of employees.

**Okereke (2010)** revealed that there complete absence of **Welfare Measures in Patani Local Govt. Council, Delta State Nigeria**. There is general awareness about staff welfare among employees. Staffs were totally neglected by council. The working environment was poor or path. He informs of office accommodation & furniture working materials, monetary incentives & unreliable health of safety facilities etc. Job satisfaction among employees are very low which leads to poor productivity or performance .Okereke suggested that significant efforts should be made to improve employee job capabilities through training, improve working condition & general welfare , which leads to increase productivity or enhanced moral & performance.

**Prabhakar S (2013)** found **Employees Of Don Bosco College Of Arts And Science Sogathur, Dharampuri, Tamilnadu**, are very satisfied with intramural facilities but they is a need of further development in the areas of extra mural facilities like transport, leave facility, maternity benefits, promotion for the staff in college etc. Researchers recommended fixing pay scale for experienced staff in tune with the cost of living and have to think high salaries for those awarded Ph.D.

**Priyanka (2014)** was taken 100 respondents from IT industry at Guntur, Andhra Pradesh and resulted that companies are very keen in promoting all the welfare facility provided by the IT industry.

**Reenu (2013)** Described that the retail stores at Udaipur, Rajasthan are providing intramural & extra mural facilities. Even they are providing several amenities that may improve health & leaving standards of employees. Researcher also suggested retail stores should provide transportation facilities, different sport activities, accommodation facilities or allowances, sponsor for the higher education to deserving candidate etc.

**Regi (2013)** stated that **Indian overseas bank (IOB)** gives more welfare schemes to their employees such as safety measures, promotion facility, recreational facility etc. but they are lacking in canteen facility , rest room & toilet facility, ID card issue but the overall satisfaction level of IOB employees about welfare measures are satisfactory.

**Sabarinathan S** mentioned the 78 % of the respondents are satisfied **with Welfare Measures Implemented By Erode District Cooperative Milk Producers Union Ltd.** Tamilnadu. Employees are satisfied with canteen facilities. Researcher suggested that management should convert level of satisfactory into highly satisfactory.

**Satyanarayana** Stated about employees of sugar factories in east Godavari district are satisfied with the welfare measures given by the company. Most of the employees having experience between 5-10 years are highly satisfied with welfare measures. Researcher recommended some measures improvement in safety equipment, over time payments, compensatory arrangements on medical grounds, promotion etc.

**Renapurkar, (2013)** the study revealed effect of employee welfare activities on employee satisfaction, absenteeism and turnover. It was also examined the extent of welfare measure provided and employee awareness towards various welfare facilities. Stratified random selection technique was used to selected respondents.

**Kadakol & Rashmi, (2016)** the working environment of any job in a factory or a workshop imposes some adverse effects on the workers because of the heat, noise, smell etc. involved in the manufacturing process. This was the statement of research problem of the study. The study examined the welfare measures prevailing in the company and employee satisfaction towards it. It was concluded that, all the statutory welfare measures provided to the employees in equal extent and therefore; majority of employees found satisfied with welfare facilities. Further, researchers were stated that, public sectors need to be improved in their welfare facilities.

**Tiwari,( 2014)**In this study the attempt was made to find out welfare facilities and its impact on employees efficiency at Vindha Telelinks Ltd. Rewa Madhya Pradesh. However, the hypothesis of this research was “there is a significant impact of Employee Welfare facilities on employee efficiency”. The study revealed that, the average mean score and percentage score of the overall of 22 items were computed at 3.64(66%). It was observed that VTL Rewa (M.P.) provided various facilities to the employees. At last it was concluded that, the employee welfare facilities provided by the company to employees are satisfied and commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

**Basha, Eswariah, & Reddy, (2016)** the study revealed that, majority of the employees was satisfied towards various welfare measures and social security measures provided in the company.

**Gurusamy (2012)** asserted that there is no significant relationship between the sex of the respondent& level of satisfaction on washing facilities in textile industry at Coimbatore

district. Also he stated that there is a positive relationship the income of the respondent & the level of the satisfaction on canteen facilities.

**Hangarki (2014)** revealed the relationship between employee satisfaction level & welfare measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training & development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.

**Jain (2012)** implied by her research work that public sector bank employees are more satisfied with his jobs rather than private bank employees the main cause of dissatisfaction among private bank employees are job in security their jobs are highly competitive. Also welfare facilities and clearly defined & legally enforced in public sector banks while there is neither well planned nor well executed welfare facilities in private banks. This is other reason of dissatisfaction among private bank employees. Employee's turnover high & job security low in private bank employees.

**Satyanarayana M. (2012)** Revealed that overall satisfaction level of KCP Ltd. Employees at Macherla, Andhra Pradesh is satisfactory. However researcher suggested some measures for further improvement that are productivity – linked annual bonus subsidized food in canteen, four pairs of uniforms & increase the quantity of provisions in the co-operative stores. Such measures will enrich the employee's standard of living & satisfaction level.

**Tatareddy M (2014)** implied by research work that majority of the respondents of Secunderabad division of railway are satisfied with the welfare measures which they are provided. Employees are satisfied with both Intra-murale..medical, canteen, water, washing and bathing, safety measures etc. And extra-mural e.g. housing, recreational, educational, holiday homes, retirement benefits etc. Researcher further suggested recommendation in the areas of housing societies for railway men, better equipped hospitals and clinics, educational facilities in the technical education etc.

**Upadhaya (2006)** studied an awareness and implementation of labour welfare measures in Garment and hosiery industry of Noida depicted a pathetic or quite deplorable

picture of this area.52% respondents belonging to the unskilled category and they are mobile in nature or contractual and piece rate workers. There is no s no general awareness among employees.30% workers were not being provided paid weekly holidays in case of piece rate worker and casual workers. Only 10& of the units were providing food facility to its workers on a subsidized basis. No other non –statutory facility being provided to workers.

**Venugopal (2011)** described that employees in industrial cluster at chittoor district, Kerala are availing statutory & non-statutory welfare facility but employees are expecting some more welfare facility like gratuity, pension, welfare fund, so that they may retained employees & their quality of work life. Researcher also strongly recommended that industry should provide timely help to the work force when they are in trouble such as conveyance to hospital when injured or maintenance etc.

**Shelar & Phadatare(2013)** study revealed employee’s satisfaction level regarding employee’s welfare and social security measures offered by industrial units in KaradTaluka and also its’ impact on the performance of employees and productivity of industries. Further, Researchers conveyed suggestions to the management to minimize employees’ turnover and absenteeism. Stratified random sampling method was used for sample selection. On the basis of revenue and employment generation Sugar Industry, Textile Industry, Engineering Industry, Pharmaceutical Industry and Banking Service, Life Insurance Service, Hospital Service, and Hotel Service were selected for manufacturing and service industry respectively. The result of the study showed that, Employees from both the industrial units were satisfied with working conditions but moderately satisfied with intra mural facilities. As far as health and medical facilities, employment security and housing facilities are concerned Employees were moderately satisfied. However, e employees were dissatisfied with the rest of the facilities. Both industrial units provided all safety provisions therefore; employees from these industrial units were satisfied with safety provisions. In case of social security measures, employees from both industrial units were moderately satisfied.

**Bhatt & Olive, (2013)** An investigation was carried out to study perceptions of workers towards Labour welfare measures in the corporate sector. Total 180 respondents sample size of this study taken from the State of Haryana. Likert type five degree scale was use to analyse the perception of workers towards various welfare measures. A statistical method Factor analytical model was used to analyse the data. A well designed questionnaire was prepared and administered. Further, Varimax rotated matrix and KaiserMeyer-Olkin

(KMO) and Bartlett's test was used for extracting the factors. Researchers concluded that, issues relating to Labour welfare into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies. In order to maintain better industrial relations and stability in the organizations, these types of welfare facilities can go a long way in improving efficiency in the organizations.

**Karthi, (2016)** Studied the various aspects of Labour welfare, health and safety in Textile and Clothing industry i.e RBR Garments, Tirupur. The study examined satisfaction level of the employee in the organisation with respect to the Employee Welfare measures and how welfare measures improve the motivation of the employees in RBR Garments, Tirpur. Further, the hypothesis was framed to find relationship between respondents' age, gender and marital status and level of satisfaction with respect to welfare activity. The research was descriptive in nature therefore; primary data was collected from 150 respondents by using interview schedule. It was observed that, there is a close relationship between the respondent's age and their level of satisfaction with respect to welfare activities in the RBR Garments. It was also found that, there is no significant relationship between gender and marital with level of satisfaction towards welfare activities. The analysis showed that, majority (93%) of the respondents motivated in the organisation due adequate welfare activities.

**Srinivas, (2013)** the study examined employee awareness towards various statutory and non-statutory welfare measures and level satisfaction among employees at Bosh with respective to various welfare measures. The sample size of this study was 100 respondents of the Bosch Limited, Bangalore were selected through Convenience Sampling method. The primary data was gathered from direct interview with questionnaire and secondary data gathered from annual reports, journals, handouts, magazines. The study showed that, 75% of the respondents were aware and 25% of the respondents were unaware of the statutory and non-statutory employee welfare facilities provided at Bosch Limited. It inferred that most of the respondents were aware of the employee welfare facilities provided at the company. It was observed that, 44% of the respondents agree that the welfare facilities help to increase motivation and Productivity. It was also found that, satisfaction level of respondents is good as the company provided majority of the primary welfare facilities to its employees.

**Gurusamy & Princy , (2012)** This study was conducted to know whether the workers are satisfied with the welfare facilities provided by textile industries. The study also conducted to provide suggestion to industry for improving the employee's satisfaction too bright out various drawbacks in the existing system. The research design used in this study was descriptive. To collect primary data 200 sample selected from entire population by using Simple Random Sampling method. Simple Percentage Analysis and Chi-Square Analysis were also used for data analysis. It was concluded that, 90% of the respondents stated that awareness about welfare facilities. On the other hand 10% of the respondents stated that no awareness about statutory welfare facilities.

**Jaishree, (2015)** Attempted an investigatory and analytical study that examined employee job satisfaction with respect to various welfare facilities provided in Garment industry and the factors affecting employee satisfaction. However, descriptive research design was used for this study. The sample size was 297 respondents selected by using Convenience Sampling, a non-probability sampling method. Primary data was collected through structured questionnaire and ANOVA Analysis, POST- HOC Test, Multiple Correlation, Regression used for data analysis. From the analysis it was found that  $R = 0.457$ :  $R = 0.209$  which indicates welfare measures were positive related with job satisfaction, working conditions, canteen facilities, restroom facility and financial incentives. It was also concluded that the Labour welfare practices followed in the industries were satisfactory.

**Rajkuar, (2014)** the study was conducted to know Labour welfare measures in IT companies in Chennai. It was also studied the employee view about the Labour welfare measures on the productivity of IT units and factors that contribute to improve the standard of Labour welfare measures of employees. Survey Method adopted for this study. It covered the workers of IT companies in Chennai. Researcher randomly selected 60 IT companies who had started to function during 2000-05 and continuing. 600 employees had been selected for the intensive study using stratified random sampling. The study selected five companies of IT companies in Chennai. Each company consisted of 120 respondents were taken for study purpose. The study revealed that, there was found significant relationship between Labour welfare measures and productivity of IT companies. The next factors were found influencing the Labour Welfare Measures and Social Security such as Selection and Training process, Performance Appraisal, Career Planning, Feedback and Counselling, Rewards, Labour Welfare and Work Life, Organizational Development, Employees Participation, Labour

Management Relation, Commitment and Involvement, Skill and Knowledge, Motivation, Absenteeism, Labour Welfare Legislations etc.

**Senthil Kumar & Vedanthadesikan, (2013)** This is an attempt to investigate and analyse satisfaction level of the employees with respect to the various welfare measures provided by Tamilnadu State Corporation, Villupuram Division. The study was based on primary data therefore; questionnaire was used for data collection. Stratified Random Sampling technique had been used for selection of 20 employees. Respondents were from different departments such as Commercial & Operation Department, Personnel Department, Material Department, Industrial Relations Department and in Technical Section. It was found that, satisfaction of employees with respect to welfare measures of Public Sector Transport Corporation majority of the respondents belong to neutral level and some of them were highly satisfied. It was also found that majority of the respondents were satisfied with working environment.

**Purushothaman, (2014)** the study revealed that, company provided all welfare facilities according to factories act. Disposal of wastes done properly. Proper ventilation in most area of the shops but in few areas ventilation was found poor. Lightning in overall plant was best. Latrines and urinals cleanliness found fine but not provided separately for men and women. Health check-up program arranged by organization.

