

A Study of Employee Welfare Facilities at Gangotri Textiles Ltd., Palani

Dr. B. Santhi

Assistant Professor & Head, Department of Cooperation
Vellalar College for Women, Erode, Tamil Nadu, India

Abstract: *Employees welfare include factors such as job satisfaction, satisfaction with pay and relationships with colleagues and also other factors that broadly reflect life satisfaction and general feelings of well-being. At present, work-related stress and the relationship between work and non-work life domains have also been identified as factors that should conceptually be included in employee's welfare. The basic purpose of employee welfare is to enrich the life of employees and to keep them happy. Employees have to be kept motivated at all times through various measures and activities. This strengthens their sense of belongingness and responsibility towards the institution where one works. In this background, the study is undertaken to know the welfare benefits provided by the GANGOTRI TEXTILES LTD., PALANI.*

Keywords: Textiles, Employee welfare measures, satisfaction level, yarn, grievances

I. INTRODUCTION

Textile is one of India's oldest industries and has a formidable presence in the national economy in as much as it contributes to about 14 per cent of manufacturing value-addition, accounts for around one-third of our gross export earnings and provides gainful employment to millions of people. They include cotton and jute growers, artisans and weavers who are engaged in the organised as well as decentralised and household sectors spread across the entire country. They have certain needs and motives which they want to attain. Any job which fulfills their needs and motives give him satisfaction. There are some situational factors responsible for job satisfaction. Employee welfare facilities in the organization affects on the behavior of the employees as well as on the productivity of the organization. While getting work done through employees, the management must provide conducive environment and required infrastructural facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and effectively. Employee welfare is an area of social welfare conceptually and operationally. It involves a broad field and connotes a state of well being, happiness, satisfaction, conservation and development of human resources and also helps to motivate the employees.

1.1 Statement of the Problem

Organizational focus on employee safety can offered for higher morale and productivity in the workplace. This is due to the perception that, a company truly cares for the health and wellbeing of its employees, thus creating a sense of pride for the organization. Increased welfare facilities motivate the employees and increase their level of satisfaction. In this regard, an analysis was conducted with probing questions to throw light on the various aspects involved in welfare activities.

- What are the welfare facilities offered by the Gangotri Textiles Ltd?
- Are the employees get motivated by the existing welfare facilities?
- Are they satisfied or dissatisfied with the welfare facilities offered by the organization?
- In this context, the present study has been undertaken.

1.2 Objectives of the Study

- To study the welfare facilities provided to the employees of the company
- To study the opinion of employees towards various welfare facilities provided at Gangotri Textiles Ltd.,

- To ascertain the level of satisfaction of the employees related to the various welfare facilities offered by the company

II. RESEARCH METHODOLOGY

Data were collected by both primary and secondary sources. The secondary data were collected from various Journals, Magazines, and Websites. The primary data was collected by means of Questionnaire Method. Simple Random Techniques has been used for the present study and the sample size is 100. In order to analyze the objectives of the study, several statistical methods and tests namely Percentage Analysis, Chi-square Test and Weighted Average Score were used.

2.1 Gangotri Textiles

Gangotri Textiles Limited is an Industry established in 1989, as a corporate entity to manufacture coarse yarn. This textile industry is committed to provide mutually accepted quality yarn to ensure customer satisfaction by meeting their specific requirements in time at a competitive price through a complete dedication and teamwork of its employees. This industry also concentrates on continual improvement in the quality by means of Quality Management System. The objectives of the select Textiles are as follows.

