

**A STUDY ON
EMPLOYEES WELFARE MEASURES
AT
KERALA ELECTRICAL AND ALLIED ENGINEERING
CO. LTD.**

**By
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A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT SCIENCES

In partial fulfillment for the award of the degree

of

MASTER OF BUSINESS ADMINISTRATION



CENTRE FOR DISTANCE EDUCATION

ANNA UNIVERSITY CHENNAI

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July, 2012

BONAFIDE CERTIFICATE

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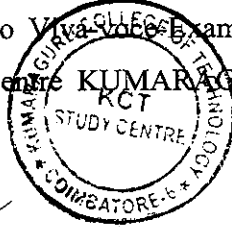
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P&A/57/ 1665 /2012.

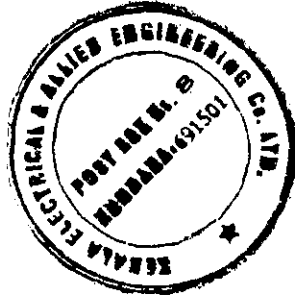
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ABSTRACT

The present study was undertaken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in Kerala Electrical And Allied Engineering Co Ltd., Kundara that is prevalent in the organization that sponsored this project work.

This project aims at knowing “Welfare System”. In this project the work atmosphere and the welfare measures provided by the organization has studied.

It also aims at finding out the employee’s relationship with the management.

This survey is done within the organization. The sample size is 100. The data was collected by administering questionnaire. The persons met are all employees of the concern.

Collections of data were analyzed and tabulated in a sequential manner and the interpretations are given along with the tabulation. The conclusions and suggestions are also given in this report for the improvement of this system in the organization.



RESHMA.S

ACKNOWLEDGEMENT

I would like to place on record my sincere gratitude and appreciation to my project guide Mr.V.Karthikeyan, for his kind cooperation and guidance which enabled me to complete my training successfully.

I deeply obliged to Mr.P.Sreekumar (General Manager) and Mr.Venu (Personal Manager) for their exemplary guidance and support without whose help this training would not have been success.

I would like to express my sincere thanks to Mr.A.Senthil Kumar, Counselor-MBA program, KCT Study Centre, who provided me an opportunity to do this training.

I also take this opportunity to express my deed gratitude to my loving parents and friends who are a constant source of motivation and for their never ending support and encouragement during this project.


RESHMA.S

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CHAPTER 1 - INTRODUCTION

1.1 Introduction to Employee Welfare

The term employee welfare means to fare well or to do well. It refers to physical, mental, emotional well being of an individual.

Welfare is relative to time and space. The welfare needs may vary from company to another company and from place to place, from time to time.

Oxford dictionary defines welfare as “state or condition of doing or being well: good fortune, happiness or well being of a person, community or things”.

“Workers or employees welfare should be understood as meaning such services, facilities and amenities which may be provided within the vicinity of the undertaking to enable them to perform their work in healthy, congenial surroundings and provided with the amenities conducive to good health and high morale.”

Thus, welfare means state of living of an individual or group in a desirable relationship with the total environment. It also means effort to make the life meaningful for the working class. These efforts cover provisions of the amenities to workers over and above the minimum working conditions.

1.2 Research Background

Kerala Electrical & Allied Engineering Company Limited, Known as KEL, is a fully owned Government of Kerala under taking engaged in the manufacture of electrical engineering goods. KEL with its corporate office in Kochi has four manufacturing units in Kundara, Mamala, Olavakkode and Kasargode. In addition to these production centers, a project division for execution of turn - key projects, a research and development wing and the centralized marketing network are having their head quarters in the corporate office.

- Established in 1964 in Kerala and fully owned by the state government.
- Engaged in multi – various activities.

- Four manufacturing units located in various districts of the state.
- Man power base of 1250, including more than 250 highly qualified and well trained professional engineers.
- One of the biggest public sector companies in the state.

The present product range of the company includes brushless alternators for train lighting and air conditioning, Ground Power Unit (GPU) for Aircraft, High frequency alternators for Defense Appreciation and Antarctica Expedition, distribution and power transformers, HRC Fuses, Switch gears, Brushless AC generators, Brushless Alternators for Automobile etc.

1.2.1 KEL Vision

To be globally recognized enterprise committed to enhancing stakeholders value by providing world class engineering and power system solutions.

1.2.2 KEL Mission

To achieve our vision by;

- Applying state of the art technology, processes and innovative solutions.
- Building long term relationship with stakeholders in an environment of fair business ethics and values.
- Creating values through sustainable and profitable growth.
- Leveraging productivity through highly motivated and empowered team.

1.2.3 Kundara Unit

The Kundara unit of KEL has been manufacturing brushless alternators which is acclaimed and accepted by the Railways the world over the most efficient and reliable one. More than 20,000 Nar alternators manufactured by KEL are already in operation with the Indian railways alone

KEL has set up a modern Iron Foundry with a capacity of 1500 MTS per annum, manufacturing Spheroidal Graphite Iron castings of various grades of Kundara unit.

This division is equipped with fully mechanized moulding lines, sand plant, sand blart systems, coreless induction furnace and a laboratory with sophisticated material testing equipment to ensure quality castings.

1.2.4 Mamala Unit

This unit is engaged in the production of distribution and medium range power transformers up to 1600 KVA, 33 KV class with annual production capacity of 6 lakhs KVA and the prime customers is Electricity Board with over two decades of expertise, KEL transformers have earned the distinction of approval from national test house, various electricity boards and power corporations in the country. The structural division set up here is fully equipped machines. This division under take design, fabrication and commissioning of hydraulic control gates and hoists for power and irrigation projects, cranes, pressure vessels and other industrial structures.

1.2.5 Olavakkode Unit

This unit is engaged in the manufacture of KEL – NOK FUSE HRC fuses and micro fuses under license from UNELEC France and conforming to IS: 92241-979. The other products include LT switch gear switch fuses, isolator switches, porcelain fuse units, distribution fuse boards etc.

1.2.6 Kasargode Unit

This unit was commissioned in 1990 for the manufacture of Genesets and alternators with technical collaboration from Matures Leroy – Somer of France. The unit set up at an investment outlay of Rs.20 crores, has an installed capacity to manufacture 3000 Nos of alternators per annum ranging from 15 to 1500 KVA.

1.2.7 R & D Wing

The research and development wing of KEL has indigenously designed and developed many vital types of equipment as import substitution. KEL has recently launched silent generators in the market. This acoustic controlled genset is designed and developed by the R & D Wing of KEL. During operation, the heat generated in the chamber will be pushed out through heat

exchangers, thereby reducing the heat and sound to a considerable extent. This genset can be used in any type of environment with its easy mobility. The development of Ground Power Unit for starting Aircraft is another feather added to the cap of our R & D wing. The east west airline in Bombay is using KEL GPU successfully for their operations.

With the expertise KEL have acquired during the past years its manufacturing experience in inductor type brushless Alternator, the R & D wing has successfully developed and supplied the following special application generators / equipments.

- 5 KVA 400 Hz alternator for Antarctica Education of the Defense Department of Government of India through R & D establishment (Engineers), Dighi, Pune.
- 20 KW DC (1500 Amps) manual and self propelled type Ground Power Units for Vayudoot for starting their Avro and Dornier Aircrafts – 7 Nos.
- 30 KVA, 60/400 Hz rotary converter for radar application and on board Helicopter starting for the Indian Navy.
- 75 KVA, 400Hz generator set for DTP & P (AIR) of the defense department.
- 3 KW, 230V Aero generators for wind mill application for IERT.
- 5 KW alternators with rectifier regulator unit for battery charging in locomotive engines.
- Low speed alternator 50 Watts, 12/24 volts for wind energy power station.
- 40 KVA, 400 Hz battery power vehicle with TRU for Trishul missile project of R & D Estt (Engineers), Dighi, Pune.
- 20 KVA, 400 Hz, 2000 RPM alternator for DTD & P (AIR) through Par as Electrical, for powering mobile radar installation. This has been type tested, user tired and accepted by Indian Air Force.

The special Genset power package required for the country's most prestigious missile projects like Trishul, Prithvi and Falcon are designed, developed and supplied by KEL, Trishul missile project has ordered serial procurement of these power packages from KEL.

1.2.8 Project Division

KEL project wing headed by a General Manager attached to its corporate office undertaken turn key projects in design, fabrication supply and erection of gates, hoists and controlling equipment for power and irrigation projects and civil works including heavy machinery erection.

1.2.9 Marketing Division

The corporate marketing division piloted by a General Manager (Marketing) is controlling the various service centers and regional officers spread throughout the country. KEL has regional offices in New Delhi, Bombay and Madras and sales and service centers in Calcutta, Kanpur, Bhopal, Hyderabad, Bangalore, Coimbatore and Thiruvananthapuram.

1.2.10 Expansion Projects

While trying to consolidate its existing units by means of technological up gradation, KEL is ahead on its way with future expansion projects including Brushless Alternator for automobiles Nickel Cadmium Battery project with technical assistance from M/s Honda Denki of Japan, special purpose motor project with technical collaboration from M/s Elin of Australia.

KEL is the first public sector undertaking from Kerala entering the highly competitive field of Genset manufacturing competing with giants like Kirloskar, Jyothi, NGEF etc. the expected annual turnover of this unit is Rs.15 crores.

The success story and performance of KEL can be attributed to its perseverance's in imbibing latest technologies matched with an uncompromising stance taken in quality control.

The state government directive to KSEB and other departments to place their orders on public sector units of the state, the dedication and cooperation on the part of our employees the excellent industrial relations prevalent in our unit all these factors have also attributed the remarkable growth and achievement of the company.

1.2.11 Product Range

Kundara (ISO 9001 certified by RWTUC)

- Inductor type brushless alternator for train lighting and air conditioning 1KW to 40KW.
- 12KW alternator specially designed for powering Janashadabdi Express trains of Indian Railways.
- Inductor type brushless alternator for automobiles and for charging systems in diesel engines – 12V, 24V, Up to 50A.
- High frequency alternator – 400Hz; up to 100KVA.
- Ground power units for starting Avro and Dornier Aircrafts and for powering Boeing Aircrafts.
- Ground support units with dual voltage system for starting fighter Aircrafts.
- DC, AC power frequency and high frequency power pack for missile firing auxiliary power support.

1.2.12 USP of Kundara product

- Induction Alternator – Brushless excitation without winding on the rotor. Both field and armature windings are embedded in stator slots. Hence no limitation for working speed and ideal for variable speed applications like train, Automobile, wind mill etc.
- Totally enclosed fan cooled version available for dusty / humid / chemical environments.

1.2.13 Manufacturing unit

Kundara unit in Kollam district. Inception 1964.

