A Study on Employee Welfare Measures in Garment Industry with Reference to Tirupur

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Abstract— A study on employee welfare measures is conducted on 100 employees on distributing the questionnaire, interview and also by observing the work and work environment. The employee selected randomly by considering there age work experience and the salary scale. A study was mainly focused on what are the welfare measures provided to the employees, whether the employees are properly utilizing the welfare measures, whether the employees are satisfied with the welfare measures provided to them, whether they are facing any problem in their work environment, their suggestions to improve the welfare measures to reduce the problems that they are facing the work place. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms.

Keywords: Garment Industry, Employee Welfare Measures

I. OBJECTIVES OF THE STUDY
- To know about the inter personnel relationship of the workers.
- To know about the effectiveness of employee welfare.
- To know about the satisfaction level of grievance handling technique
- To study the fringe benefits of the company.

II. LIMITATIONS OF THE STUDY
- The employees were not able to express their opinion in front of the superiors and co-workers.
- Unable to meet all the due to lack of time, the researcher employees of concern.
- Bias from the part of respondents was another limitation of the study.

III. REVIEW OF LITERATURE
Hasan (1972) in his book, “The Social Security System of India” felt that social security schemes have characteristics such as provision of cash and medical relief and also the active involvement of the State in the provision of social security. Tripathi (1998) in his book, “Personnel Management & Industrial Relations” explained the principles of labour welfare services, types of labour welfare services, different legislations and Acts. He also discussed the social security measures in terms of medical care, sickness benefit, unemployment benefit, maternity benefit etc., besides explaining the social security system in India.

Binoy joseph, josephinjodey (2009), studies in the article points out that, the structure of welfare states rests on a social security fabric. Government, employers, trade unions have done a lot to promote the betterment of workers conditions. Michael (2001) “Human Resource Management and Human Relations” said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employees’ thereby good human relations will develop among different cadres of employees.

M. Owusu – Acheaw The study examines whether staff development policies exist in three special libraries in Ghana, and whether training programmes are being offered to increase staff competence, efficiencies and performance. It was also aimed at assessing staff welfare practices and how these affect productivity and performance. Peter Leonard (1979) this article talks about the fundamental contradictions between the needs of social reproduction and those of capital accumulation form the continuing basis for Welfare State restructuring, nevertheless the entry of the radical Right is a significant new phase.

Dr. R. L. Laddha (2012) Employee welfare facilities enable workers to live a richer and more satisfactory life. After employees have been hired, trained and remunerated they need to be retained and maintained to serve the organization better. Peter Leonard, Marxism today, December 1979, restructuring the welfare state. Marius (2006) has revealed in his study that social welfare depends on structure of union objectives, elasticity of labour demand. The study has also observed that under decentralized bargaining power; welfare can be maximized. Goyal (1995) studied labour welfare and job satisfaction in Cotton Textile Industry in Punjab. The objective of this study was to find the relationship between labour welfare measures and job satisfaction. It has been concluded in the study that there exist the positive correlation between job satisfaction and labour welfare measures.

IV. RESEARCH METHODOLOGY
The researcher has adopted the descriptive research design for the study. Data are collected through survey method with the help of questionnaire. Random sampling methods are adopted, people of the study was those who are all working in garment industry. The secondary data were collected from books, journals. In this study Simple Percentage, Chi-square tools are used. The sample size will be 100. The primary data and secondary data is used in the data collection.

A. Percentage Analysis

<table>
<thead>
<tr>
<th>S. No</th>
<th>Factor</th>
<th>Options</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Salary</td>
<td>Below Rs.2000</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.2000-Rs3000</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.3000-Rs4000</td>
<td>36</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Above Rs.4000</td>
<td>22</td>
</tr>
<tr>
<td>2</td>
<td>Experience</td>
<td>Below 2years</td>
<td>48</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2-5years</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Above 5years</td>
<td>14</td>
</tr>
</tbody>
</table>
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Table 1: Percentage Analysis

<table>
<thead>
<tr>
<th>S.no</th>
<th>Factor</th>
<th>Highly satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Housing facilities</td>
<td>34</td>
<td>22</td>
<td>24</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>2</td>
<td>Transport facility</td>
<td>28</td>
<td>24</td>
<td>38</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>3</td>
<td>Education facility</td>
<td>17</td>
<td>24</td>
<td>29</td>
<td>17</td>
<td>15</td>
</tr>
<tr>
<td>4</td>
<td>Recreation facility</td>
<td>18</td>
<td>34</td>
<td>26</td>
<td>22</td>
<td>10</td>
</tr>
<tr>
<td>5</td>
<td>Reasonable workload</td>
<td>44</td>
<td>38</td>
<td>12</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

Table 2: Welfare Measures

1) Interpretation
The above shows that 34% of the respondents are highly satisfied. 38% of the respondents said neutral and 29% of the respondents said neutral and in reasonable workload 44% of the respondents are highly satisfied.

C. Chi Square Test:
There is no significant relationship between salary and satisfied with housing facility provided by the company.

1) Findings
- Nearly 32% of the respondents are encouraged by the management to purchase the house.
- Nearly 38% of the respondents feel neutral with transport facilities in the company.
- 29% of the respondent’s neutral for the statement Educational facilities provided by the company.
- Most of the 34% respondents satisfied with recreation facilities.
- Most of (44%) respondents strongly agree for the reasonable work load in the company.

2) Suggestions
- A good relationship between the employees and the staffs are to be maintained.
- The company should provide some more facilities for the employees.
- The company has to have innovative recreational facilities so that the employees can refresh themselves.

V. Conclusion
The study has revealed certain facts which are helpful for mgt. the study has given specific Indication about be attitude of workers towards the present welfare system. From the study conclude that the employees have a good relationship with the management. They are allowed to share their ideas and suggestions with the top authorities. if they have any Complaints, they can inform it to the authorities without any hesitation.

REFERENCES
[6] Mcfarlin (1991) defined job satisfaction as an overall feeling about ones job or career in terms of specific facets of job or careers (e.g. compensation, autonomy, coworkers)