**Amutha, (2016)** an attempt was made to identify non-statutory welfare measures for faculties in private institute colleges ((Kanchipuram dist.) level of satisfaction with respect to the facilities. The study also examined awareness level about the concept of “Non-statutory welfare schemes. 15 engineering and Arts Colleges were selected and sample size was 67 respondents selected through convenience sampling method. Primary data was collected by using questionnaire. The collected data had been analysed by the use of various statistical tools like Percentage analysis, correlation, Chi – square test. The study showed that, employees having above 5 years’ experience found highly satisfied with the non – statutory welfare schemes. 60% of the employees found satisfied with the harassment policies adhered by the organization. Almost all employees were aware about Non-Statutory welfare facilities. Further, Researcher suggested organizing Medical Check-up when required and provide Medi-claim policies to employees. Counselling committee needs to form for employees’ motivation and to resolve their personal problems.

**Azami, Vasokolaei, Azadi, & Shaarbafchizadeh, (2014)** Research evaluated level of satisfaction with the availability of welfare facilities among staff working in the headquarters of Tehran University of medical Sciences. The Data had collected through standard questionnaire from 238 respondents. It was found that, employees' were highly satisfied with respect to cash and information facilities whereas lowest level of satisfaction was associated with insurance facilities.

**Suthamathi, (2016)** Investigated level satisfaction towards statutory welfare measure in Steel Plants at Salem Distict. The result was analysed through chi-square test, analysis of variance (ANOVA), student t test, and F test. It was found that, employees of Salem Steel Plant and JSW Steel Limited are pertaining more or less similar over the satisfaction of the Labour welfare measures.

**Nithyavathi, (2016)** The research was descriptive in nature. The sample size was 150 respondents. The study showed that, a majority of the respondents feel secure while working at textile industry and feel that the safety measures help to reduce the severity of accidents. Majority of respondents found satisfied with the existing welfare measures.

**Aleeswari & Manimaran, (2011)** the required data collected from 250 respondents. The study revealed that, employees found highly satisfied and motivated with respect to the Labour welfare measures provided by their mills. However, Labour welfare measures played important role in improvement of employee efficiency and effectiveness.

**Sabarirajan, Meharajan, & Arun, (2010)** A study concluded that, welfare measures plays important role in employee satisfaction and it results in improved quality of work life. This study also stated that, there is significant relationship between welfare measures and employee satisfaction and Employees of Textile Mills in Salem district are satisfied with the welfare measures provided by their organization.

**Symala Devi & Kaliyamurthy, (2012)** The study focused on workers of unorganized sector. Government has framed various policies and sanctioned bills for security and welfare of these workers. As per the data, day by day the number of employment in unorganized sector is increasing. NSSO in the year 1993-94 had shown that the total employment in both the organized and unorganized sector was 374 million out of which around 27 million were in the organised sector and the balance 347 million in the unorganised sector. The study revealed that, government policies should reach out to the people working in unorganised

sector and there is need to instil and foster confidence in these workers in Organization's capability to handle moneys for them in a safe and secure manner for the welfare of the workers and their families.

**John, (2016)** the study revealed major Employee Welfare measures exist in Government Banks. Further, it was stated that, welfare measures makes impact on employee morale, which is resultant in better productivity and organizational development. Salary is the minimum requisite for employment. People always look for something more than monthly paycheque.

**Brindha, (2013)** the study analysed interpersonal relationship among employees' satisfaction and factor influencing the quality of work life. Primary Data had been collected from 50 respondents by using questionnaire. Stratified Random Sampling was used for selecting respondents. It is found that, there good interpersonal relations (63%) and 67% were satisfied with their relationship with management. Majority of employees found satisfied with respect to medical facilities, job rotation, interpersonal relations, team works, job security, rules and regulations and shift changing procedures.

**Pawar,( 2013)**A study concluded that, level of awareness about the welfare measures at VSP found to be very satisfactory but Majority of employees were unhappy with regard to rest room facilities, sanitary & drinking water facilities and grievances handling mechanisms and existing work culture at VSP. Satisfaction level of employees towards existing non-statutory welfare measures was not up to the mark but below the average.

**Singh,( 2015)** Studied various welfare policies adopted by company and employees' satisfaction with those welfare facilities. It is found that, company provides medical facilities, clean and good work place, trainings, bottom off counselling, safety, allowances etc. to their employees and most of the employees found happy with these welfare facilities.

**Parameshwaran & Shamina, (2014)** the study focused on effectiveness of various Labour Welfare measures provided at Cheyyar Cooperative Sugar mill and employee satisfaction. It is found that, more than half of the employees were satisfied on the welfare measures provided by the company.

**Sai Babu & Gurunadham, (2016)** In their research paper it is found that, there is a strong correlation between the implementation of Labour welfare measures and the level of satisfaction among the employees. The sample size was 248 respondents. The data analysis was done by applying statistical tools like ANOVA and Multiple-Regression Analysis.

**Manasa & Krishnanaik,( 2015)**in their research article contributes the in-depth of analysis of both Intra-Mural and Extra-Mural welfare measures and its impact on employee satisfaction in Cement Corporation of India units in Thandur and Adilabad. It is observed that the CCI units providing various facilities to the employees as per the rules and regulation of state and Indian Government. Adequate facilities for both permanent and temporary employees made them satisfied. At last it has concluded that the employee welfare facilities provided by the company to employees are satisfied and commendable.

**Salaria & Salaria,( 2013)** In their research studied welfare measures provided to the employees, satisfaction and awareness about the welfare. It is found that, employees in auto sector are highly satisfied with the intramural welfare measures and few are dissatisfied with the extramural welfare measures. Perception of the employees on the total welfare measures is satisfied very fewer employees are dissatisfied.

**Chaubey & Rawat,( 2016)**This research examined the impact of labour welfare measures on job satisfaction. For this study, the research design chosen was descriptive in nature and the sampling technique chosen was convenient sampling. The universe of the study includes Small Scale Industries (SSIs) within the Dehradun. A sample of 153 respondents was collected from the universe. The collected data after being coded were analyzed using Statistical Package for Social sciences Research (SPSS) and various statistical tests were applied based on hypotheses and matching variables. The results stated that there is a significant impact of labour welfare measures on job satisfaction.

**Hemalatha, Benita, & Nageswara Rao, (2017)** The Main purpose of the study was to identify the impact of welfare facilities on job satisfaction and also to know the satisfaction level of the employees. Data was collected through survey questionnaire from 120 respondents. The study revealed that, employee welfare has a great impact on job satisfaction. The welfare measures made in such a way that it accomplishes the needs of the employees.

**Sudhamsetti & Madhavi, (2017)** the primary objective of this paper was to analyses the various dimensions of labour welfare measures and to know the satisfaction levels of employees. It was observer that N.T.P.S. provided various welfare measures to the employees and also follows the legislations of state and Indian Government. The management required to provide good facilities to all employees so as they become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity.

### **3. METHODOLOGY**

Research Methodology is a way to systematically solve the research problem. It is a science of studying how to research is to be carried out. Research Methodology is a blue print of the study conducted, which includes step of data collection, sample selection, type of questionnaire, process of data and family interpretation of the data.

The methodology for the study entitled “A Study on Employee Welfare Measures in Anburaja Spinners Pvt. Ltd of Tiruppur District” is presented under the following steps.

3.1 Selection of the Area

3.2 Selection of Sample

3.3 Selection of the Method

3.4 Construction of Tool

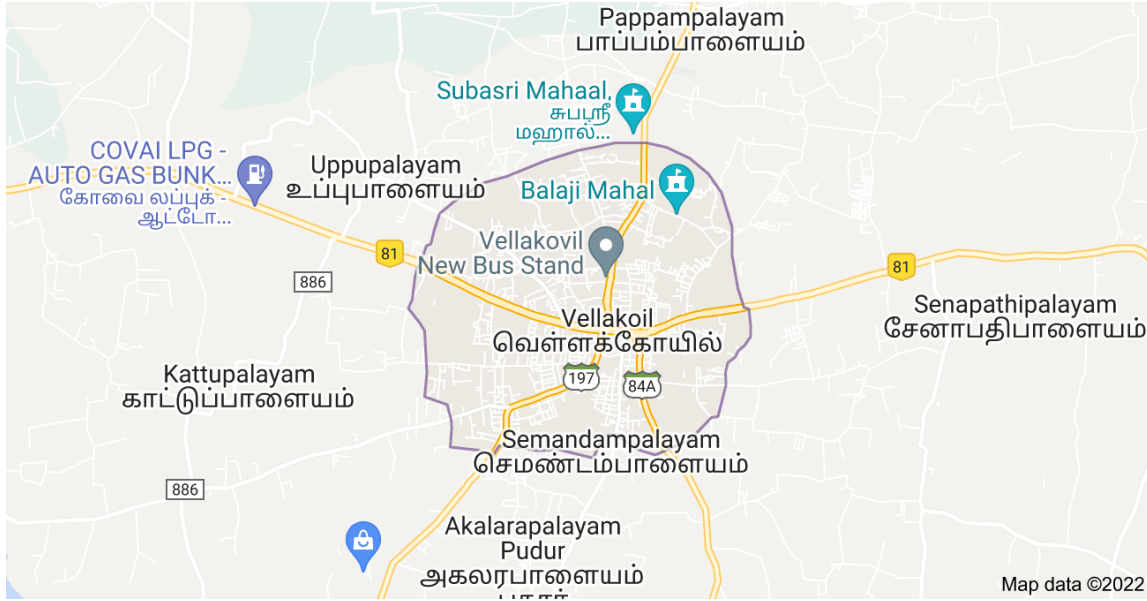
3.5 Obtaining Ethical Clearance of the Study

3.6 Collection of the Data

3.7 Analysis and Interpretation of the Data

#### **3.1 Selection of the Area**

Vellakovil a suburb of Tiruppur district Tamil Nadu was selected as the area of study. It is covered with many mills around it. It is well connected by road transport. Tiruppur District is one of the 38 districts of the Indian state of Tamil Nadu, formed in 22 February 2009. Dharapuram was the largest taluk by area in the district. The district is well-developed and industrialized. The Tiruppur banian industry, the cotton market, Kangeyam bull and Uthukkuli butter, among other things, provide for a vibrant economy. The city of Tiruppur is the administrative headquarters for the district. As of 2011, the district had a population of 2,479,052 with a sex-ratio of 989 females for every 1,000 males.



### 3.2 Selection of Sample

A sample refers to a smaller, manageable version of a larger group. It is a subset containing the characteristics of a larger population. Samples are used in statistical testing when population are too large for the test to include all possible members or observations. A sample should represent the population as a whole and not reflect any bias towards a specific attribute (Will Kenton, 2021). One hundred employees was selected randomly from Anburaja Spinners Pvt, Ltd, Vellakovil of Tirupur District was selected for the area of the study.

### 3.3 Selection of the Method

Both primary and secondary method was adopted. Primary data are those which are collected afresh and for the first time and thus happen to be original in character (K.Muralidharan, 2015). Primary data were collected by Interview Schedule. Secondary data is the data which are not originally collected but rather obtained from published or unpublished sources (Hema Thangavel, 2019). Secondary data were collected from books, journals, periodicals and website sources.