Technical knowhow: EVR of France.

1.2.14 Statodyne Alternator Division

- Manufactures statodyne brushless alternator used for lighting and air conditioning of Railway coaches.
- Installed capacity is 3000 numbers alternators per annum.
- More than 25000 alternators are in service with the Indian Railway alone.

1.2.15 Foundry Division

- Capacity of 1500 MT per annum.
- Manufactures spheroidal graphite Iron and Grey Iron castings.
- Fully mechanized molding lines with sophisticated testing equipment to ensure quality castings.
- 2*3 t capacity induction furnaces.

1.2.16 Manpower strength

Officers	: 36
Staff	: 56
Workers	: <u>222</u>
Total permanent	: 314
Temporary employees	: 25
Casual employees	: 6
Contract employees	: 15
IT apprentices	: 30
Diploma apprentices	: 5
Degree apprentices	: 6

1.2.17 Top Customers

- Indian Railways
- BHEL

- Crompton Greaves Ltd.
- R & DE(Engineers), Dighi, Pune

1.2.18 Quality System

To achieve customer satisfaction by providing the right product and service at the right time, every time as per customer requirement.

1.3 Employee Welfare Activities in KEL

In KEL the personnel and administration (P&A) department is entrusted with this task. Labor welfare a wide term, which covers all intellectual, morale and economic betterment of worker.

The aim of P&A department of KEL can be understood as follows:

1. To overcome the sense of monetary frustrations among the employees.
2. To provide opportunities for development of individual talents.
3. To provide assistance in solving personnel and family problems of employees.
4. To offer facilities for the health improvement.

The very existence as well as the program of a factory is largely dependent on the material and mental satisfaction of its work force. Aiming at the satisfaction of the work force, labor welfare measures in various forms are introduced in the factory.

KEL provides a lot of welfare measures as given below to its employees for the promotion of better labor management relationship.

Mainly would be having two types of welfare activities;

1. Statutory welfare measures
2. Non statutory welfare measures

1.3.1 Statutory Welfare Measures

- **Canteen Facility:-** A subsidized well maintained canteen is functioning. The rate per month is Rs.32.25. Here the employees are on contract basis, all other facilities provided by the company.
- **First-aid facility:-** First aid boxes are provided at the work shop. The first aid boxes are periodically checked for the availability of prescribed content.
- **Medical facility:-** Medical facilities are provided through ESI scheme for the employees drawing salary less than 15,000 per month. Those employees drawing more than 15,000 will be paid one month salary as medical reinvestment on a proportionate basis based on the Government guidelines. In addition to there a group medical claim scheme is introduced for the employees through United India Insurance scheme with TTK health care TPA private limited Kochi, as its third party agent
- **Rest room and lunch room:-** Adequate and suitable number of rest rooms and lunch rooms are provided for the employees to take rest during interval.
- **Employees provident fund:-** (EPF scheme) the total contribution by an employee towards EPM. 24% of basic + DA consisting of 12% of employees share and 12% employer share. Monthly returns and half yearly returns are submitted to EPF authority within the prescribed by remitting the amount as chellan. Loans such as housing, purchase of land, marriage, sickness of family members are provided from EPF scheme. After retirement the balance amount with interest after deducting the pension amount is returned to the employee by submitting application. Monthly pension are given to the employees from the EPF scheme after retirement.
- **Gratuity:-** It is viable to employee at the time of his retirement. The minimum period required for gratuity benefits is 5 Yrs permanent service. The maximum amount of gratuity payable to an employee is Rs.10 lakh. Gratuity amount is not payable to an employee who is dismissed from the service. The gratuity amount calculated by the formula $(15/26) \times \text{last drawn salary (basic+DA)} \times \text{no of Yrs of service}$.
- **Bonus / Festival allowance & Ex-gratia:-** this would be payed to employee in accordance with the guidelines provided from time to time. Bonus will be paid as per

bonus act. Ex-gratia payment will be given to all employees as per the decision made by the Government at the time of settlement of bonus.

- **Toilet facility and washing facility:-** The Company has provided adequate and specific number of toilets and washing facilities as per factories act. Separate rest rooms and toilet facilities are provided for men and women.

1.3.2 Non Statutory Welfare Measure

The following are non statutory welfare activities implemented as per the long term agreement on 09/03/2010.

- **House rent allowances:-** HRA @ Rs.50/- per month will be paid.
- **Uniform and Washing allowance:-** Terry cotton cloths for three pairs of uniforms for every two years will be given to all permanent workmen who are eligible for uniforms, except in the case of lady peons. The lady peons will be given three terry cotton sarees for every two years.
- **Stitching allowance:-** For the eligible workmen will be Rs.375/- for three pairs of uniforms. Security guard shall be paid stitching charges @ Rs.425/- for three pairs.
- **Washing allowance:-** @ Rs.20/- per month will be given to those workmen who are provided with uniforms and who wears the same regularly. The rate of washing allowance to categorize like peons, drivers and security guards will be Rs. 25/- per month.
- **Foot wear:-** All workmen who are at present supplied uniforms will continue to be provided with 1 pair of shoes and 2 pair of stocks every year.
- **Night shift allowance:-** Night shift allowance of Rs.7/- per night will be paid to the workmen who attend night shift duties.
- **Cycle allowance:-** Cycle allowance for collection mails etc. will be paid @ Rs.4/- per day they perform such duties.
- **Cashier allowance:-** Workmen handling cash in the absence of cashier shall be paid Rs.5/- per day of handling. However the maximum amount payable in a month will be limited to Rs.85/- . Cashier will be paid monthly allowance of Rs.85/-.

- **Blue printing allowance:-** Draughtsman who is assigned with the duties of taking blue prints will be paid blue printing allowance @ Rs.1.50/- on the day they take prints.
- Heat treatment allowance to the eligible employees will be Rs.40/- per month.
- **Canteen subsidy:-** It is agreed that cash subsidy will be paid @ Rs.20/- per day if canteen facility is not provided.
- Mill allowance for workers and attendance allowance to staff will be paid @ Rs.5/- per day of attendance.
- Hazardous allowance of Rs.3/- per day will be paid to workmen doing casting works.

1.4 Problem Identification

The basic needs of a labour are freedom from fear, security of employment, want adequate food, better health, clothing and housing are human requirement. Basic needs in life means an atmosphere of good working condition and satisfaction of labour. The process of welfare activities depends on the approach which has been taken into an account in providing such welfare measures to employees. The main objective of welfare measure is to secure the labour, proper human condition of the work and living to minimize hazardous effect on the life of workers and their family members and to provide facilities such as housing, medical assistant, stores etc. Hence, the study is undertaken on welfare measures provided to the employees of "Kerala Electrical And Allied Engineering Co. Ltd." Kollam.

1.5 Need for Study

During present days hiring and employing human resource in organizations has become a strenuous process for the employees are very much inclined to the employment conditions apart from the pay package they receive. Thus there arises a need to know whether the employees are expecting any improved level of welfare facilities from the company and to identify how welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The study aims in identifying exploring various welfare measures undertaken by KEL.

1.6 Objectives of the Study

1.6.1 Primary Objective

To study about the various welfare measures provided by the KEL and to suggest better practices for improvement.

1.6.2 Secondary Objective

- To identify the various welfare measures provided by the company.
- To know the employees attitudes towards the welfare measures offered by KEL.
- To analyze the reachability and existing satisfaction level of employees with regard to welfare measures.
- To offer suggestions to the company based on the findings of the study.

1.7 Scope Of The Study

The scope of employee welfare cannot be limited, since it differs according to social customs and the degree of industrialization indifferent countries and at different times. They have to be elastic and flexible enough to suit the conditions of the workers, and to include all the essential prerequisites of life and the minimum basic amenities. The laws of every country highlight directions to specific application to the working class, the necessity of securing just and humane conditions of work, for them. However, what these conditions actually imply cannot be specified in rigid terms for all times and situations.

Thus, the project of labour welfare is fairly wide and is not limited to anyone country, region or industry. Writers and institutions have described its scope in different ways and from different angles. The line of demarcation cannot be very precise. But what should be common is that a welfare measure should enhance the working and living conditions of the workers and their families and make their lives better worth living. In other words, labour welfare policies should “Enable workers to live a richer and more satisfactory life”.

1.8 Deliverables

After studying the welfare measures taken by the company the researcher will be able to identify the strong and weak areas of both statutory welfare measures and voluntary measures and to suggest remedial measures to improve the weak areas.

CHAPTER 2 –REVIEW OF LITERATURE

- Pigeos (2005) defined economic welfare as that part of social welfare that can be brought directly or indirectly into relation with the measuring of money.
- The study conducted in three industrial establishments by Veeraraghavan.P.V (1960) investigated employees attitudes – satisfaction and discontent of employees – with regard to wages, supervision, management, job, co-workers, working condition, communication, welfare facilities and labor union. The study has revealed that the workers in private enterprise were more satisfied than those in public enterprise.
- Dr.Mohindder Singh Dharval (1983), in his study titled “Economics of health expenditure of labor”, has suggested that the improvement in the level of health expenditure of the workers can improve their productivity and the improvement in the health expenditure will improve their earnings and thus help them to break vicious circle of their poverty.
- Staff development also involves training. Training is any “systematic process used by organizations to develop employees knowledge, skills, behaviors, or attitudes in order to contribute to the achievement of the organizational goal” (Poole, 2002).
- Spar and Debora (1998) in their studies observed that “The spot light and the bottom line; how multinationals export human rights”. Advantages of lower cost labor or lower cost inputs from or abusive suppliers; evidence that support the potency of the spot light phenomenon about labor abuses; and why human rights and US multinational are considered unlikely bed fellows.
- The organization – employee – benefit program also plays a role in attracting and retaining capable workers. Fringe benefits are the additional non wage or non salary forms of compensation provided to an organization work force. The employee gains from being more responsive to a wider range of needs in a diverse work force (Schermerhorn, 2002)
- Bhaagolinal (1990) status that the welfare activities of employees in particular and of the state in general are not only concerned to an improvement in the condition of the working class but able that a kind of investment to employees for promoting industrial efficiency

building up a stable and efficient labor force its essential to bring a market improvement to the condition of workers life and whose achieving the maximum result.