To manufacture and supply quality yarn

To continuously monitor, control and improve the manufacturing processes, materials suppliers and supplies through effective Quality Assurance practices

To educate, train and motivate all employees by providing a better atmosphere for their involvement and teamwork

2.2 Product Portfolio

The Tiber Range		
Semi Formals	Casuals	Sizes
Chinos	Outdoors	Trousers
Khakis	Jeans	Regular Fit
Satin	Cargos	28" to 40"
Wrinkle-free	5-Pocket Trousers	Basic Fit
Tycoon	Shorts	28" to 36"
Corduroy	T-Shirts	Shirts
Tussore	Shirts	39" to 44"

2.3 Features of the Products

- Fabric softness and shrinkage control through imported automatic machines.
- Designing and pattern making through CAD/CAM systems.
- Impeccable feel and look by fusing on automatic continuous belt machines.
- World class accessories from reputed manufacturers
- More stitches per inch with stronger threads for better strength and durability
- Perfect matching of checks and stripes through auto pintables
- Enzyme washing for softness and comfort

III. ANALYSIS FOR DISCUSSION

For the purpose of analysis various demographic factors like age, gender, educational qualification, marital status, etc. were considered. Percentage Analysis was used for the analysis of the demographic variables.

Factors	Category	No. of Respondents	Percentage
	20-25	48	48

Age group	25-30	37	37
	30-35	6	6
	35 and above	9	9
	Total	100	100
Gender	Male	52	52
	Female	48	48
	Total	100	100
Educational Qualification	Graduation Level – UG/PG	6	6
	Diploma	13	13
	HSC	14	14
	SSLC	32	32
	Below SSLC	35	35
	Total	100	100
Marital Status	Married	34	34
	Unmarried	66	66
	Total	100	100
Monthly Income	Less than Rs. 6,000	25	25
	Rs. 6,000 - Rs. 9,000	51	51
	Rs. 9,000 - Rs. 12,000	15	15
	More than Rs. 12,000	9	9
	Total	100	100

Table 1: Demographic Profile of the Respondents

Source: Primary data

Inference:

- It is inferred from Table 1 that,
- The majority (52%) of the respondents are belongs to the age group of 20-25 years.
- It is inferred from the study that the majority (52%) of the respondents are male.
- It is found that the majority (35%) of the respondents are qualified with below SSLC.
- It is observed from the study that the majority (66%) of the respondents are unmarried.
- The study revealed that the majority (51%) of the respondent's monthly income is between Rs. 6,000 – Rs.9,000

Table 2: OPINION ABOUT WORK RELATED FACTORS

Factors	Category	No. of Respondents	Percentage
Work Experience (in years)	Less than 1	30	30
	1 - 5	37	37
	5 - 10	24	24
	More than 10	9	9
	Total	100	100
Conducive Work Environment	Yes	59	59
	No	41	41
	Total	100	100
Grievances Affecting the Performance	Yes	57	57
	No	43	43
	Total	100	100
Education Facilities	Highly Satisfied	14	14

	Satisfied	48	48
	Neutral	27	27
	Dissatisfied	8	8
	Highly Dissatisfied	3	3
	Total	100	100
Safety Training Facilities	Highly Satisfied	3	3
	Satisfied	36	36
	Neutral	37	37
	Dissatisfied	22	22
	Highly Dissatisfied	2	2
	Total	100	100

Source: Primary data

Inference

- From the above table it is inferred that,
- It is exhibited from the study that the majority (37%) of the respondent's work experience is between 1 – 5 years.
- The study showed that the majority (59%) of the respondents accepted the prevailing environment in the premises.
- The present study revealed that the maximum (57%) of the respondent's performances are affected by the grievances in the select institution.
- It is surmised that the majority (48%) of the respondents satisfied with the education facilities offered in the organization.
- It is expressed that the maximum (37%) of the respondents are neither satisfied nor dissatisfied with the safety training facilities offered by the Textiles

Table 3: OPINION ABOUT WELFARE RELATED FACTORS

Factors	Category	No. of Respondents	Percentage
Drinking Water Facilities	Highly Satisfied	11	11
	Satisfied	45	45
	Neutral	34	34
	Dissatisfied	8	8
	Highly Dissatisfied	2	2
	Total	100	100
Canteen Facilities	Yes	52	52
	No	48	48
	Total	100	100
Health and Safety Measures	Yes	52	5
	No	48	48
	Total	100	100
Hygienic Conditions and Maintenance of Latrines	Very Good	4	4
	Good	46	46
	Fair	39	39
	Bad	11	11
	Total	100	100
Transport Facilities	Highly Satisfied	17	17
	Satisfied	36	36
	Neutral	29	29
	Dissatisfied	16	16