### 3.4 Construction of the Tool

An interview schedule is basically a list containing a set of structured questions that have been prepared, to serve as a guide for interviewers, researchers and investigators in collecting information or data about a specific topic or issue. Interview schedule is the tools that had been used by the researcher to collect the data and it includes: Socio economic

profile of the respondents, satisfaction level of employees about the facilities, The effectiveness of labour welfare measures. (Annexure I)

### **3.5 Obtaining Ethical Clearance of the Study**

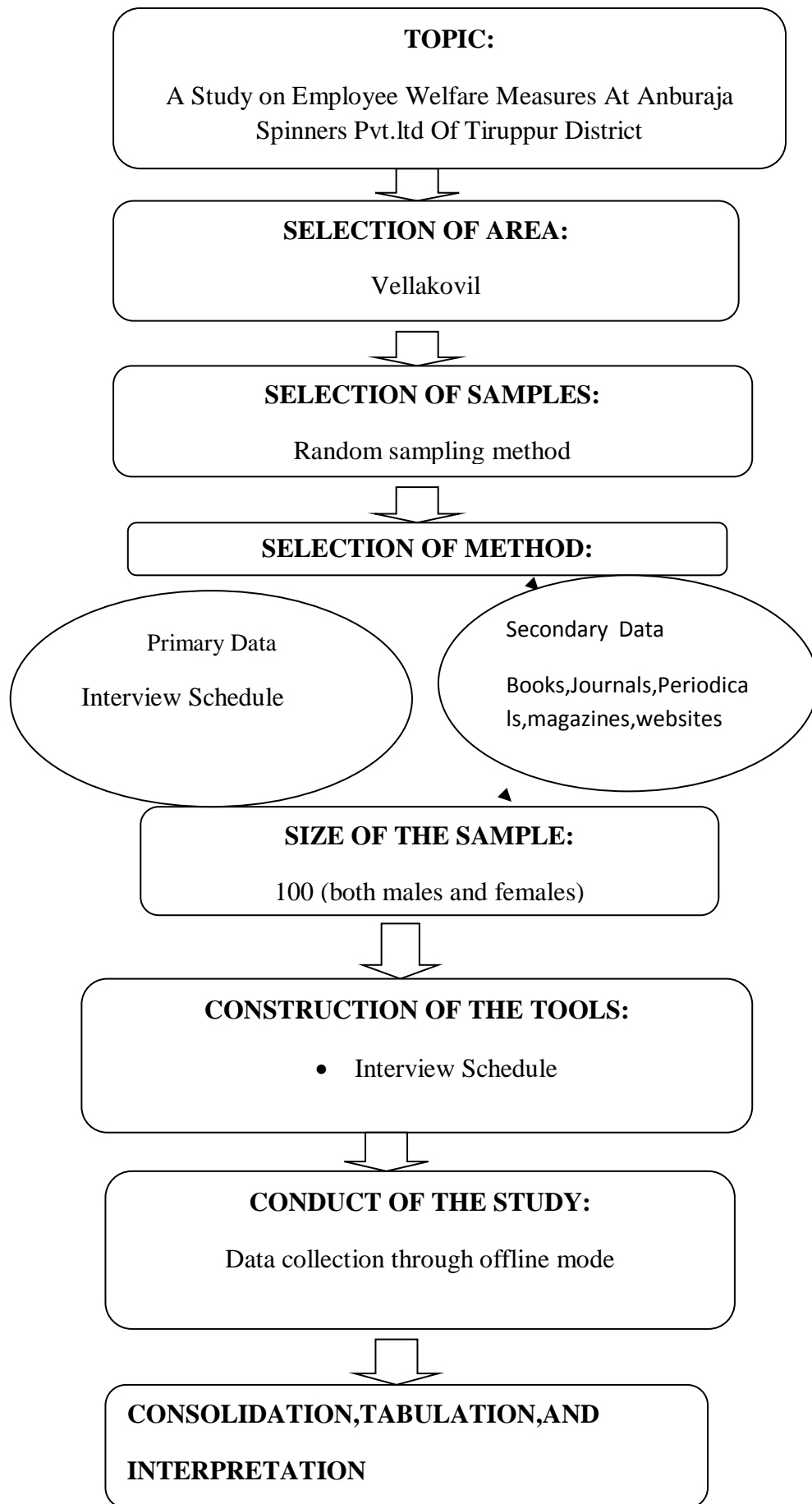
The application form explaining the design and the protocols used in the research study was subjected to the Institutional Human Ethical Committee and Ethical Clearance was obtained (Annexure-II)

### **3.6 Collection of Data**

The data collection for the present study was carried out by the researcher from 25 october 2022 to 9 may 2022. The data collection for the study was carried out easily without facing any difficulties starting from interaction till collecting data with the help and support of the manager Mr. Boopathi Raja. Whose guidance has bring worth to the researcher study.

### **3.7 Analysis and Interpretation of Data**

After collection of the data, it is essential to organise the information in a systematic manner in order to obtain the desired result and make interpretation scientifically. The data collected were consolidated, tabulated, analysed and discussed in chapter IV. Percentage analysis was used to analyse the data.



## 4. RESULT AND DISCUSSION

The results pertaining to the study on “Employee Welfare Measures on Anburaja Spinners Pvt. Ltd are discussed under the following heads:

4.1 Socio – Economic profile of the Employees

4.2 Satisfaction Level of Employees about the Facilities

4.3 The Effectiveness of Labour Welfare Measures

### 4.1 Socio – Economic profile of the Employees

Socio – economic background of the employees is an essential and important factor since it influences the success of the employee. The personal profile of the employees are discussed in Table 4.1.1

Aspects	Category	Percentage of the Respondents (n=100)
Age (in years)	20-30	70
	30-40	24
	Above 40	6
Gender	Male	61
	Female	39
Educational qualification	Primary	53
	Secondary school leaving certificate	15
	Higher secondary school	18
	Diploma	13
	Illiterate	1
Monthly income (Rs.)	Below 10,000	27
	10,000 – 20,000	48
	20,000 – 30,000	25
Marital status	Married	43
	Unmarried	57
Religion	Hindu	96
	Christian	4
Type of family	Joint Family	51
	Nuclear Family	49

### Age

Age is measured by calculating the time elapsed (usually in complete years) between date of birth and a specific point in time .Regarding the age wise distribution majority 70 percent of the respondents were between the group of 20 – 30 years . About 24 percent of the

respondents were belonged to 30-40 years, only 6 percent of the respondents were above 40 years .This shows the majority of the employers in the organization were belongs to 20-30 years.

### **Gender**

Gender is the range of characteristics pertaining to feminist and masculinity and differentiating between them. The above table shows that majority 61 percent of the respondents were male employees and 39 percent were female employees.

### **Educational Qualification**

Educational qualifications are the degrees, diplomas, certificates, professional titles and so forth that an individual has acquired .Regarding the educational qualification majority 53 percent of the respondents were completed primary school ,18 percent of the respondents were completed their higher secondary education followed by secondary school leaving certificate (15 percent) , diploma (13 percent), and remaining 1 percent were illiterate.

### **Monthly Income**

Among the selected respondents 27 percent of the respondents monthly income ranges below Rs 10,000, about 48 percent of the respondents were earned between Rs 10,000 - 20,000 ,only 25 percent of the respondents were earning 20,000 - 30,000 .

### **Marital Status**

With regard to marital status, a significant percentage of 43 percentage of the respondents were married and 57 percentage were unmarried.

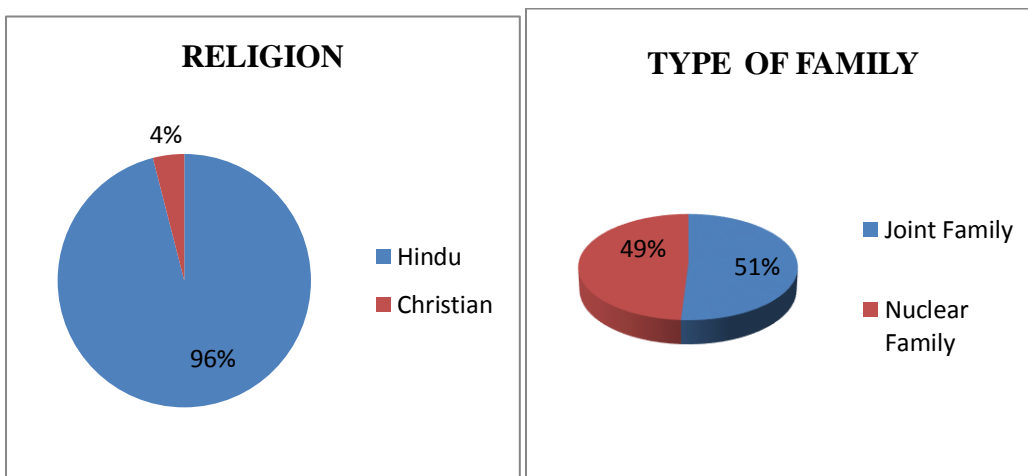
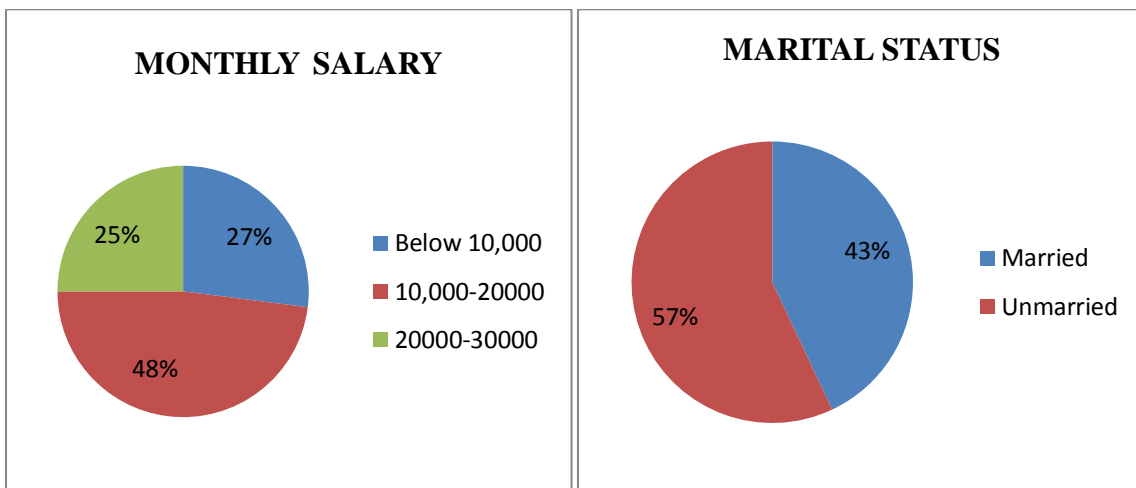
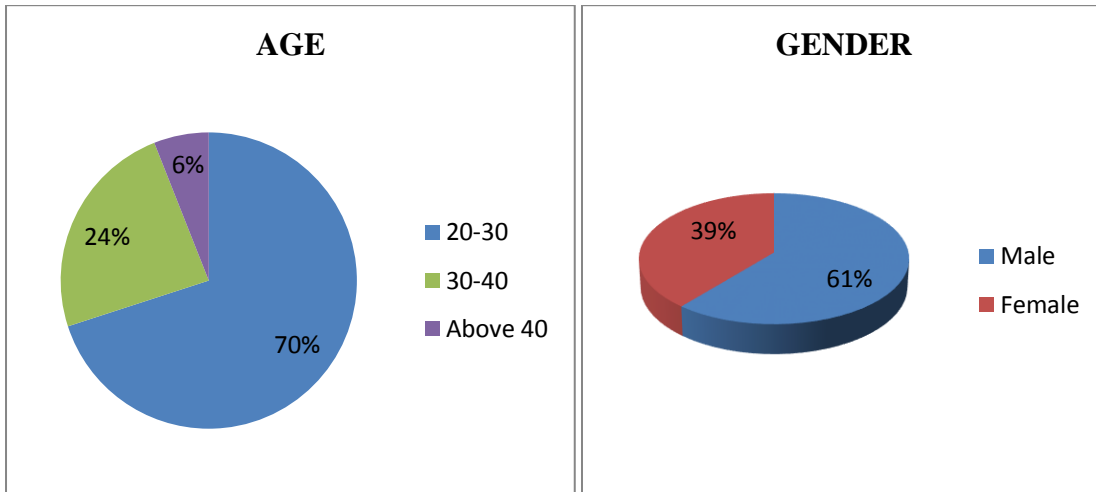
### **Religion**

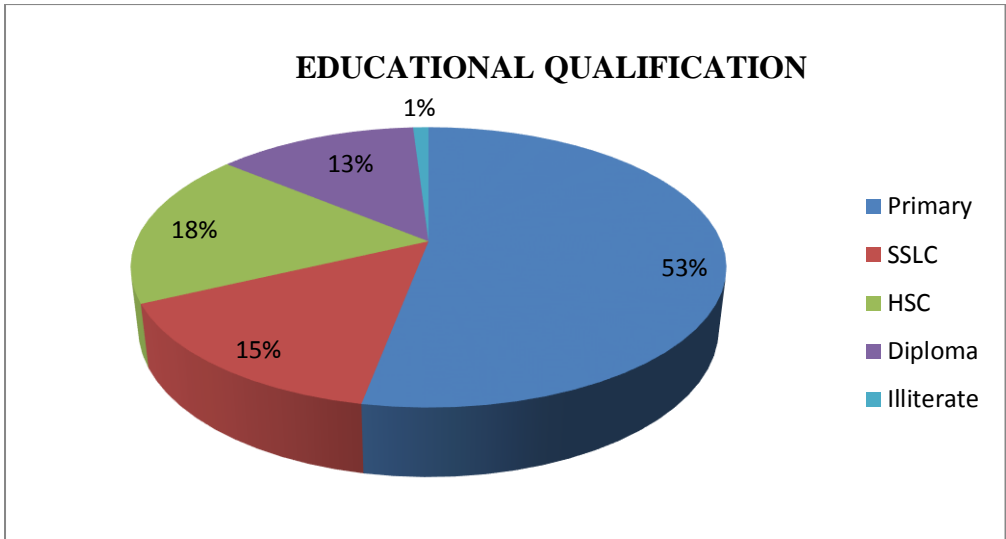
Religion is usually defined as a social-cultural system of designated behaviours and practices, morals, beliefs, worldviews, texts, prophecies, ethics, or organizations. Majority of the respondent 96 percent belonged to Hindu religion. Hinduism is the main religion in India especially in the study area. And the remaining 4 percent were belonged to Christian.