- The study conducted by Dr. Arun Prakash Chaturvedi (1973) titled “Labor conditions in the glass industry of Uttarpradesh”, has revealed the problems like labor turnover, heterogeneous groups of different cast and communities, increase in number of workers exclusively dependent on the glass industry of their livelihood, method of recruitment in the industry, facilities for providing technical education differences in the wages, method of payment of wages, inadequate dearness allowance, deprived bonus benefits, imposing fines and other unauthorized deductions are existing in the glass industry of Uttarpradesh and various suggestions have been offered by the researcher to improve the conditions of the labor in the Uttarpradesh glass industry.
- Charles Nobles (1997) in this study on “A Political history of American welfare stars”, discussed that public hostility to the welfare state explains why the American Government does less and it is seen that, public opinion surveys had a wide range of social welfare programmes, from social security to public assistance for the poor.

CHAPTER 3 –METHODOLOGY

Research methodology is a way of systematically solving the research problem. Research methodology deals with the research design used and methods used to present the study.

3.1 Research design

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The research design that is proposed to be followed in the study is descriptive in nature.

3.2 Sampling design and technique

The study wishes to incorporate probability sampling design with stratified random sampling technique. Since KEL has many departments, employees are divided into strata's according to the departments they work. A sample of 100 employees shall be chosen for the study.

As per this stratified sampling, the department divided into following basis.

- Personnel – 6Nos
- Production – 62Nos
- Marketing – 12Nos
- Finance – 3Nos
- Others – 17Nos
- Total - 100Nos

3.3 Sources and tools of data collection:

The data input required for the study shall be collected from the employees of various departments of KEL which shall be of primary in nature. The data shall be collected through a structured questionnaire.

3.4 Data processing:

The data shall be processed through SPSS software for deriving relevant analysis and interpretation.

3.5 Tools for data analysis

- **Percentage analysis**
Percentage refers to a special kind of ratio. Percentage analysis test is done to find out the percentage of the response of the respondents. In these tool various

percentage are presented by the way of bar- diagram, pie charts in order to have better understanding of the analysis.

Formula :

$$\text{Percentage} = (\text{number of respondents} / \text{total number of respondent}) * 100$$

- **Weighted average**

Mean in which each item being averaged is multiplied by a number based on the item's relative importance. The result is summed and the total is divided by the sum of the weights. Weighted averages are used extensively in descriptive statistical analysis such as index numbers. Also called weighted mean.

Formula:

$$\text{WEIGHTED AVERAGE} = (\sum WX_i) / (\sum W)$$

$\sum WX_i$ = The sum of weights

$\sum W$ = occur with weights

CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

This section mainly consists of the tables, figures/charts of the data collected and the analysis of the data with the help of some of the statistical tools (SPSS Software).

4.1 Percentage Analysis

Table -4.1.1

Table Regarding Respondent's Age

YEARS	NO OF RESPONDENTS	PERCENTAGE
Up to 20	0	0
21-30	4	4
31-40	8	8
41-50	46	46
>50	42	42
Total	100	100

Inference: The above table indicates that out of 100 respondents, 4% of the respondent's belonging to the age group of 21-30 years, 8% of the respondent's belonging to the age group of 31-40 years, 46% of the respondent's belonging to the age group of 41-50 years and 42% of the respondents belonging to the age group of greater than 50 years.

Chart -4.1.1

Graph Regarding Respondent's Age

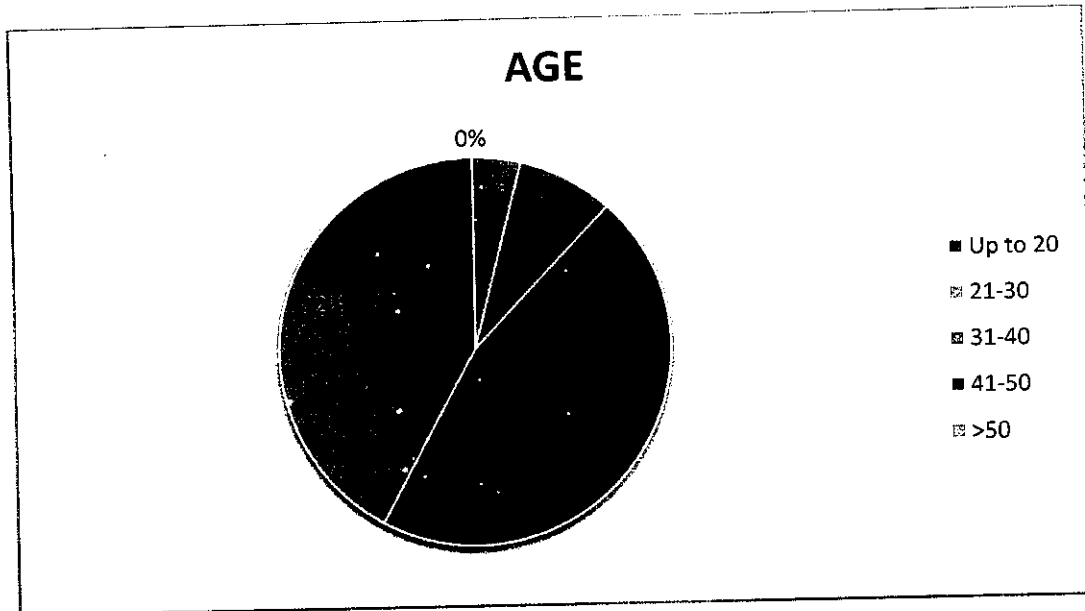


Table -4.1.2

Table Regarding Respondent's Gender

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	88	88
Female	12	12
Total	100	100

Inference: The above table indicates that out of 100 respondents, 88% respondents are male and 12% respondents are female.

Chart -4.1.2

Graph Regarding Respondent's Gender

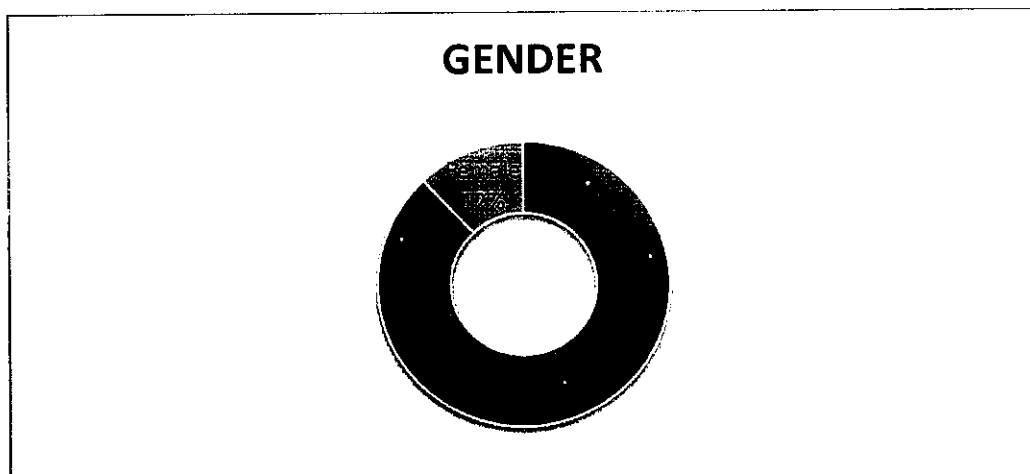


Table -4.1.3

Table Regarding Respondent's Income Per Month

RUPEES	NO OF RESPONDENTS	PERCENTAGE
< 5000	0	0
5001-7000	2	2
7001-9000	6	6
9001-11000	22	22
>11000	70	70
Total	100	100

Inference: The above table indicates that out of 100 respondents, 2% of the respondent's regarding the income per month of Rs.5001-7000, 6% of the respondent's regarding income per month of Rs.7001-9000, 22% of the respondent's regarding the income per month of Rs.9001-11000 and 70% of the respondent's regarding the income per month of Rs. Greater than 11000

Chart -4.1.3

Graph Regarding Respondent's Income Per Month

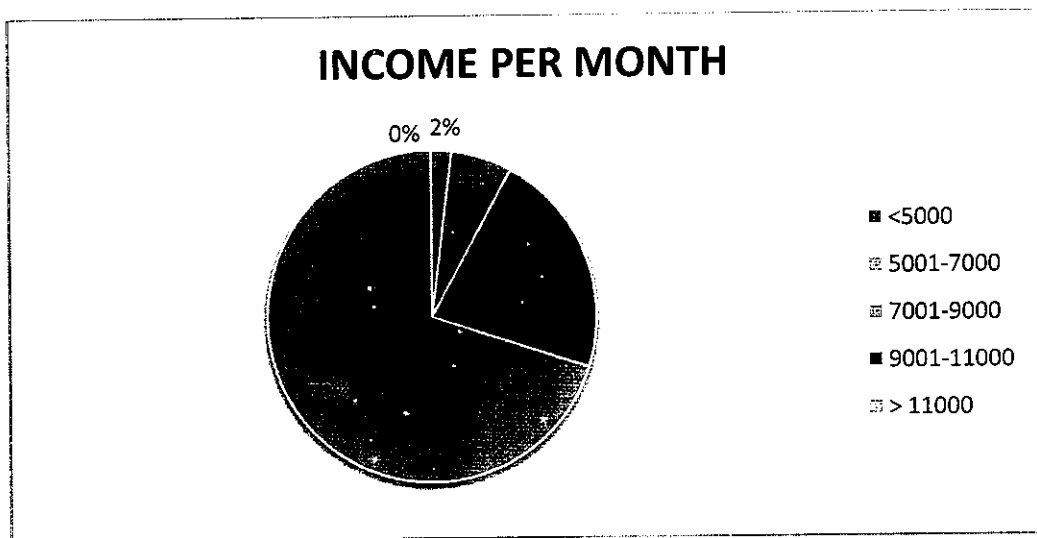


Table -4.1.4

Table Regarding Respondent's Department

DEPARTMENT	NO OF RESPONDENTS	PERCENTAGE
Personnel	6	6
Production	62	62
Marketing	12	12
Finance	3	3
Others	17	17
Total	100	100

Inference: The above table indicates that out of 100 respondent's, 6% of the respondents are personnel department, 62% of the respondents are production department, 12% of the respondents are marketing department, 3% of the respondents are finance department and 17% of the respondents are other department.