	Highly Dissatisfied	2	2
	Total	100	100
Housing Facilities	Highly Satisfied	7	7
	Satisfied	37	37
	Neutral	44	44
	Dissatisfied	12	12
	Total	100	100
Compensation and Bonus	Highly Satisfied	11	11
	Satisfied	25	25
	Neutral	20	20
	Dissatisfied	41	41
	Highly Dissatisfied	3	3
	Total	100	100
Overall Welfare Facilities	Yes	44	44
	No	56	56
	Total	100	100

Source: Primary data

Inference

- The following results were extracted from the Table 3.
- It is obtained from the study that the majority (45%) of the respondents satisfied with the drinking water facilities provided in the company.
- It is showed that the majority (52%) of the respondents are happy about the canteen facilities.
- It is evaluated from the study that the majority (52%) of the respondents is happy with the health and safety measures (including first aid and hospital facilities) offered in the company.
- It is obtained from the study that the majority (46%) of the respondent's opinion on hygienic condition and maintenance of latrines is good in the premises.
- It is revealed that the majority (36%) of the respondents are happy with the transport facilities provided by the company.
- It is observed from the study that the majority (44%) of the respondents are neither satisfied nor dissatisfied (neutral) with housing facilities provided in the company.
- It is exhibited that the majority (41%) of the respondents dissatisfied with the Compensation and Bonus provided in the organization.
- It is inferred from the study that the majority (56%) of the respondents are not happy on overall welfare facilities.

Hypothesis

There is no significant relationship between Age, Gender, Educational Qualification, Monthly Income, Marital Status, Work Experience and level of satisfaction.

Factors	Degrees of freedom	Table Value At 5%level	Calculated Value	Accepted/Rejected
Age	6	12.6324	12.592	Rejected
Gender	2	5.06	5.991	Accepted
Educational Qualification	8	15.5	4.5224	Rejected
Monthly Income	6	9.064	12.590	Accepted
Marital Status	2	1.13	5.991	Accepted
Work Experience	6	2.72	12.592	Accepted

Table 4: CHI-SQUARE TEST

Table 4 reveals that there is no significant relationship between Gender, Monthly Income, Marital Status, and Work experience and level of satisfaction of the respondents and there is a significant relationship between Age, Educational Qualification and level of satisfaction of the respondents.

Table 5: PROBLEMS OF RESPONDENTS

S. No.	Problems	Total (Weighted) Score	Rank
1	Safety Measures	304	7
2	Infrastructure facility	414	4
3	Compensation and Bonus	422	3
4	Housing Facility	478	1
5	Medical Facility	352	6
6	Transportation Facility	428	2
7	Training Facility	402	5

Table 5 reveals that the respondents major problem is housing facility with a total score of 478 points and secured I rank. Transportation Facility, Compensation and Bonus and Infrastructure facility were ranked II, III and IV with a score of 428, 422 and 414 points respectively. Training facility, Medical facility and Safety measures got V, VI, and VII rank with a weighted score of 402, 352 and 304 points respectively.

IV. SUGGESTIONS

- The management can pay more attention towards employee satisfaction to create conducive environment.
- Company can be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.
- Health checkup, employee counseling, various health camps, hospitalization facilities can be much more improved by conducting the health camps at least once in a month.
- The number of medical practitioners or physicians might be increased for the development of health conditions.
- Recreation facilities can be provided to the employees to boost their morale and bring little diversion from their continuous routine work
- Better working environment can be provided.

V. CONCLUSION

The management of Gangotri Textiles required to provide good facilities to all employees in such a way that employees become satisfied about employee welfare facilities. It will increase productivity as well as quality and quantity. Therefore, there is necessity of making some provision for improving the welfare facility through that employees will become more happy, employee performance level become impressive. It leads to improve favorable effects of profitability and products of the organization. At last it can be concluded that the employee welfare facilities provided by the company 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.

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