### **Type of family**

A family is a group of two or more persons related by birth, marriage, or adoption who live together; all such related persons are considered as members of one family. The

above table reveals that out of the total respondents taken for the study, 51 percent of them were to belonged joint family system and remaining 49 percent were nuclear family.





**FIGURE 4.1.1**

**SOCIO – ECONOMIC PROFILE OF THE RESPONDENTS**

**4.2 Satisfaction Level of Employees about the Facilities**

Employee satisfaction is the level of happiness or contentment of an employee feels for their job. It is also an essential aspect of any business or organization. When employees are happy and satisfied with the management and work culture, they put their best effort to make the company successful.

**4.2.1 Years of Experience**

The years of experience are given in the Table 4.2.1.

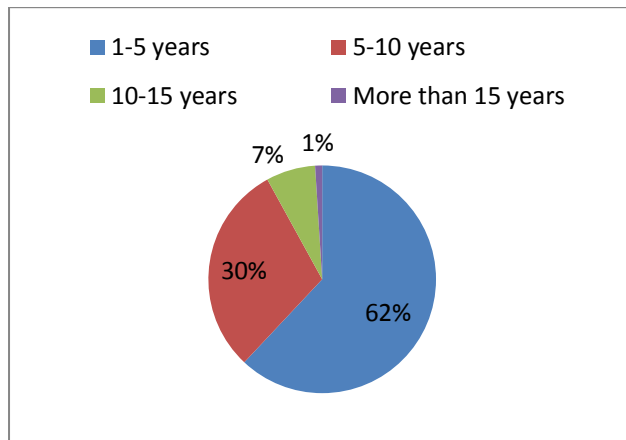
**TABLE 4.2.1**

**YEARS OF EXPERIENCE**

Aspects	Category	Percentage of the Respondents (n=100)
Years of experience	1-5 years	62
	5-10 years	30
	10-15 years	7
	More than 15 years	1

Years of experience means the total number of full years in which a participant has been employed by one or more employers. Among the selected respondents majority 62

percent of the respondents had 1-5 years of experience. About 30 percent had 5-10 years of experience, only one percent had more than 15 years' experience.



**FIGURE 4.2.1**

**YEARS OF EXPERIENCE**

**4.2.2 Physical and Social Environmental Factors**

The physical and social environmental factors are given in the Table 4.2.2.

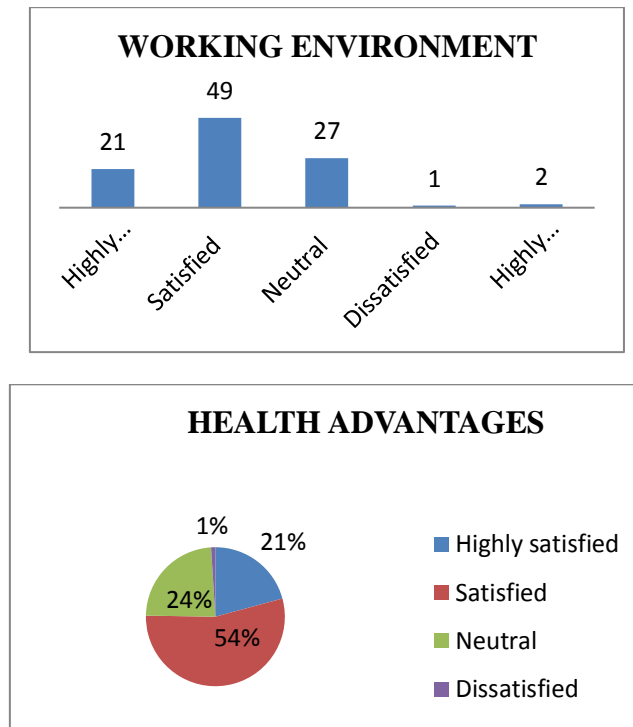
**TABLE 4.2.2**

**PHYSICAL AND SOCIAL ENVIRONMENTAL FACTORS**

Aspects	Percentage of the Respondents (n=100)				
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Working environment of the organization	21	49	27	1	2
Health advantages given by the company to the workers and their families	21	54	24	1	-

The above table depicted that out of 100 respondents, 49 percent of the respondents were satisfied with the working environment of the organization and around 27 percent were stated that neutral because they want to expect more from the organization. Only 1 percent of the respondents were dissatisfied with the conditions. Among selected respondents 54 percent of the respondents were satisfied with the health advantages to the workers and their families

taken care by the Anburaja Spinners Pvt. Ltd. Only one percent of them were somehow dissatisfied with that.



**FIGURE 4.2.2**

**PHYSICAL AND SOCIAL ENVIRONMENTAL FACTORS**

**4.2.3 Maternity Leave**

The maternity leave and its satisfaction level are given in the Table 4.2.3.

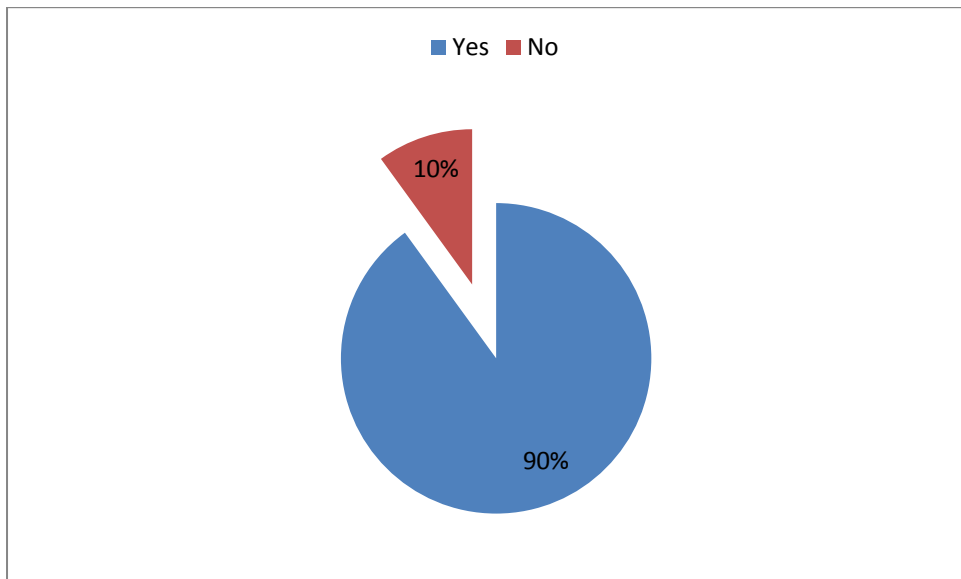
**TABLE 4.2.3**

**MATERNITY LEAVE**

Aspects	Opinion of the Employees	Percentage of the Respondents (n=39)
Maternity leave to the female employees	Yes	90
	No	10

The above table incurred that out of 100 respondents , 39 were female employees availed maternity leave among the 39 female employees majority 90 percent of the

respondents were availed their maternity leave with salary and remaining 10 percent were said that they were not availed the maternity leave.



**FIGURE 4.2.3**

**MATERNITY LEAVE**

**4.2.4 Employment Standards**

The essential employment standards as set out in the statute relate to hours of work, notice of termination or minimal severance pay requirements, the employment of children, overtime pay, vacation pay and leave, statutory holidays and pregnancy leave. The employment standards and components are given in the Table 4.2.4.

**TABLE 4.2.4**

**EMPLOYMENT STANDARDS**

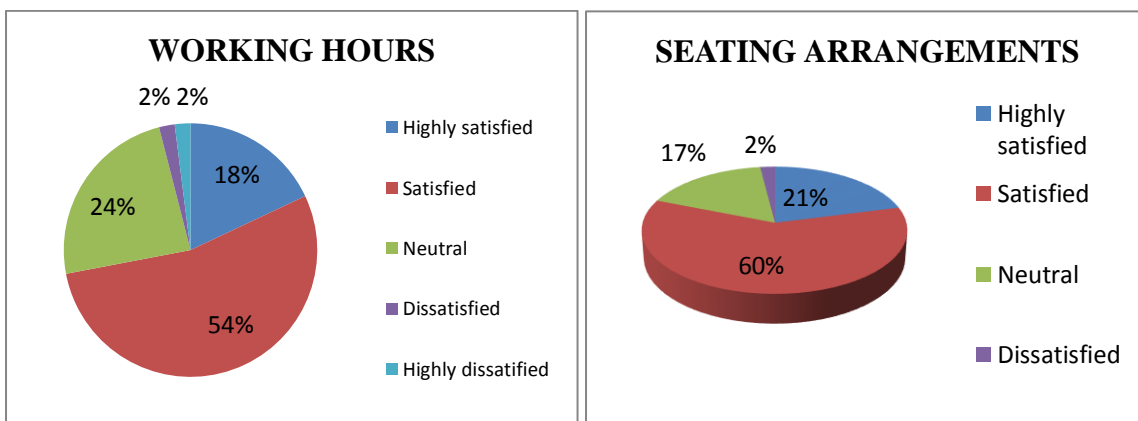
Aspects	Percentage of the Respondents (n=100)				
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Working hours of the organization	18	54	24	2	2
Seating arrangements of the workers in the working place	21	60	17	2	-
Conveyance allowance	17	60	21	2	-

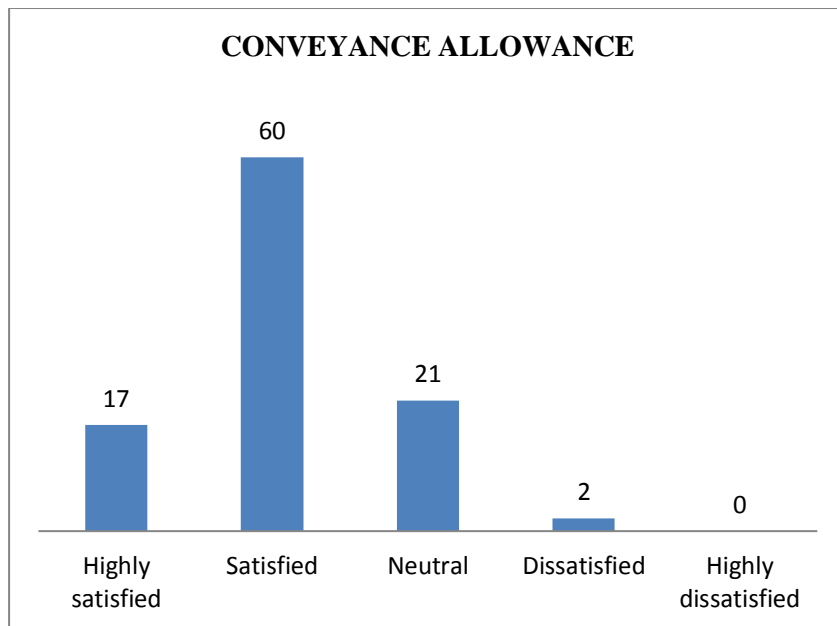
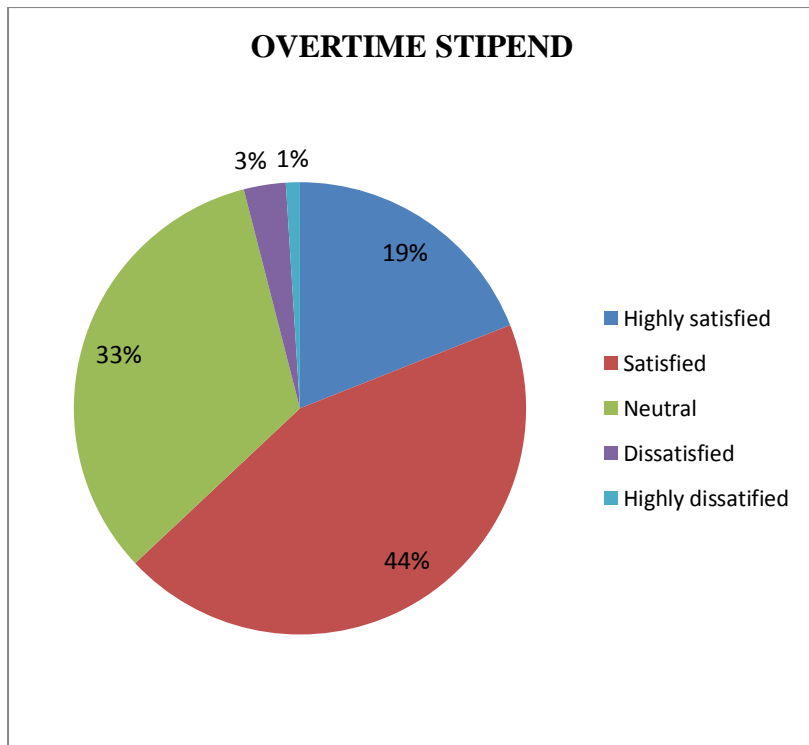
Overtime stipend	19	44	33	3	1
Leave approach of the organisation	11	52	33	4	-

In the above table reveals that the employment standards of the respondents towards the organization. The subject of *working time* has been central to the *work* of the ILO since its inception, when it adopted the first of many international labour standards .About 54 percent of the respondents were satisfied with the working hours of the organization, 24 percent of the respondents were neutral on their opinion and 2 percent were disagreed and another 2 percent have strongly disagreed on working hours of the organization.