Chart -4.1.4

Graph Regarding Respondent's Department

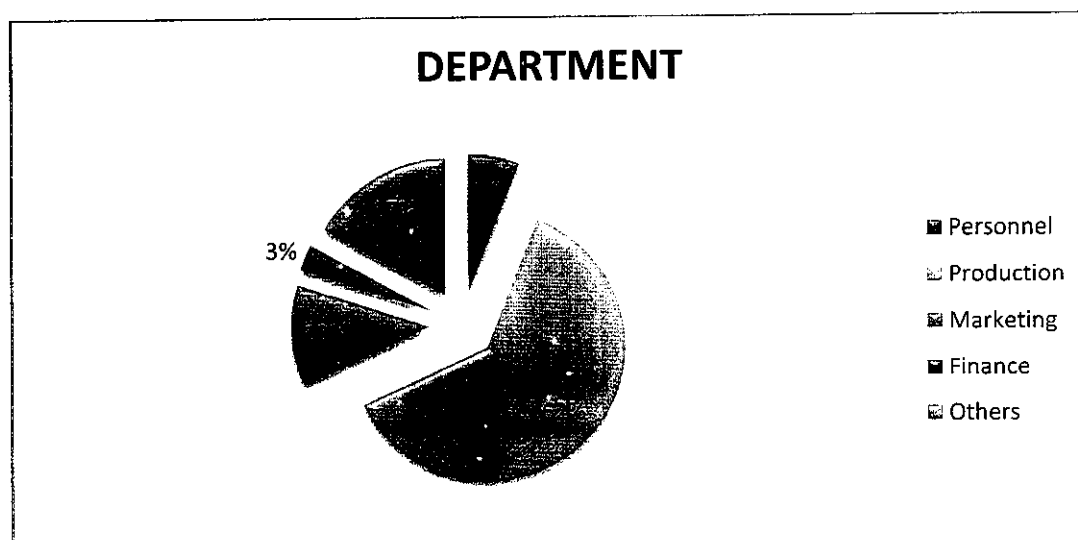


Table -4.1.5

Table Regarding Respondent's Educational Qualification

GRADE	NO OF RESPONDENTS	PERCENTAGE
<10 th	4	4
10 th	36	36
12 th	29	29
Graduation	10	10
Others	21	21
Total	100	100

Inference: The above table indicates that out of 100 respondents, 4% of the respondents regarding the educational qualification of below 10th, 36% of the respondents regarding the educational qualification of 10th, 29% of the respondents regarding the educational qualification of 12th, 10% of the respondents regarding the educational qualification of graduation and 21% of the respondents would be have other educational qualification.

Chart -4.1.5

Graph Regarding Respondent's Educational Qualification

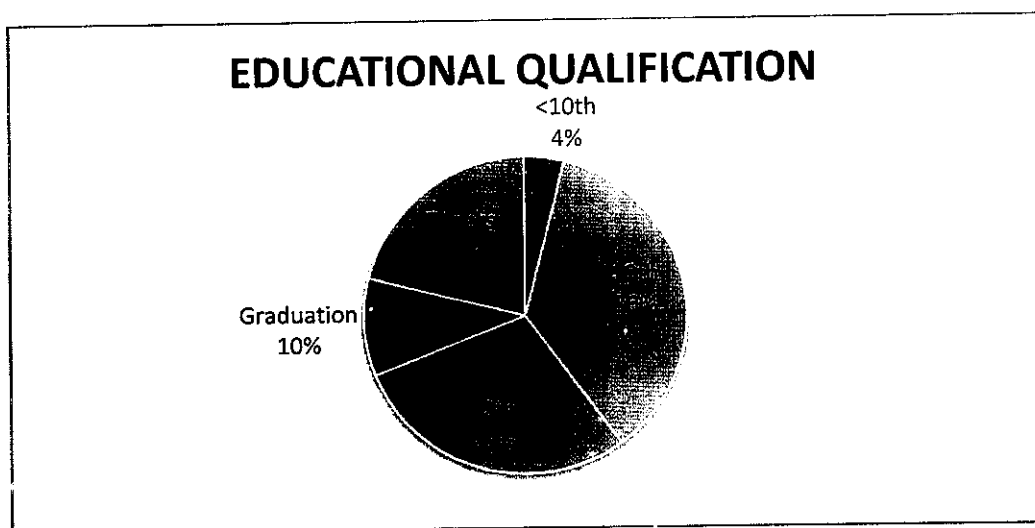


Table -4.1.6

Table Regarding Respondent's Duration In Service

YEARS	NO OF RESPONDENTS	PERCENTAGE
Up to 5	14	14
6-10	4	4
11-15	8	8
16-20	22	22
>20	52	52
Total	100	100

Inference: The above table indicates that out of 100 respondents, 14% of the respondents regarding the duration in service of up to 5 years, 4% of the respondents regarding the duration in service of 6-10 years, 8% of the respondents regarding the duration in service of 11-15 years, 22% of the respondents regarding the duration in service of 16-20 years and 52% of the respondents regarding the duration in service of greater than 20 years.

Chart -4.1.6

Graph Regarding Respondent's Duration In Service

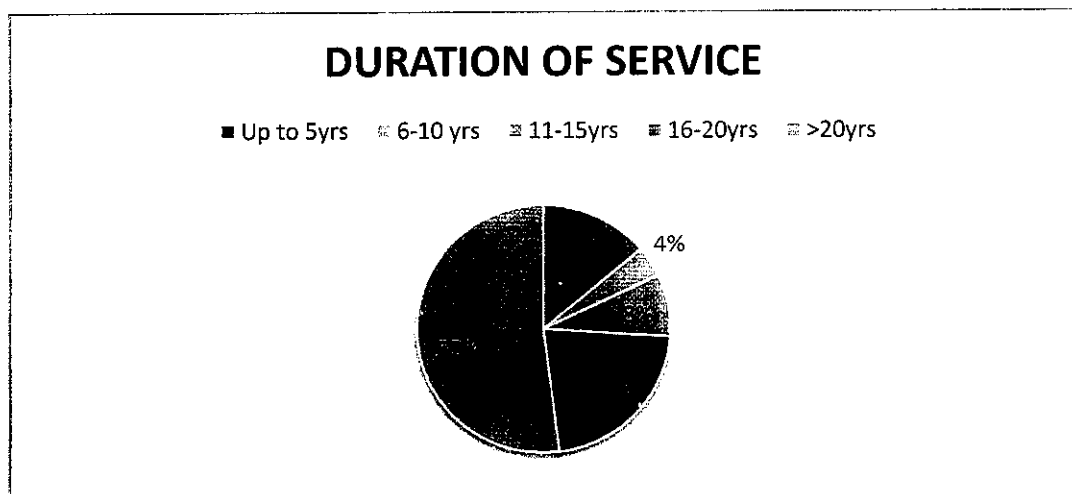


Table -4.1.7

Table Regarding Respondent's Marital Status

GRADE	NO OF RESPONDENTS	PERCENTAGE
Married	94	94
Unmarried	6	6
Total	100	100

Inference: The above table indicates that out of 100 respondents, 94% of the respondents are married and 6% of the respondents are unmarried.

Chart -4.1.7

Graph Regarding Respondent's Marital Status

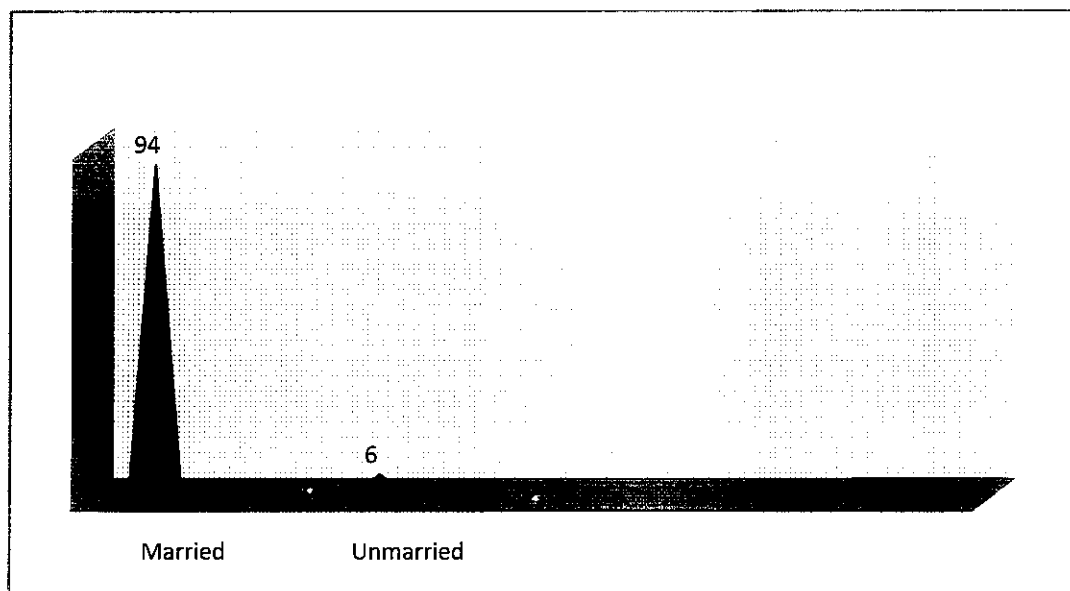


Table -4.1.8

Table Showing The Opinion About Medical Facility

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	11	11
SATISFIED	72	72
NEUTRAL	11	11
DISSATISFIED	4	4
HIGHLY DISSATISFIED	2	2
Total	100	100

Inference: The above table indicates that out of 100 respondents, 11% of the respondents are highly satisfied, 72% of the respondents are satisfied, 11% of the respondents are neutral in decision, 4% of the respondents are dissatisfied and 2% of the respondents are highly dissatisfied in medical facility provided by KEL.

Chart -4.1.8

Graph Showing The Opinion About Medical Facility

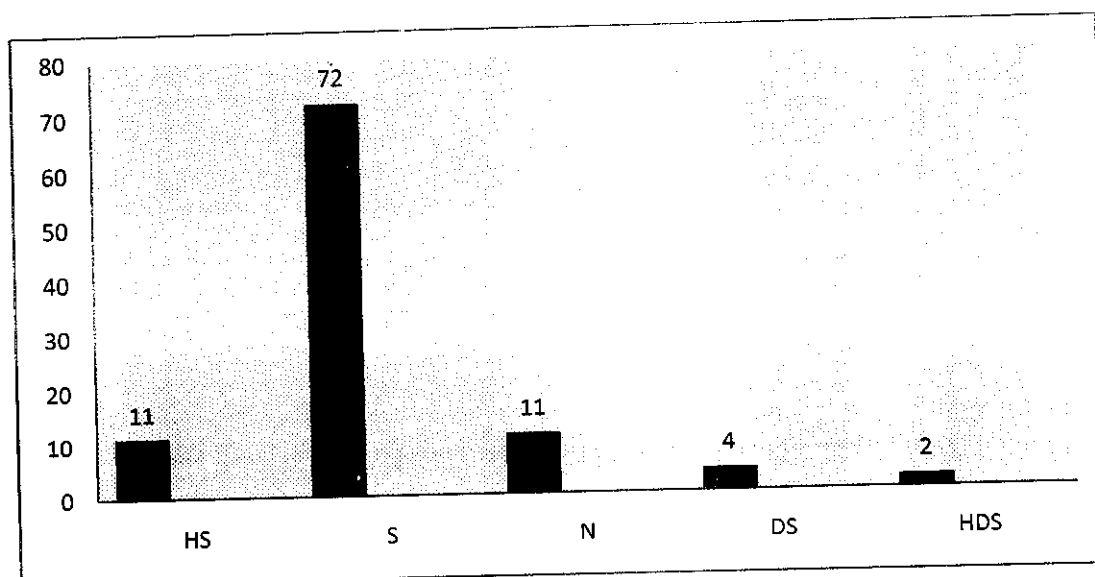


Table -4.1.9

Table Showing The Opinion About Washing Facility

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	3	3
SATISFIED	50	50
NEUTRAL	27	27
DISSATISFIED	18	18
HIGHLY DISSATISFIED	2	2
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 3% of the respondents are highly satisfied, 50% of the respondents are satisfied, 27% of the respondents are neutral in decision, 18% of the respondents are dissatisfied and 2% of the respondents are highly dissatisfied in washing facility provided by KEL.

Chart -4.1.9

Graph Showing The Opinion About Washing Facility

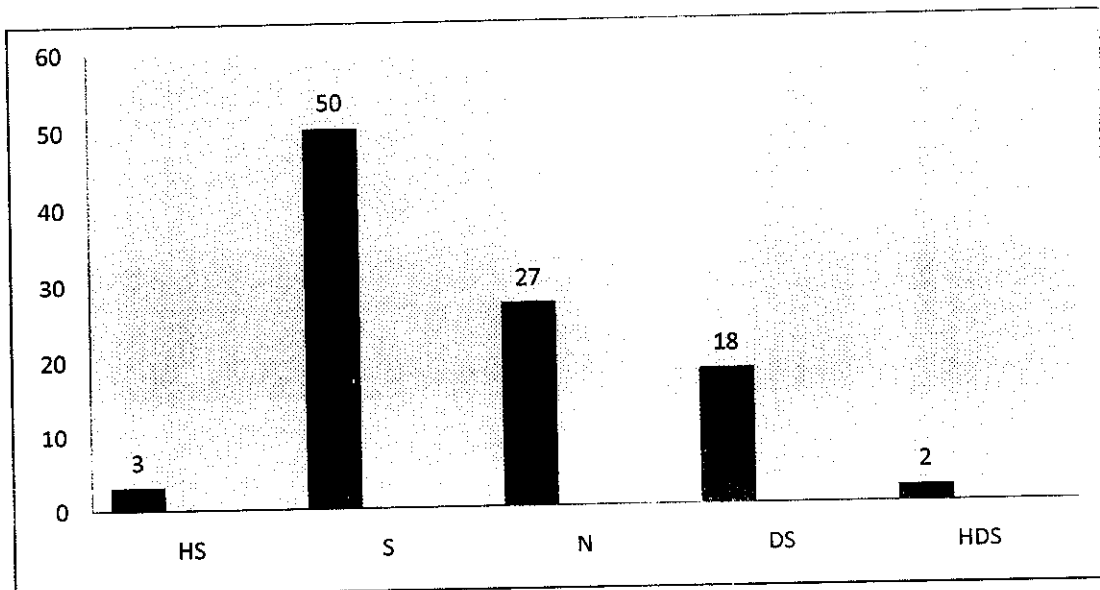


Table -4.1.10

Table Showing The Opinion About Uniforms And Shoes

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	5	5
SATISFIED	59	59
NEUTRAL	21	21
DISSATISFIED	9	9
HIGHLY DISSATISFIED	6	6
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 5% of the respondents are highly satisfied, 59% of the respondents are satisfied, 21% of the respondents are neutral in decision, 9% of the respondents are dissatisfied and 6% of the respondents are highly dissatisfied in uniforms and shoes provided by KEL.

Chart -4.1.10

Graph Showing The Opinion About Uniforms And Shoes

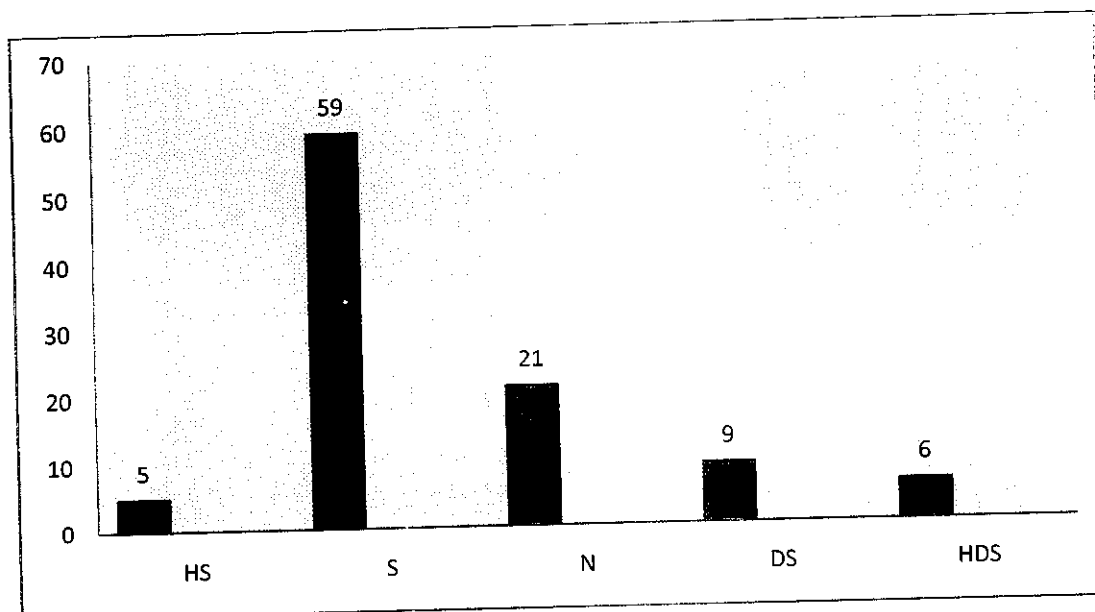


Table -4.1.11

Table Showing The Opinion About Water Facility

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	10	10
SATISFIED	79	79
NEUTRAL	4	4
DISSATISFIED	5	5
HIGHLY DISSATISFIED	2	2
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 10% of the respondents are highly satisfied, 79% of the respondents are satisfied, 4% of the respondents are neutral in decision, 5% of the respondents are dissatisfied and 2% of the respondents are highly dissatisfied in water facility provided by KEL.

Chart -4.1.11

Graph Showing The Opinion About Water Facility

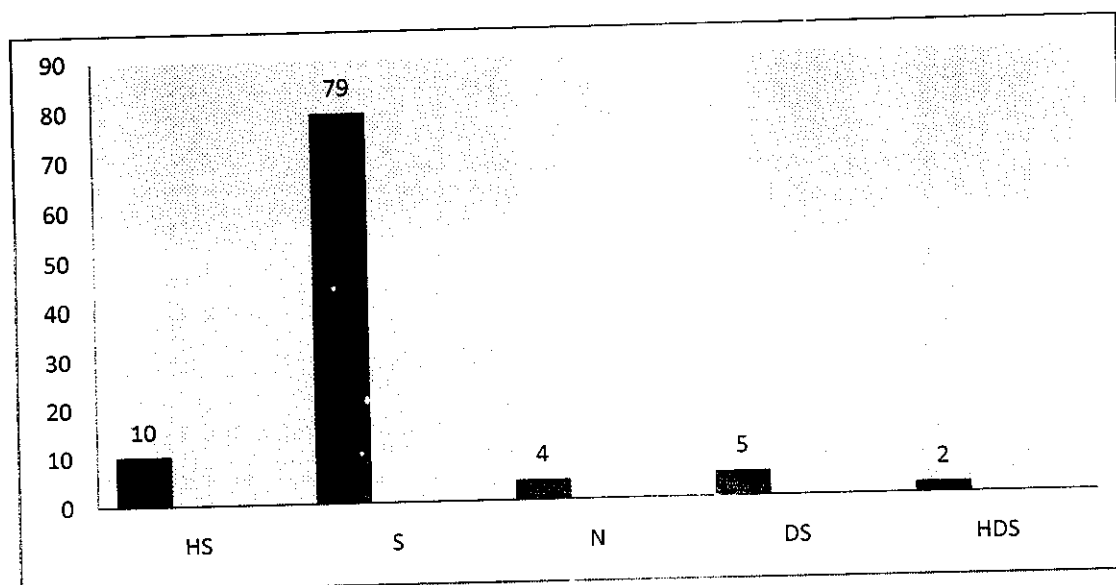


Table -4.1.12

Table Showing The Opinion About Canteen Facility

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	13	13
SATISFIED	69	69
NEUTRAL	11	11
DISSATISFIED	6	6
HIGHLY DISSATISFIED	1	1
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 13% of the respondents are highly satisfied, 69% of the respondents are satisfied, 11% of the respondents are neutral in decision, 6% of the respondents are dissatisfied and 1% of the respondents are highly dissatisfied in canteen facility provided by KEL.

Chart -4.1.12

Graph Showing The Opinion About Canteen Facility

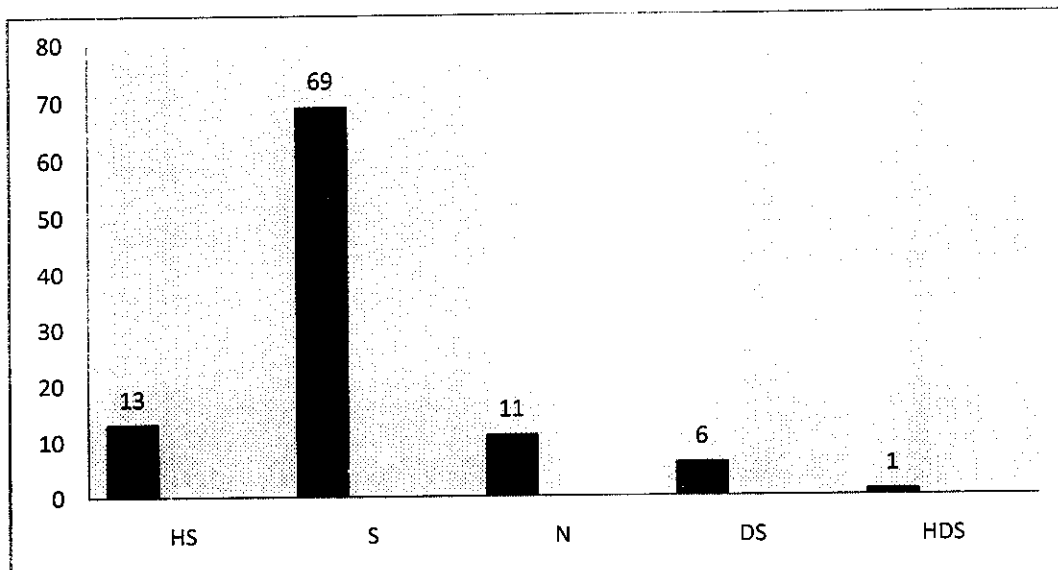


Table-4.1.13

Table Showing The Opinion About Staff Quarters

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	1	1
SATISFIED	7	7
NEUTRAL	25	25
DISSATISFIED	40	40
HIGHLY DISSATISFIED	27	27
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 1% of the respondents are highly satisfied, 7% of the respondents are satisfied, 25% of the respondents are neutral in decision, 40% of the respondents are dissatisfied and 27% of the respondents are highly dissatisfied in staff quarters provided by KEL.