Sixty percent of the respondents satisfied that the sitting course of action at proper place and good, 21 percent of the respondents were highly satisfied with the aspect and only 2 percent of the respondents were dissatisfied by the action of the organization. Over sixty percent of the respondents were satisfied with the conveyance allowance given by the organization and 21 percent of the respondents were neutral on their opinion.

Forty four percent of the respondents were satisfied with the overtime stipend which was given to every worker working there who suppose and willingness to work overtime , 33 percent of the respondents had neutral opinion and 1 percent of the respondents were highly dissatisfied with the method . Fifty two percent of the respondents were satisfied with the leave approach of the organization, 11 percent of the respondents were highly satisfied and only 4 percent of the respondents were dissatisfied because they were not supposed to get their proper leave.





**FIGURE 4.2.4**

**EMPLOYMENT STANDARDS AND COMPONENTS**

**4.2.5 Paramedical Facilities Offered by the Organization**

The paramedic facilities offered by the organization to the employees are given in the Table 4.2.5.

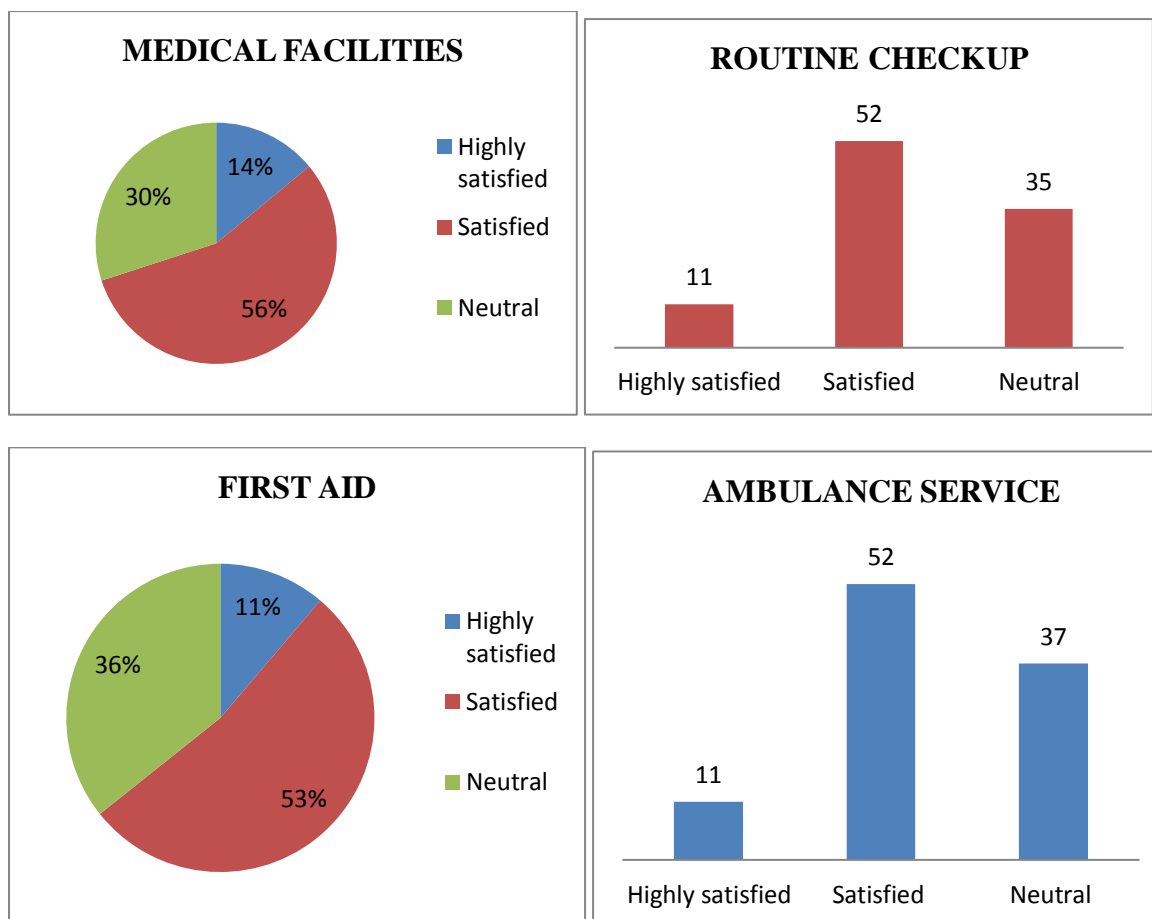
**TABLE 4.2.5****PARAMEDICAL FACILITIES OFFERED BY THE ORGANIZATION**

Aspects	Percentage of the Respondents (n=100)		
	Highly satisfied	Satisfied	Neutral
Medical facilities	14	56	30
Routine checkup	11	52	35
First aid	11	53	36
Medicine supplied	14	46	40
Ambulance service	11	52	37

A health facility is, in general, any location where healthcare is provided. Fifty six percent of the respondents were satisfied with the medical facilities provided by the organization, only 14 percent were highly satisfied the medical facilities provided by the organization. The cost of regular health check-ups is negligible than that of medical emergencies. Thirty five percent of the respondents had neutral opinion on routine check-up by the doctor and 52 percent were satisfied with the routine check-up.

First aid provides help to the people with the ability during emergency situations. If someone ingests dangerous substances or suffers health-related problem like heart attack, or if a natural disaster half of the respondents (53 percent) were satisfied with the first aid facilities provided by the organization and 36 percent said there should be made some improvement in the first aid care and only 11 percent were highly satisfied the first aid provided during emergency. Regarding medicines supplied to the employees, above 46 percent of the respondents were completely satisfied with the organization and only 40 percent had neutral opinion on that.

Forty percent of the respondents were satisfied with the ambulance service given by the organization and only 20 percent were highly satisfied.



**FIGURE 4.2.5**

**PARAMEDIC FACILITIES OFFERED BY THE ORGANISATION**

**4.2.6 Employee Feedback**

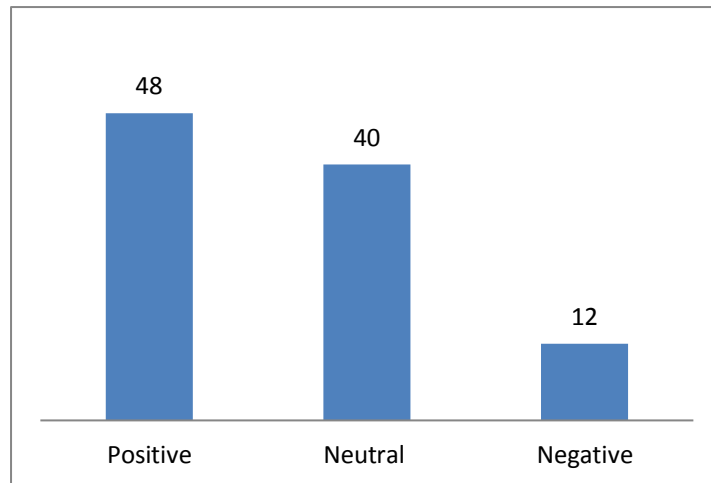
The employee feedback are given in the Table 4.2.6.

**TABLE 4.2.6**

**EMPLOYEE FEEDBACK**

Aspects	Opinion	Percentage of the Respondents (n=100)
Sentiment security in the association	Positive	48
	Neutral	40
	Negative	12

Employee sentiment analysis is the use of Natural Language Processing (NLP) and other techniques to automatically analyze employee feedback and other unstructured data to quantify and describe how employees feel about their organization. Among 100 respondents 48 percent of the respondents had positive opinion on the sentiment security in the association and 40 percent had negative opinion because the association had some differences.



**FIGURE 4.2.6**

**EMPLOYEE FEEDBACK**

**4.3 The Effectiveness Of Labour Welfare Measures**

The important benefits of welfare measures provide better physical and mental health to the workers and thus promote a healthy work environment. Facilities like housing schemes, food and recreation facilities for workers families help in raising their standard of living.

**4.3.1 Representative Security**

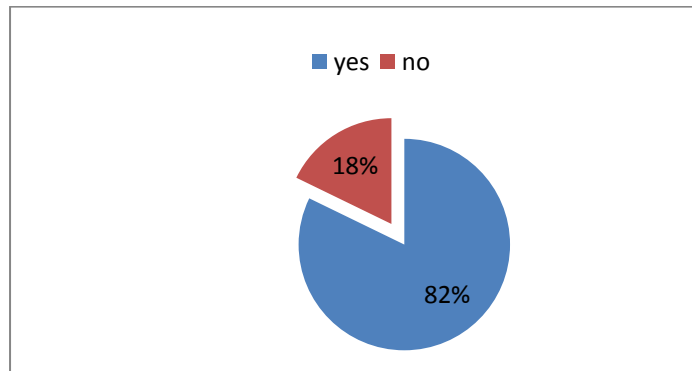
The representative security for the employees are given in the Table 4.3.1.

**TABLE 4.3.1**

**REPRESENTATIVE SECURITY**

Aspects	Opinion	Percentage of the Respondents (n=100)
Well being measures for representative security	Satisfactory	82
	Not satisfactory	18

Work related stress and poor mental *health* are major reasons not only for absenteeism but also for occupational disability and for *workers* seeking early. Majority 82 percent of the respondents were satisfied about wellbeing measures for representative security and 18 percent were not satisfied with the wellbeing measures.



**TABLE 4.3.1**

**REPRESENTATIVE SECURITY**

**4.3.2 Welfare Measures**

The welfare measures to the employees are given in the Table 4.3.2.

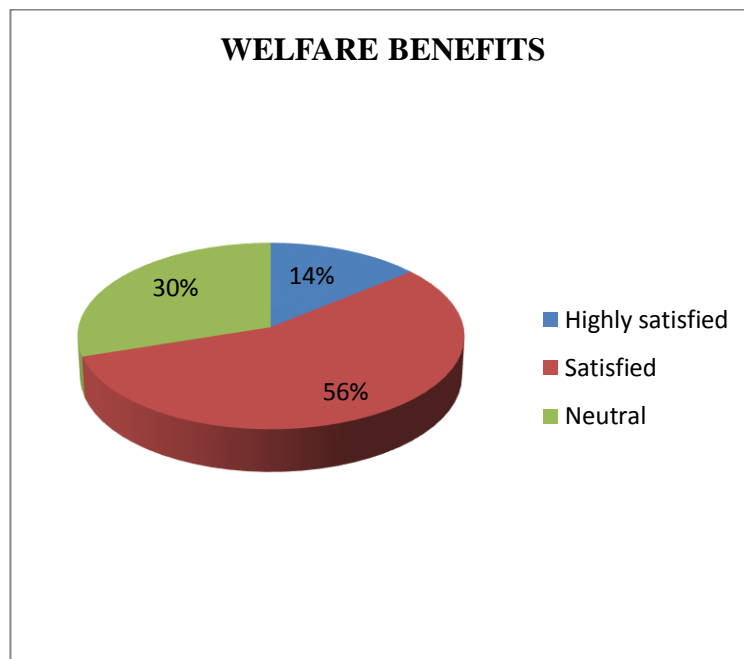
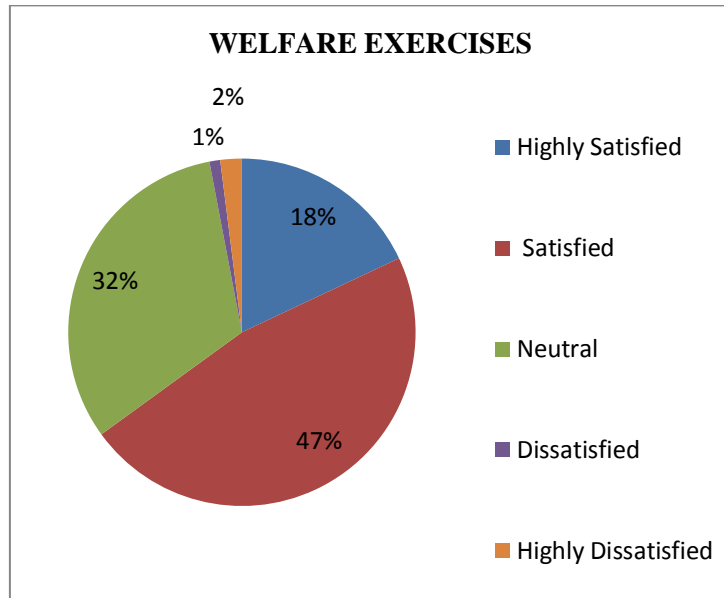
**TABLE 4.3.2**

**WELFARE MEASURES**

Aspects	Percentage of the respondents (n=100)				
	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Welfare exercises of the organization	18	47	32	1	2
Welfare benefits provided by the organization play a motivational factor	14	56	30	-	-

In the above table 47 percent of the respondents were fully satisfied with the welfare exercises of the organization. About 32 percent had neutral thoughts and two percent of the respondents were highly dissatisfied on the welfare activities.