Chart-4.1.13

Graph Showing The Opinion About Staff Quarters

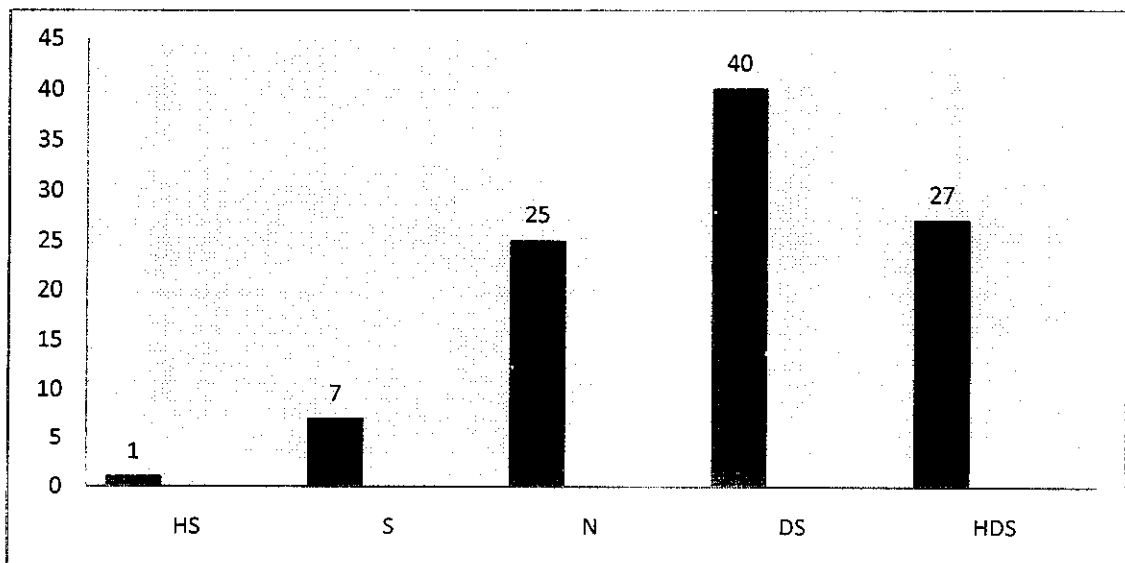


Table -4.1.14

Table Showing The Opinion About Recreation Facility

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	3	3
SATISFIED	39	39
NEUTRAL	18	18
DISSATISFIED	33	33
HIGHLY DISSATISFIED	7	7
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 3% of the respondents are highly satisfied, 39% of the respondents are satisfied, 18% of the respondents are neutral in decision, 33% of the respondents are dissatisfied and 7% of the respondents are highly dissatisfied in recreation facility provided by KEL.

Chart -4.1.14

Graph Showing The Opinion About Recreation Facility

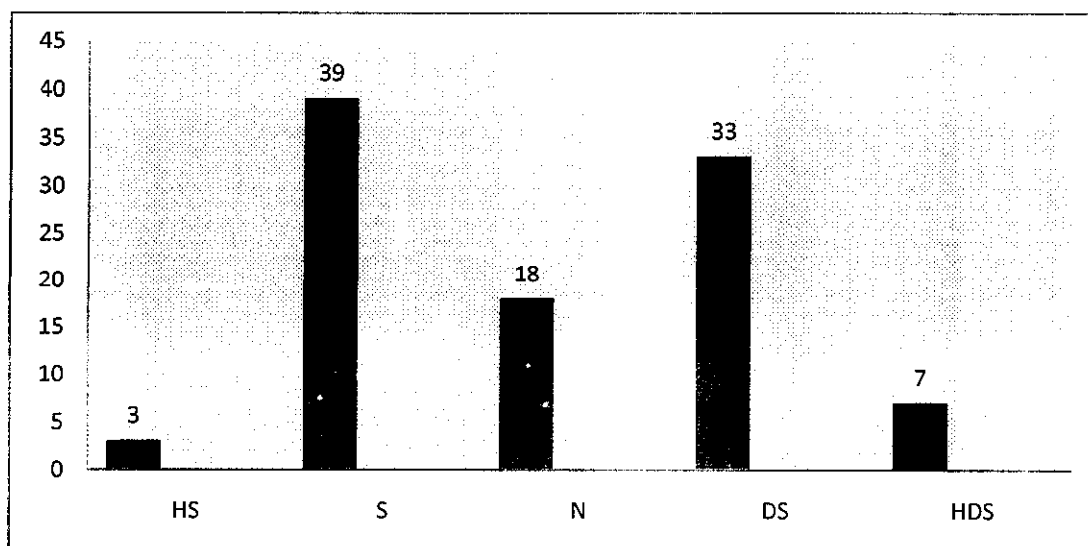


Table -4.1.15

Table Showing The Opinion About Electricity

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	7	7
SATISFIED	85	85
NEUTRAL	7	7
DISSATISFIED	1	1
HIGHLY DISSATISFIED	0	0
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 7% of the respondents are highly satisfied, 85% of the respondents are satisfied, 7% of the respondents are neutral in decision, 1% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied in electricity provided by KEL.

Chart -4.1.15

Graph Showing The Opinion About Electricity

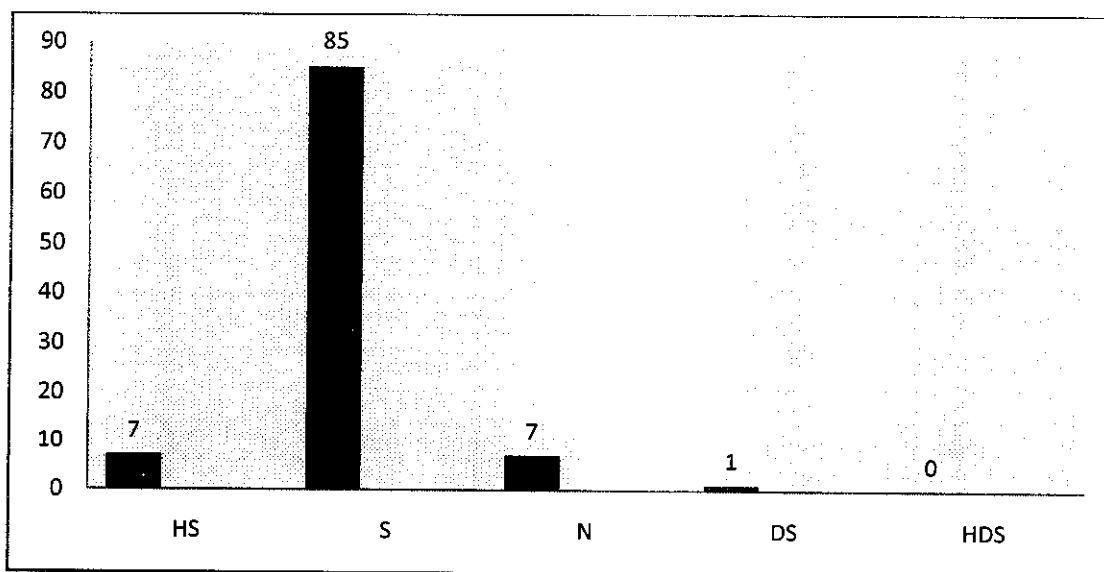


Table -4.1.16

Table Showing The Opinion About Cleanliness Of Toilet

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	6	6
SATISFIED	39	39
NEUTRAL	29	29
DISSATISFIED	17	17
HIGHLY DISSATISFIED	9	9
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 6% of the respondents are highly satisfied, 39% of the respondents are satisfied, 29% of the respondents are neutral in decision, 17% of the respondents are dissatisfied and 9% of the respondents are highly dissatisfied in cleanliness of toilet provided by KEL.

Chart -4.1.16

Graph Showing The Opinion About Cleanliness Of Toilet

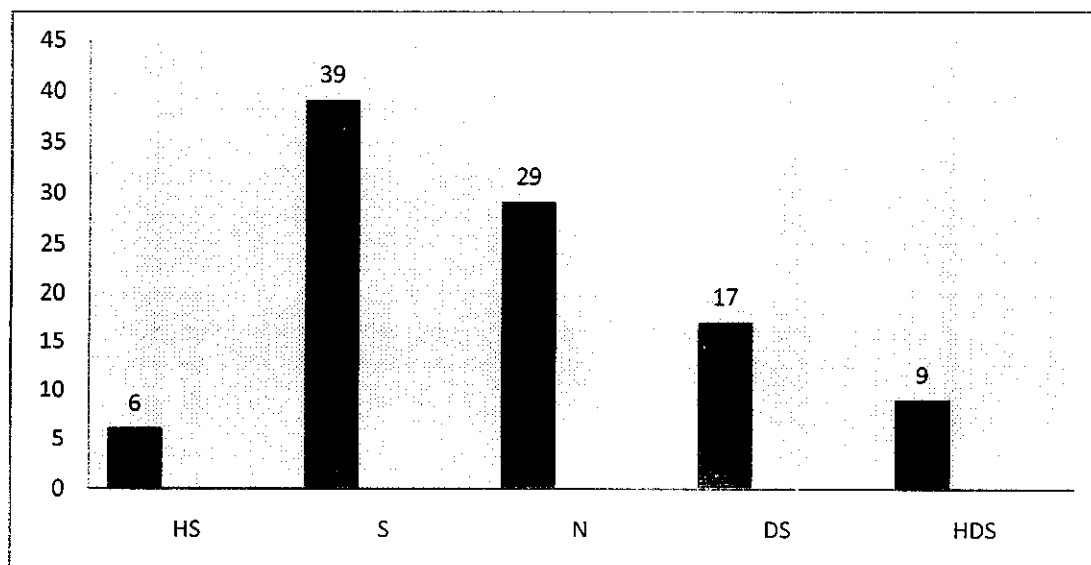


Table -4.1.17

Table Showing The Opinion About Special Allowance

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	2	2
SATISFIED	42	42
NEUTRAL	28	28
DISSATISFIED	24	24
HIGHLY DISSATISFIED	4	4
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 2% of the respondents are highly satisfied, 42% of the respondents are satisfied, 28% of the respondents are neutral in decision, 24% of the respondents are dissatisfied and 4% of the respondents are highly dissatisfied in special allowance provided by KEL.

Chart -4.1.17

Graph Showing The Opinion About Special Allowance

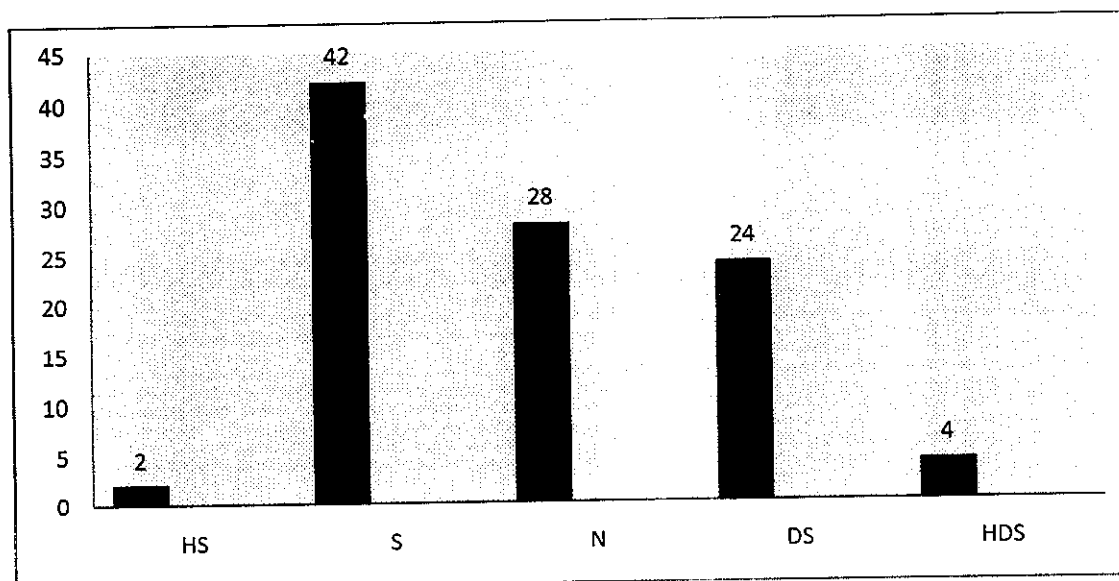


Table -4.1.18

Table Showing The Opinion About Overall Environment

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	7	7
SATISFIED	50	50
NEUTRAL	27	27
DISSATISFIED	13	13
HIGHLY DISSATISFIED	3	3
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 7% of the respondents are highly satisfied, 50% of the respondents are satisfied, 27% of the respondents are neutral in decision, 13% of the respondents are dissatisfied and 3% of the respondents are highly dissatisfied in overall environment of KEL.

Chart -4.1.18

Graph Showing The Opinion About Overall Environment

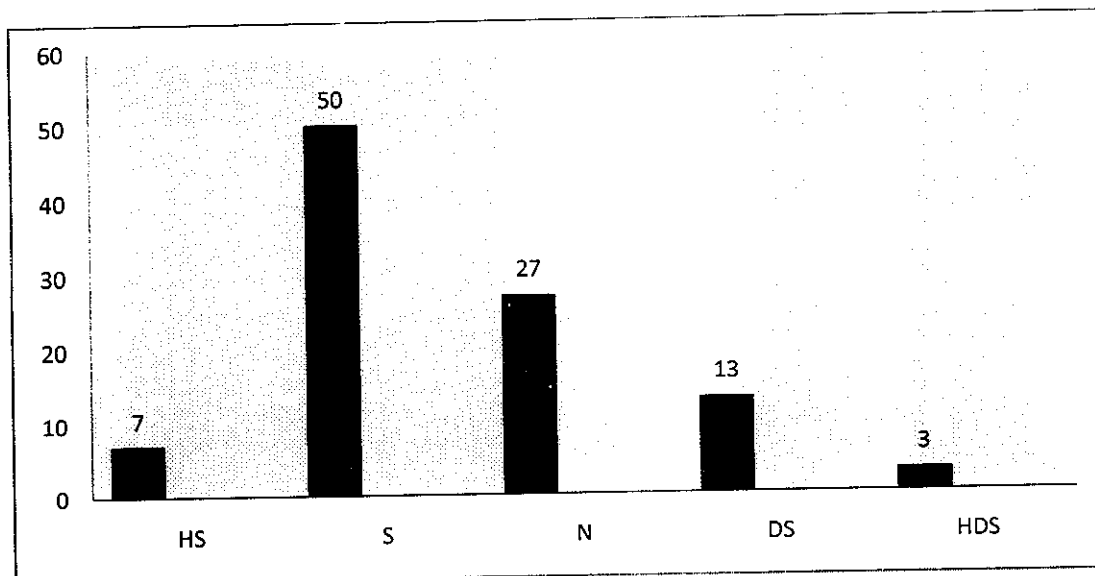


Table -4.1.19

Table Showing The Opinion About Occupational Health

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	8	8
SATISFIED	57	57
NEUTRAL	24	24
DISSATISFIED	8	8
HIGHLY DISSATISFIED	3	3
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 8% of the respondents are highly satisfied, 57% of the respondents are satisfied, 24% of the respondents are neutral in decision, 8% of the respondents are dissatisfied and 3% of the respondents are highly dissatisfied in occupational health of the KEL.

Chart -4.1.19

Graph Showing The Opinion About Occupational Health

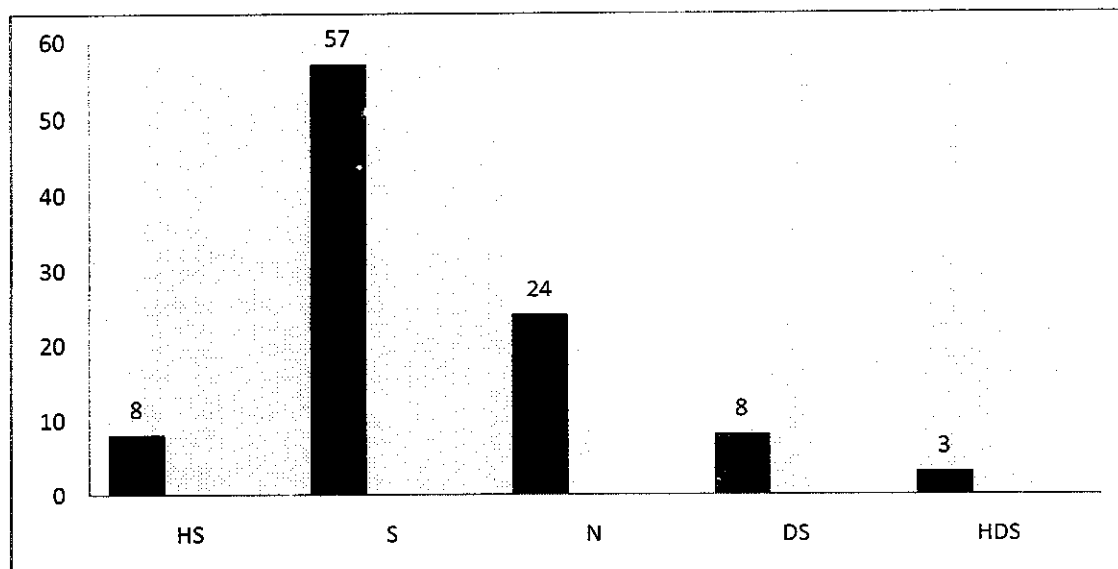


Table -4.1.20

Table Showing The Opinion About Safety Policy

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	6	6
SATISFIED	49	49
NEUTRAL	24	24
DISSATISFIED	18	18
HIGHLY DISSATISFIED	3	3
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 6% of the respondents are highly satisfied, 49% of the respondents are satisfied, 24% of the respondents are neutral in decision, 18% of the respondents are dissatisfied and 3% of the respondents are highly dissatisfied in safety policy provided by KEL.

Chart -4.1.20

Graph Showing The Opinion About Safety Policy

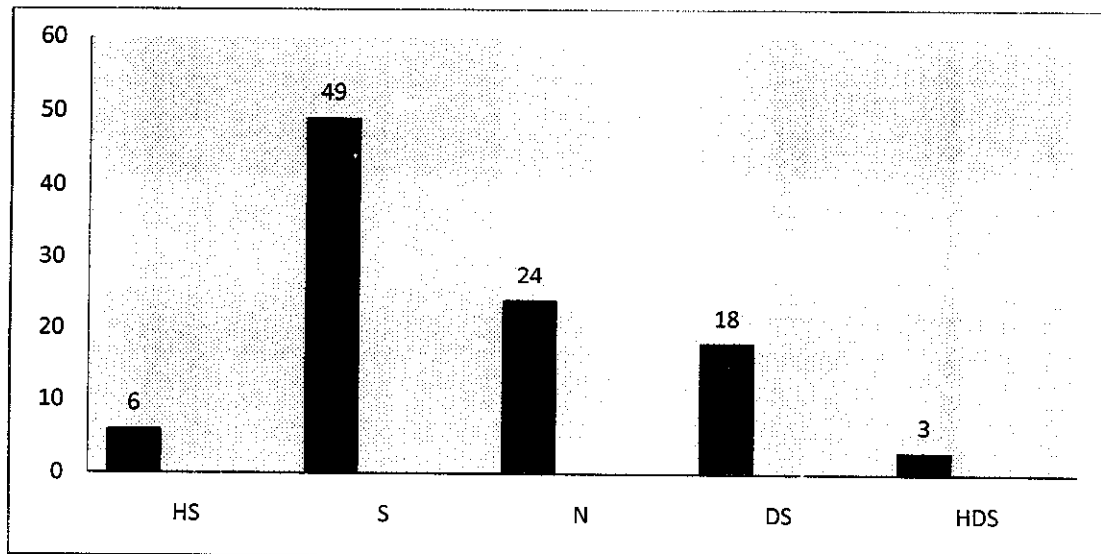


Table -4.1.21

Table Showing The Opinion About Transport Facility

GRADE	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	2	2
SATISFIED	30	30
NEUTRAL	6	6
DISSATISFIED	48	48
HIGHLY DISSATISFIED	14	14
TOTAL	100	100

Inference: The above table indicates that out of 100 respondents, 2% of the respondents are highly satisfied, 30% of the respondents are satisfied, 6% of the respondents are neutral in decision, 48% of the respondents are dissatisfied and 14% of the respondents are highly dissatisfied in transport facility provided by KEL.