Fifty six percentage of the respondents were satisfied with the welfare benefits provided by the organization and 30 percent had neutral thoughts about the welfare benefits given by the organization.



**FIGURE 4.3.2 WELFARE MEASURES**

### 4.3.3. Assessment of Food Quality

The assessment of food are given in the Table 4.3.3.

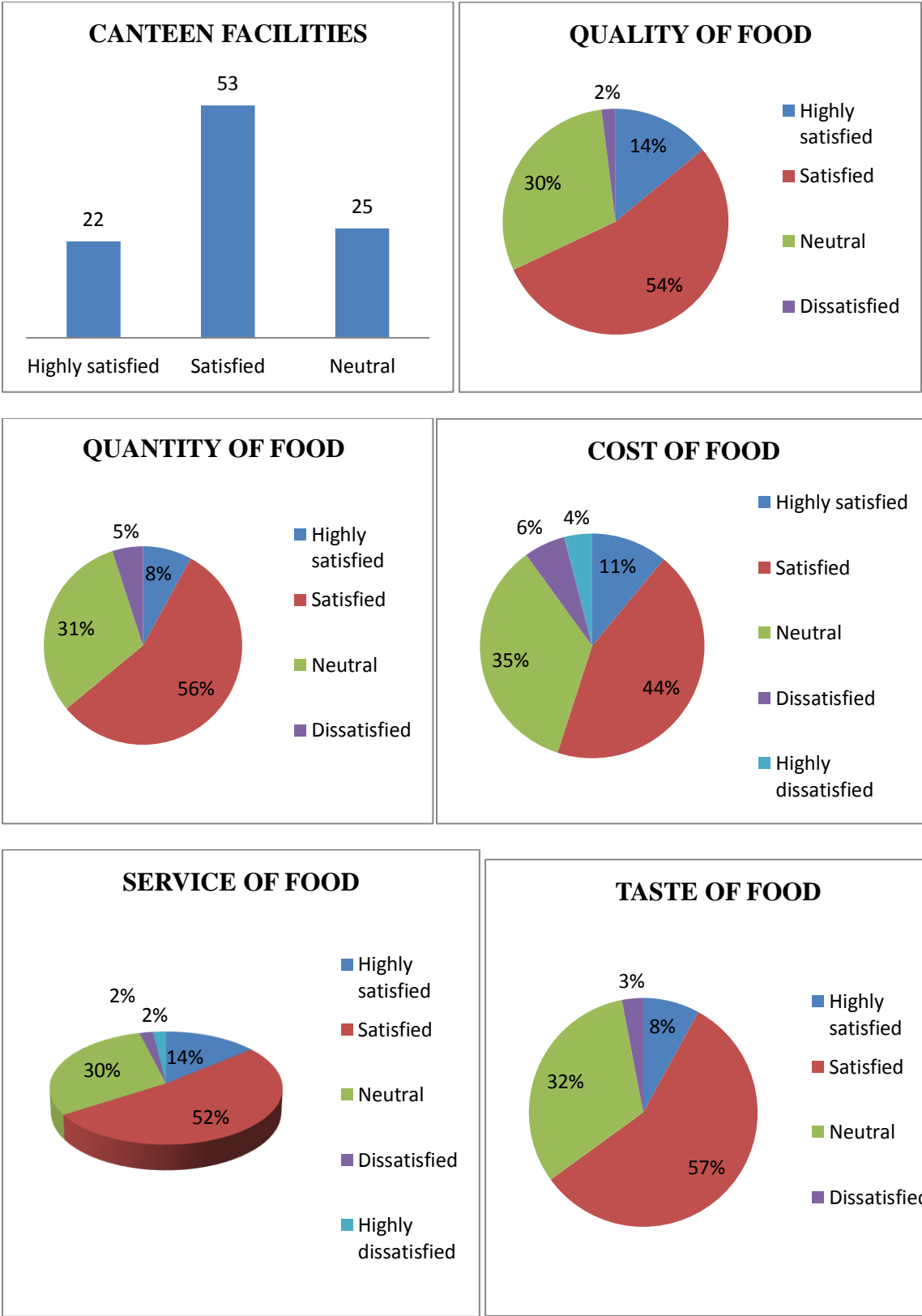
**TABLE 4.3.3**  
**ASSESSMENT OF FOOD QUALITY**

Aspects	Percentage of the Respondents (n=100)				
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Canteen facilities	22	53	25	-	-
Quality of food	14	54	30	2	-
Quantity of food	8	56	31	5	-
Cost of food	11	44	35	6	4
Service of food	14	52	30	2	2
Taste of food	8	57	32	3	-
Disposal of waste	12	49	32	7	-

Fifty three percent of the respondents were satisfied with the canteen facilities. The food are well prepared and served to the employees at their satisfying level and only 25 percent of the respondents had neutral opinion .Fifty four percent of the respondents were satisfied with the quality of food given by the organization and 30 percent of the respondents said it was okay and 2 percent of the respondents had dissatisfied by the quality. Fifty six percent of the respondents were satisfied with the quantity of food served and 5 percent were not satisfied with the quantity.

Forty four percent of the respondents were said that they are satisfied with the cost of food, 35 percent of the respondents were shared they had neutral opinion and only 4 percent of the respondents were highly dissatisfied with the cost.

Fifty two percent of the respondents were satisfied with the service of food and only 2 percent among them were highly dissatisfied. Fifty seven percent of the respondents were satisfied with the taste and 3 percent were dissatisfied with the taste. Among 100 respondents, 49 percent of the respondents were satisfied with the waste disposal system and food waste only 7 percent were not satisfied about the waste disposal.



**FIGURE 4.3.3**

**ASSESSMENT OF FOOD QUALITY**

#### 4.3.4 Other Basic Needs

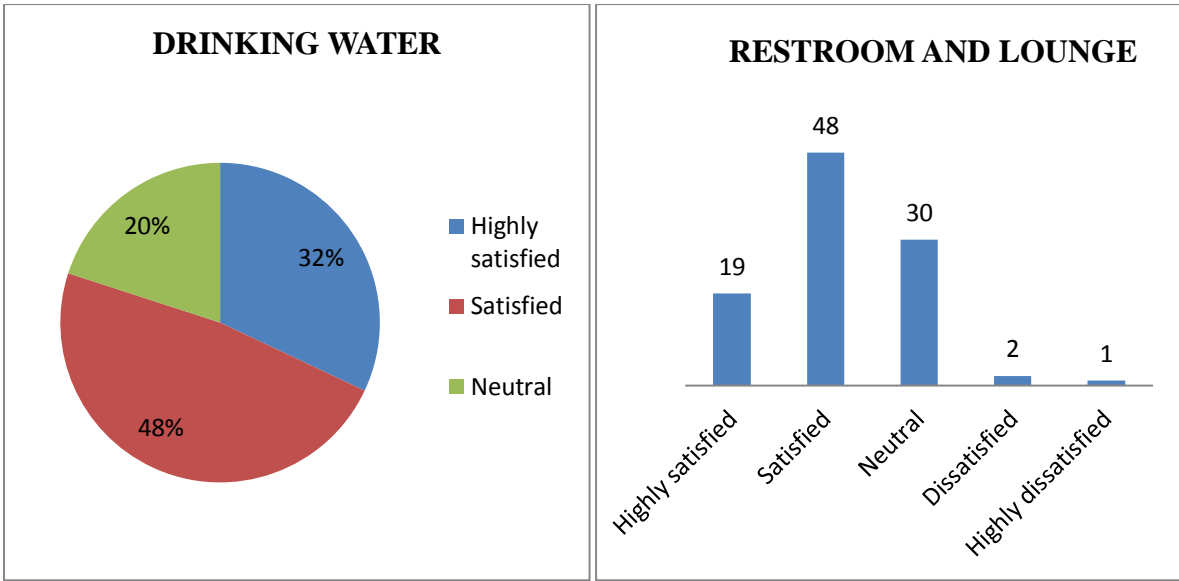
The other basic needs for the employees are given in the Table 4.3.4.

**TABLE 4.3.4**  
**OTHER BASIC NEEDS**

Aspects	Percentage of the Respondents (n=100)				
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Drinking water	32	48	20	-	-
Restroom and lounge office to the representatives	19	48	30	2	1

In the above table 48 percent of the respondents were satisfied with the drinking water facility and 32 percent were highly satisfied with the facility. No one was dissatisfied..

Among the selected respondents 48 percent of the respondents were satisfied with the rest room and lounge office to the representatives and about 19 percent are highly satisfied and one percent were highly dissatisfied with the facility.



**FIGURE 4.3.4**

**OTHER BASIC NEEDS**

**4.3.5 Efficiency of the Employees**

The efficiency of the employees are given in the Table 4.3.5.

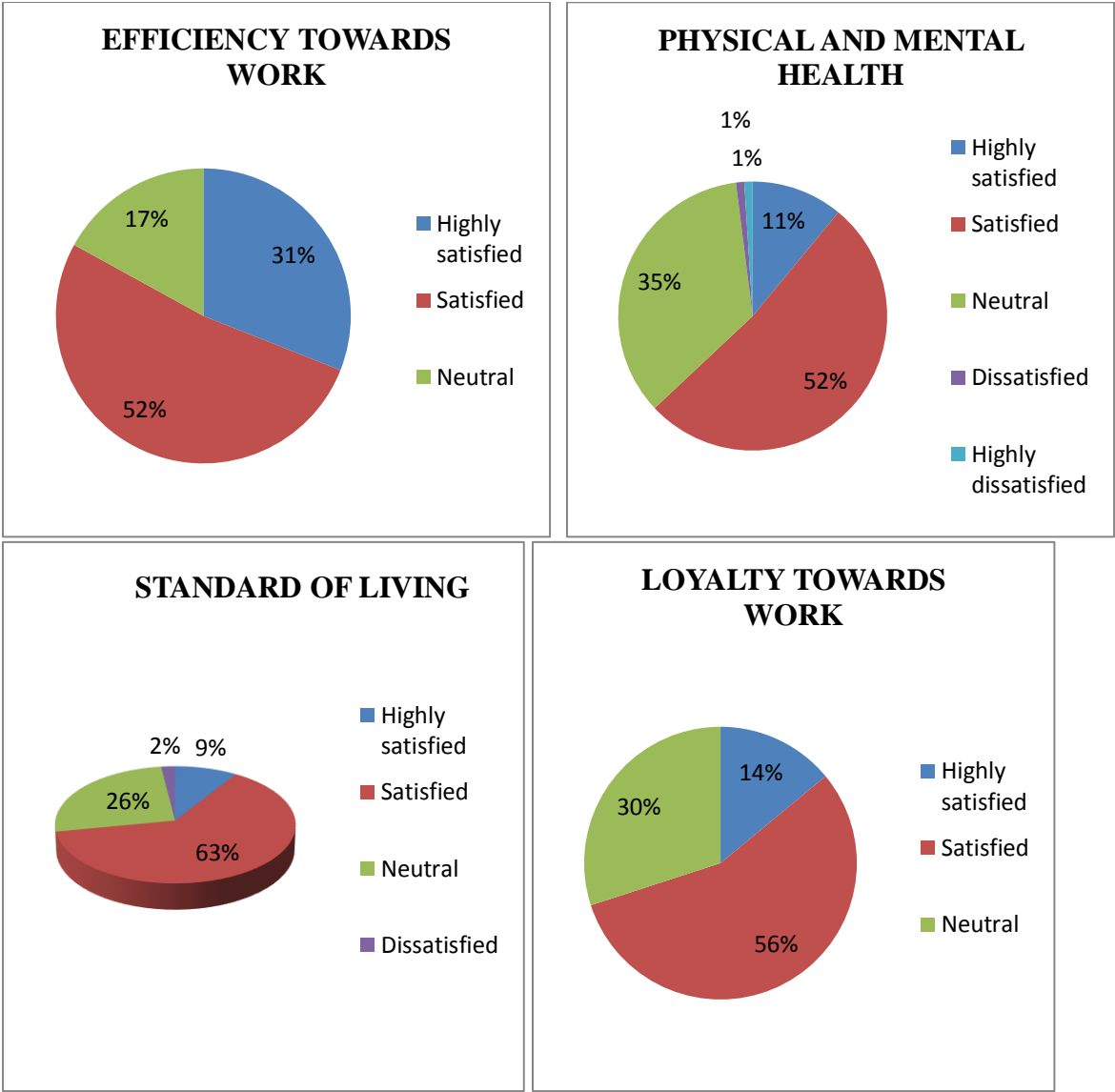
**TABLE 4.3.5**

**EFFICIENCY OF THE EMPLOYEES**

Aspects	Percentage of the Respondents n=100				
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Create efficiency towards work	31	52	17	-	-
Training on improve physical and mental health	11	52	35	1	1
Increase the standard of living	9	63	26	2	-
Loyalty towards the work	14	56	30	-	-

Highly creative work environments enable employees to take risks and share ideas. They also allow employees with different skills, learning styles and personalities to adjust workplace practices to suit their needs. Among the respondents 52 percent of the respondents were satisfied with the improvement of the working efficiency. 17 percent of the respondents had neutral opinion. Employees who were during exercise are more productive and less likely to suffer from work burnout. Among the respondents 52 percent were satisfied with the training programs on yoga and exercises conducted by the organization. Only one percent were dissatisfied.

Living standards can be measured in different ways, but one good indicator for measuring national living standards is the average annual growth. Majority 63 percent of the respondents were satisfied with standard of living provided by the organization. Only two percent were dissatisfied. A loyal employee is a person who has worked for your company and has always focused on the success of the company. Fifty six percent of the respondents were worked for the loyalty and satisfied with the loyalty and no one was dissatisfied.



**FIGURE 4.3.5**  
**EFFICIENCY OF THE EMPLOYEES**

## 5. SUMMARY AND CONCLUSION

Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining. Labour welfare is a term including various services, benefits and facilities offered to the Labourers by the employers. This includes items such as allowances, housing, transportation, medical insurance and food. Labour 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 such generous benefits the employer makes life worth living for labours. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

The study entitled “Employee Welfare Measures in Anburaja Spinners Pvt. Limited” was undertaken with the following objectives:

- To know the socio economic profile of the respondents.
- To understand the effectiveness of labour welfare measures provided at Anburaja Spinners pvt.Limited.
- To study the workers attitude towards the various welfare measures.
- To evaluate the satisfaction level of employees about the facilities in their work environment.

One hundred employees was selected randomly from Anburaja Spinners Pvt,Limited ,Vellakovil of Tirupur District was selected for the area of the study. Both primary and secondary method was adopted. . Interview schedule is the tools that had been used by the researcher to collect the data and it includes: Socio economic profile of the respondents, satisfaction level of employees about the facilities, the effectiveness of labour welfare measures. The application form explaining the design and the protocols used in the research study was subjected to the Institutional Human Ethical Committee and Ethical Clearance was obtained. After collection of the data, it is essential to organise the information in a systematic manner in order to obtain the desired result and make interpretation scientifically.

The findings of the study are summarized under the following headings:

4.1. Socio – Economic profile of the Employees

4.2. Satisfaction Level of Employees about the Facilities

4.3. The Effectiveness of Labour Welfare Measures

#### **4.1. Socio – Economic profile of the Employees**

- Age is measured by calculating the time elapsed (usually in complete years) between date of birth and a specific point in time .Regarding the age wise distribution majority 70 percent of the respondents were between the group of 20 – 30 years . About 24 percent of the respondents were belonged to 30-40 years, only 6 percent of the respondents were above 40 years .This shows the majority of the employees in the organization were belongs to 20-30 years.
- Gender is the range of characteristics pertaining to femininity and masculinity and differentiating between them. This shows that majority 61 percent of the respondents were male employees and 39 percent were female employees.
- Educational qualifications are the degrees, diplomas, certificates, professional titles and so forth that an individual has acquired .Regarding the educational qualification majority 53 percent of the respondents were completed primary school ,18 percent of the respondents were completed their higher secondary education followed by secondary school leaving certificate (15 percent) , diploma (13 percent), and remaining 1 percent were illiterate.
- Among the selected respondents 27 percent of the respondents monthly income ranges below Rs 10,000, about 48 percent of the respondents were earned between Rs 10,000 - 20,000 ,only 25 percent of the respondents were earning 20,000 - 30,000 .
- With regard to marital status, a significant percentage of 43 percentage of the respondents were married and 57 percentage were unmarried.
- Religion is usually defined as a social-cultural system of designated behaviours and practices, morals, beliefs, worldviews, texts, prophecies, ethics, or organizations. Majority of the respondent 96 percent belonged to Hindu religion. Hinduism is the main religion in India especially in the study area. And the remaining 4 percent were belonged to Christian.
- A family is a group of two or more persons related by birth, marriage, or adoption who live together; all such related persons are considered as members of one family. It

reveals that out of the total respondents taken for the study, 51 percent of them were to belong to joint family system and remaining 49 percent were nuclear family.

#### **4.2 Satisfaction Level Of Employees About The Facilities**

- Years of experience means the total number of full years in which a participant has been employed by one or more employers. Among the selected respondents majority 62 percent of the respondents had 1-5 years of experience. About 30 percent had 5-10 years of experience, only one percent had more than 15 years' experience.
- Forty nine percent of the respondents were satisfied with the working environment of the organization and around 27 percent were stated that neutral because they want to expect more from the organization. Only 1 percent of the respondents were dissatisfied with the conditions. Among selected respondents 54 percent of the respondents were satisfied with the health advantages to the workers and their families taken care by the Anburaja Spinners Pvt. Ltd. Only one percent of them were somehow dissatisfied with that.
- Thirty nine were female employees availed maternity leave among the 39 female employees majority 90 percent of the respondents were availed their maternity leave with salary and remaining 10 percent were said that they were not availed the maternity leave.
- The employment standards of the respondents towards the organization. The subject of working time has been central to the work of the ILO since its inception, when it adopted the first of many international labour standards .About 54 percent of the respondents were satisfied with the working hours of the organization, 24 percent of the respondents were neutral on their opinion and 2 percent were disagreed and another 2 percent have strongly disagreed on working hours of the organization.
- Sixty percent of the respondents satisfied that the sitting course of action at proper place and good, 21 percent of the respondents were highly satisfied with the aspect and only 2 percent of the respondents were dissatisfied by the action of the organization. Over sixty percent of the respondents were satisfied with the conveyance allowance given by the organization and 21 percent of the respondents were neutral on their opinion.
- Forty four percent of the respondents were satisfied with the overtime stipend which was given to every worker working there who suppose and willingness to work overtime , 33 percent of the respondents had neutral opinion and 1 percent of the respondents were highly dissatisfied with the method . Fifty two percent of the respondents were satisfied with the leave approach of the organization, 11 percent of the respondents were highly satisfied and

only 4 percent of the respondents were dissatisfied because they were not supposed to get their proper leave.

- A health facility is, in general, any location where healthcare is provided. Fifty six percent of the respondents were satisfied with the medical facilities provided by the organization, only 14 percent were highly satisfied the medical facilities provided by the organization. The cost of *regular* health *checkups* is negligible than that of medical emergencies. Thirty five percent of the respondents had neutral opinion on routine checkup by the doctor and 52 percent were satisfied with the routine check-up.

- First aid provides help to the people with the ability during emergency situations. If someone ingests dangerous substances or suffers health-related problem like heart attack, or if a natural disaster half of the respondents (53 percent) were satisfied with the first aid facilities provided by the organization and 36 percent said there should be made some improvement in the first aid care and only 11 percent were highly satisfied the first aid provided during emergency. Regarding medicines supplied to the employees, above 46 percent of the respondents were completely satisfied with the organization and only 40 percent had neutral opinion on that.

- Forty percent of the respondents were satisfied with the ambulance service given by the organization and only 20 percent were highly satisfied.

- Employee sentiment analysis is the use of Natural Language Processing (NLP) and other techniques to automatically analyze employee feedback and other unstructured data to quantify and describe how employees feel about their organization. Among 100 respondents 48 percent of the respondents had positive opinion on the sentiment security in the association and 40 percent had negative opinion because the association had some differences.

### **4.3 The Effectiveness of Labour Welfare Measures**

- Work related stress and poor mental *health* are major reasons not only for absenteeism but also for occupational disability and for *workers* seeking early. Majority 82 percent of the respondents were satisfied about wellbeing measures for representative security and 18 percent were not satisfied with the wellbeing measures.

- In the above table 47 percent of the respondents were fully satisfied with the welfare exercises of the organization. About 32 percent had neutral thoughts and two percent of the respondents were highly dissatisfied on the welfare activities.

- Fifty six percentage of the respondents were satisfied with the welfare benefits provided by the organization and 30 percent had neutral thoughts about the welfare benefits given by the organization.
- Fifty three percent of the respondents were satisfied with the canteen facilities. The food are well prepared and served to the employees at their satisfying level and only 25 percent of the respondents had neutral opinion .Fifty four percent of the respondents were satisfied with the quality of food given by the organization and 30 percent of the respondents said it was okay and 2 percent of the respondents had dissatisfied by the quality. Fifty six percent of the respondents were satisfied with the quantity of food served and 5 percent were not satisfied with the quantity.
- Forty four percent of the respondents were said that they are satisfied with the cost of food, 35 percent of the respondents were shared they had neutral opinion and only 4 percent of the respondents were highly dissatisfied with the cost.
- Fifty two percent of the respondents were satisfied with the service of food and only 2 percent among them were highly dissatisfied. Fifty seven percent of the respondents were satisfied with the taste and 3 percent were dissatisfied with the taste. Among 100 respondents, 49 percent of the respondents were satisfied with the waste disposal system and food waste only 7 percent were not satisfied about the waste disposal.
- Forty eight percent of the respondents were satisfied with the drinking water facility and 32 percent were highly satisfied with the facility. No one was dissatisfied.
- Among the selected respondents 48 percent of the respondents were satisfied with the rest room and lounge office to the representatives and about 19 percent are highly satisfied and one percent were highly dissatisfied with the facility.
- Highly creative work environments enable employees to take risks and share ideas. They also allow employees with different skills, learning styles and personalities to adjust workplace practices to suit their needs. Among the respondents 52 percent of the respondents were satisfied with the improvement of the working efficiency. 17 percent of the respondents had neutral opinion. Employees who were during exercise are more productive and less likely to suffer from work burnout. Among the respondents 52 percent were satisfied with the training programs on yoga and exercises conducted by the organization. Only one percent were dissatisfied.
- *Living* standards can be measured in different ways, but one good indicator for measuring national living standards is the average annual growth. Majority 63 percent of the

respondents were satisfied with standard of living provided by the organization. Only two percent were dissatisfied. A loyal employee is a person who has worked for your company and has always focused on the success of the company. Fifty six percent of the respondents were worked for the loyalty and satisfied with the loyalty and no one was dissatisfied.

## BIBLIOGRAPHY

- Abhinav International Monthly Refereed Journal of Research in Management & Technology , 3(11).
- Aleeswari, A. , & Manimaran, S. . (2011). A Study On The Effectiveness Of Labour Welfare Measures Provided By The Spinning Mills With Special Reference To Vedasandur, Dindigul District, Tamilnadu. Global Journal of Arts and Management, 1(3), .45-48.
- Amutha, V. (2016). A Study on Non- Statutory Welfare Schemes in Private Institute Colleges With Special Reference to Kanchipuram District. International Journal Of Core Engineering & Management (IJCEM), 3(5), 92-106.
- Azami, S. R., Vasokolaei, G. R., Azadi, F. , & Shaarbafchizadeh, N. . (2014). A Study on the Headquarters' Staff Satisfaction with the Availability of Welfare Facilities in Tehran University of Medical Sciences. Journal of Health Policy and Sustainable Health, 1(3).
- Basha, K. S., Eswariah, R. , & Reddy, B. D. (2016). A Study on Employee Welfare Programs at LANCO Industries at Rachagunnari, Srikalahasti in Andhra Pradesh. International Journal of Multidisciplinary Research and Development , 3(3).
- Bhatt, A. K., & Olive, L. M. (2013). A Study of Labour Welfare Measures in the Corporate Sector. Asian-African Journal of Economics and Econometrics, 13(2), 329-337. Brindha , D. . (2013). A Study on Quality of Work Life of the Employees at Baxter (India) Private Ltd., Alathur. International Journal of Innovative Research in Science, Engineering and Technology, 2(3), 612-615.
- Chaubey, D. S., & Rawat, B. . (2016). Analysis of Labour Welfare Schemes and Its Impact on Job Satisfaction: An Empirical Study. Management Convergence, 7(2), 45-53.
- Das, U., & Panda, P. K. (2015). A Study On Employees Welfare Measures With Special Reference To Mahanadi Colafied Limited, Sambalpur,Odisha, India. International Journal of Science, Technology & Management, 04(03), 110-121.
- Gurusamy , P. , & Princy , J. . (2012). A Study on Labour Welfare Facilities with Reference to Textile Industries. Indian Journal of Applied Research, 2(1).

- Hemalatha, K., Benita , M. S., & Nageswara Rao, D. . (2017). A Study On Impact Of Employee Welfare Facilities On Job Satisfaction. *International Journal of Advance Research and Innovative Ideas in Education*, 3(5), 822-826.
- Jaishree, S. . (2015). A Study on Labour Welfare Facilities with Reference to Textile Industries. *International Journal in Management and Social Science*, 3(4), 86-95.
  - John, R. (2016). An Exploratory Study on the Relevance of Welfare Measures over Payroll to Employees in Public Sector Banks. *Anveshana's International Journal Of Research In Regional Studies, Law, Social Sciences, Journalism And Management Practices*, 1(6), 54-59.
  - Kadakol, S. B., & Rashmi, A. M. (2016). A Study on Employee Welfare Benefit In A Public Sector Soap And Detergent Company. *International Journal of Management and Social Science Research Review*, 1(1).
  - Karthi, G. (2016). A Study On Employee Health And Safety Welfare Measures With Special Reference To RBR Garments, Tirupur. *Intercontinental Journal Of Human Resource Management*, 3(1), 20-26.
  - Madhesh, D. R. (2014). Implications of Labour Welfare Measures on Quality of Work Life: A Study on Industries at IPCOT Industrial Estate, Hosur, Dharmapuri District, Tamil Nadu, India. *International Journal Of Scientific Research*.
  - Manasa, B. R., & Krishnanaik, D. N. (2015). Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad. *International Research Journal of Engineering and Technology (IRJET)*, 2(9), 219-226.
  - Nithyavathi, D. . (2016). A Study on Safety and Welfare Measures Provided to the Employees in Textile Industry in Tirupur District. *International Journal of Research in Management, Economics and Commerce*, 6(10), 51- 59.
  - Parameshwaran, M., & Shamina, M. . (2014). Effectiveness Of Labour Welfare Measures In Cheyyar Sugar Mills- An Empirical Study. *International Journal of Business and Administration Research Review*, 3(5), 129-134.
  - P Pawar, D. A. (2013). Effectiveness Of Employee Welfare Measures In Steel Industry - A Case Study Of VSP. *Summer Internship Society*, 5(1), 13-18.
  - Purushothaman , G. (2014). A Study on Labour Welfare Performance in JCB India Ltd. *Journal of Human Resource Management and Development*, 4(1), 9-14.

- Rajkuar, B. . (2014). A Study On Labour Welfare Measures And Social Security In It Industries With Reference To Chennai. *International Journal of Enterprise Computing and Business Systems*, 4(1).
- Renapurkar, R. M. (2013). A Study on Employee Welfare Activities in Rashtriya ISPAT Nigam Limited Visakhapatnam Steel Plant. *International Journal Of Research In Commerce & Management*, 4(7), 57- 62.
- Sabarirajan, A. , Meharajan, T. , & Arun, B. . (2010). A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District, Tamil Nadu, India. *Asian Journal Of Management Research*, 15-24.
- Sai Babu, D. C., & Gurunadham, G. (2016). Employee Satisfaction On Labour Welfare Measures In The Select Textile Units – A Study On Guntur District In A.P. *International Journal of Advanced Research*, 4(11), 1574-1580.
- Salaria, P. , & Salaria, S. . (2013). Employee welfare measures in Auto sector. *International Journal of Business and Management Invention*, 2(3), 66-74.
- Senthil Kumar, M. , & Vedanthadesikan, D. . (2013). A Study on Labour Welfare Measures in Tamil Nadu State Transport Corporation, Villupuram Division. *International Journal of Humanities and Social Science Invention*, 2(12), 27-34.
- Sharma, R. (2017). Impact Of Labour Welfare Measures On Productivity Of Labour. *International Refereed & Blind PeerReviewed Multidisciplinary Research Journal*.
- Shelar, C. M., & Phadatare, R. G. (2013). A Study of Employee's Welfare and Social Security Measures with Special Reference to Selected Industrial Units in Karad Taluka, Dist. Satara. *Online International Interdisciplinary Research Journal*, 2(4), 228-242.
- Singh, S. . (2015). Effectiveness Of Employee Welfare In Maruti Suzuki In Varanasi Region. *Journal of Management Research and Analysis*, 2(2), 150-161.
- Srinivas , K. . (2013). A Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore. *Research Journal of Management Sciences* , 2(12), 7-11.
- Sudhamsetti, N. , & Madhavi, K. (2017). An Impact of Welfare Measures on Level of Satisfaction of Employees. *International Journal for Research in Applied Science & Engineering Technology (IJRASET)*, 5(8), 1486-1491.

- Suthamathi, D. . (2016). A Study on Respondent's Level of Satisfaction towards Statutory Labour Welfare Measures in Steel Plants at Salem Distict. *International Journal of Management and Commerce Innovations*, 4(1), 747-750.
- Symala Devi, J. , & Kaliyamurthy, D. . (2012). An Analysical Study on the Labour Welfare Measures in India. *International Journal of Scientific Research*, 1(7), 42-44.
- Tiwari, U. (2014). A Study On Employee Welfare Facilities And Its Impact On Employees Efficiency At Vindha Telelinks Ltd. Rewa (M.P.) India.

## ANNEXURE – I

### Interview Schedule

A Study on Employee Welfare Measures in Anburaja Spinners pvt.ltd of Tiruppur District

#### 1.0 Demographic profile

- 1 Name of the Respondent :
- 2 Age : 20-30 years   
30-40 years   
Above 40 years
- 3 Gender : Male  Female
- 4 Educational qualification : Primary   
Sslc   
Hsc   
Diploma   
Illiterate
- 5 Monthly income : Below 10,000   
10,000 – 20,000   
20,000 – 30,000
6. Marital status : Married   
Unmarried   
Divorce   
Widow
7. Religion : Hindu   
Christian   
Muslim
- 8.Type of family : Joint family   
Nuclear family

#### Section: 2

#### Statutory:

1. From how long you are functioning with this Organization?

- a. 1-5 Years
- b. 5-10 Years

- c. 10 to 15 Years
- d. More than 15 Years

2. How do you rate the Working Environment of the Organization?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

3. How do you rate the health advantages gave by the Organization to the workers and their families?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

4. Does the organization give maternity leave to Female Employees?

- a. Yes
- b. No

5. How do you rate the working Hours of the Organization?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

6. How do you rate the sitting course of action of the Organization?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

7. How do you rate the Conveyance Allowance offered by the Organization?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral

- d. Dissatisfied
- e. Highly Dissatisfied

8. Rate the Overtime stipend offered by the Organization?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

9. How do you rate leave approach of the Organization?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

10. Do you get customary additions?

- a. Yes
- b. No

11. Rate the satisfaction level towards medical facilities provided in anburaja spinners ?

Items	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Medical facilities					
Routine checkup					
First aid					
Medicine supplied					
Ambulance service					

12. Rate the bottle administrations gave by the association.

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

13. Rate the Restroom and lounge office to the representatives?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

14. Does working in the association give you a sentiment security?

- a. Positive
- b. Negative
- c. Neutral

15. Does the organization take wellbeing measures for representative security?

- a. Yes
- b. No

17. Rate the general fulfillment with representative welfare exercises of the Organization.

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

18. Does welfare benefits provided by the organization play a motivational factor?

- a. Highly satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. e. Highly dissatisfied

19. Rate the satisfaction level towards canteen facilities provided by anburaja spinners ?

Items	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Canteen facilities					
Quality of food					
Quantity of food					
Cost of food					

Service of food					
Taste of food					
Disposal of waste					

20. Rank the following Inramural facilities in accordance to your satisfaction level.

Facilities	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Driking water					
Seating arrangements					
First aid facilities					
Latrine urinals					
Spittoon					

21. According to the perception please rate the following benefits of employee welfare

Benefits	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Create efficiency towards work					
Improve physical & mental health					
Increase the standard of living					
Loyalty towards the work					

22. What are the allowance paid by your company?

a. Bonus [ ]

b. Vehicle [ ]

c. Mobile [ ]

d. Medical facilities [ ]

e. Loans [ ]

f. others [ ]

23. How much time it will take for sanctioning special welfare facility?

a. 1-2 week [ ] b. 2-3 weeks [ ] c. 3-4 weeks [ ] d. 5-6 weeks [ ]

23. Rate the satisfaction level towards the vocational training?

Items	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Job satisfaction					
Chance of employment					
Involvement of labours					
Impact of training					

Non statutory :

24. Is there suitable ventilation and good environment in the work place?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

26. The top management interact with you

- . a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

27. Do the management help in solving the problems faced by the employees?

a.Always b. Sometimes c.Never d. No opinion

28. Are you satisfied with the festival or family function to provide leave in Anburaja spinners?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

29.Is the work place regularly cleaned ?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

30.Are you satisfied with the withdrawal facilities in the employee provident fund scheme?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

31.Do you have job satisfaction in Anburaja spinners?

- a.Yes
- b. No

If yes means how would you rate ,

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

32. Are you satisfied with the present method of calculation of gratuity?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

34. How well hygienic conditions maintained in latrines and urinals?

- a. Highly Satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly Dissatisfied

35. Which welfare activity is most important for you?

.


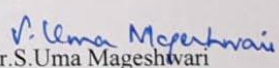
36. What according to you can be done to increase productivity?

37. How well the supervisors handle the workers problems in routine?

- Suggestion (if you think about any welfare activity than suggest that)

## Annexure II

### Ethical clearance

<b>INSTITUTIONAL HUMAN ETHICS COMMITTEE</b>	
 <p>Seek and Ye Shall Find</p>	<b>Avinashilingam</b> Institute for Home Science and Higher Education for Women (Deemed to be University under Category 'A' by MHRD, Estd. u/s 3 of UGC Act 1956) Re-accredited with 'A++' Grade by NAAC. Recognised by UGC Under Section 12 B Coimbatore-641 043, Tamil Nadu, India
	26 <sup>th</sup> Febraury 2022
<b>Chairman</b> Dr.SudhaRamalingam Director-Research & Innovation, Professor-Community Medicine, PSG Institute of Medical Sciences & Research, Coimbatore	To Ms.Manivasuki U.S Department of Home Science Extension Education Avinashilingam Institute for Home Science and Higher Education for Women Coimbatore – 641 043
<b>Member Secretary</b> Dr.S.Uma Mageshwari Professor and Head, Department of Food Service Management & Dietetics	
<b>Members</b> Mr.K.Arunmoli (Legal Expert) Dr.Subhashini K. Sripathi Dr.A.Saraswathy (Medical Officer) Ms.D.Kavitha Dr.A.R.SudamaniRamasamy Dr.G.Victoria Naomi Dr. Judith Justin Dr.AnithaSubash	Dear Manivasuki U.S, Ref: Your proposal No. IHEC/21-22/MSW-10 entitled “A Study on Employee Welfare Measures in Anburaja Spinners Pvt.Ltd of Tirupur District” submitted for approval of IHEC on 23.11.2021.  The Institutional Human Ethics Committee of our University hereby grants approval to your research proposal No. IHEC/21-22/MSW-10 entitled “A Study on Employee Welfare Measures in Anburaja Spinners Pvt.Ltd of Tirupur District” submitted by you. The Approval number for the same is AUW/IHEC/RM-21-22/XPD-10.  We wish you all the best in your research endeavours.
	Regards,   Dr.S.Uma Mageshwari Member Secretary
	