Chart -4.1.21

Graph Showing The Opinion About Transport Facility

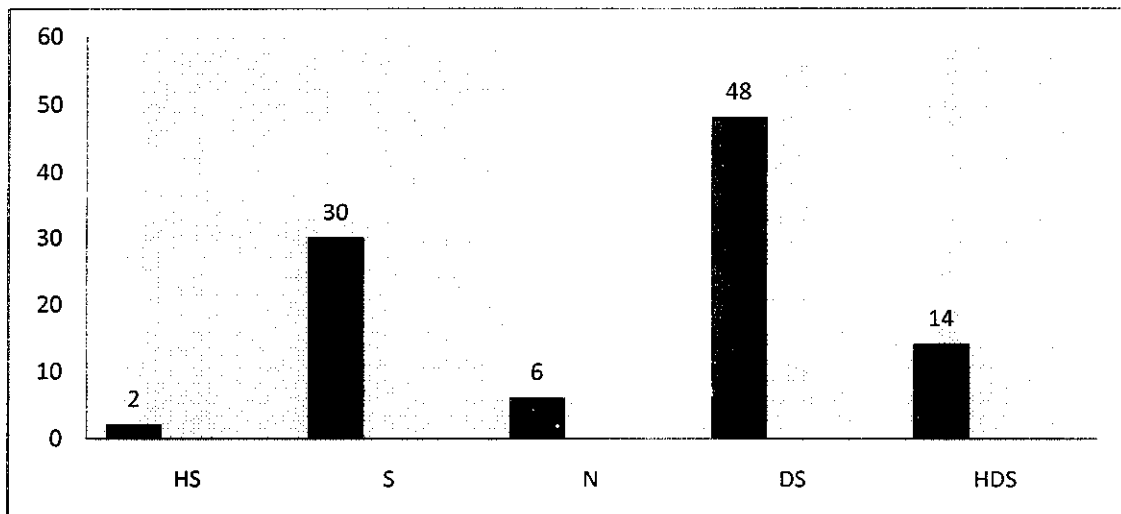


Table -4.1.22

Table Showing The Opinion About Respondents Effort is Fully Utilized By The Company

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	20	20
Agree	68	68
Neutral	11	11
Disagree	0	0
Strongly Disagree	1	1
Total	100	100

Inference: The above table indicates that out of 100 respondents, 20% of the respondents are strongly agree, 68% of the respondents are agree, 11% of the respondents are neutral in decision, 0% of the respondents are disagree and 1% of the respondents are strongly disagree in respondent's effort is fully utilized by the company.

Chart -4.1.22

Graph Showing The Opinion About Respondents Effort is Fully Utilized By The Company

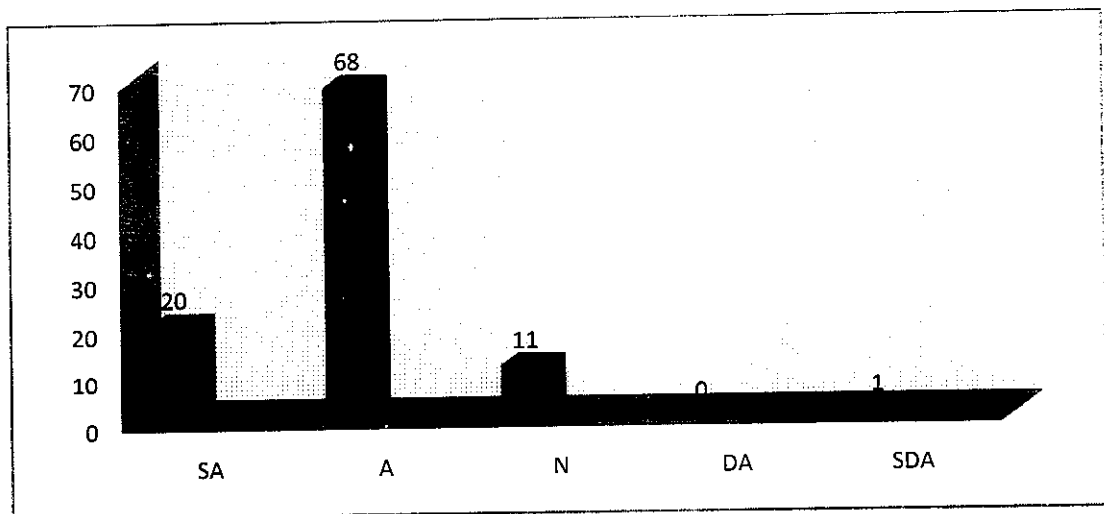


Table -4.1.23

Table Showing The Opinion About Supervisor Gives Feedback on Respondent's Work

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	16	16
Agree	47	47
Neutral	29	29
Disagree	5	5
Strongly Disagree	3	3
Total	100	100

Inference: The above table indicates that out of 100 respondents, 16% of the respondents are strongly agree, 47% of the respondents are agree, 29% of the respondents are neutral in decision, 5% of the respondents are disagree and 3% of the respondents are strongly disagree in supervisors give feedback on respondent's work.

Chart -4.1.23

Graph Showing The Opinion About Supervisor Gives Feedback on Respondent's Work

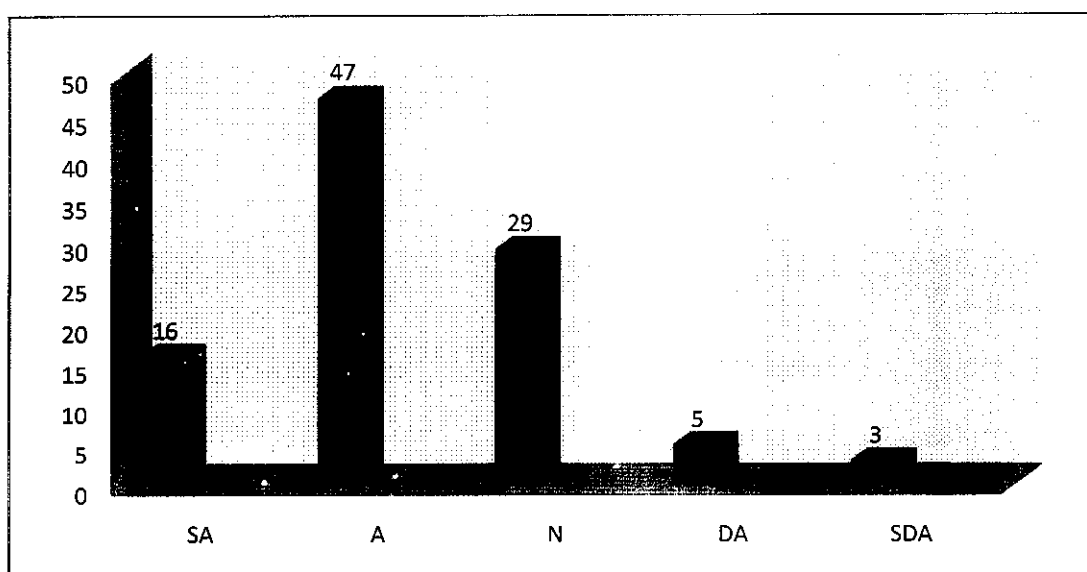


Table -4.1.24

Table Showing The Opinion About Supervisor Treats Fairly

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	12	12
Agree	50	50
Neutral	28	28
Disagree	8	8
Strongly Disagree	2	2
Total	100	100

Inference: The above table indicates that out of 100 respondents, 12% of the respondents are strongly agree, 50% of the respondents are agree, 28% of the respondents are neutral in decision, 8% of the respondents are disagree and 2% of the respondents are strongly disagree about supervisor treats fairly.

Chart -4.1.24

Graph Showing The Opinion About Supervisor Treats Fairly

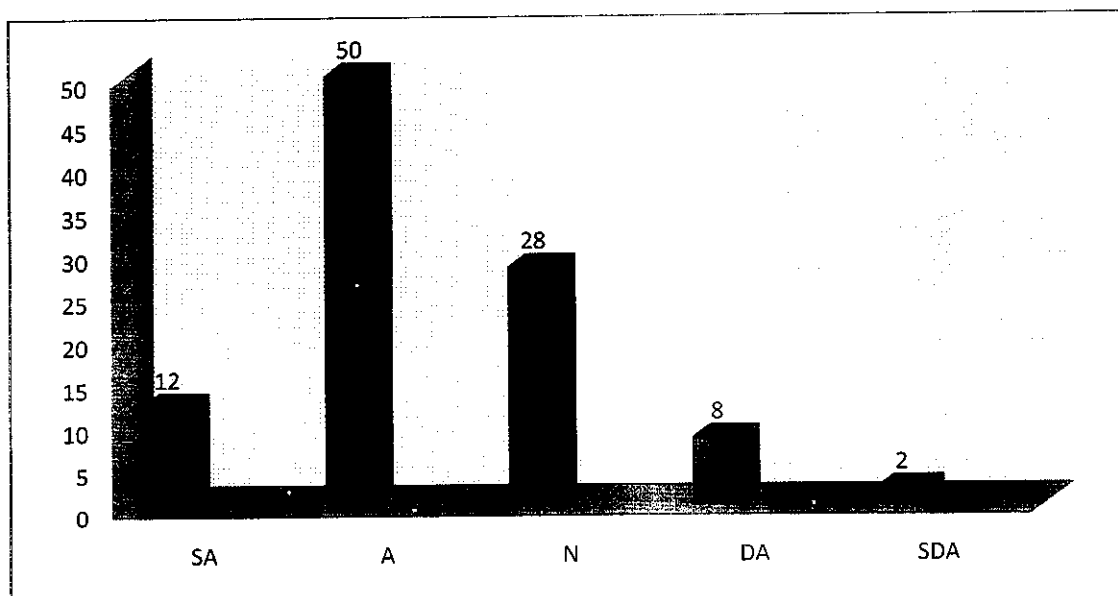


Table -4.1.25

Table Showing The Opinion About The People Work With Are Corporative to Get The Work Done

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	16	16
Agree	66	66
Neutral	12	12
Disagree	4	4
Strongly Disagree	2	2
Total	100	100

Inference: The above table indicates that out of 100 respondents, 16% of the respondents are strongly agree, 66% of the respondents are agree, 12% of the respondents are neutral in decision, 4% of the respondents are disagree and 2% of the respondents are strongly disagree about the people work with are corporative to get the work done.

Chart -4.1.25

Graph Showing The Opinion About The People Work With Are Corporative to Get The Work Done

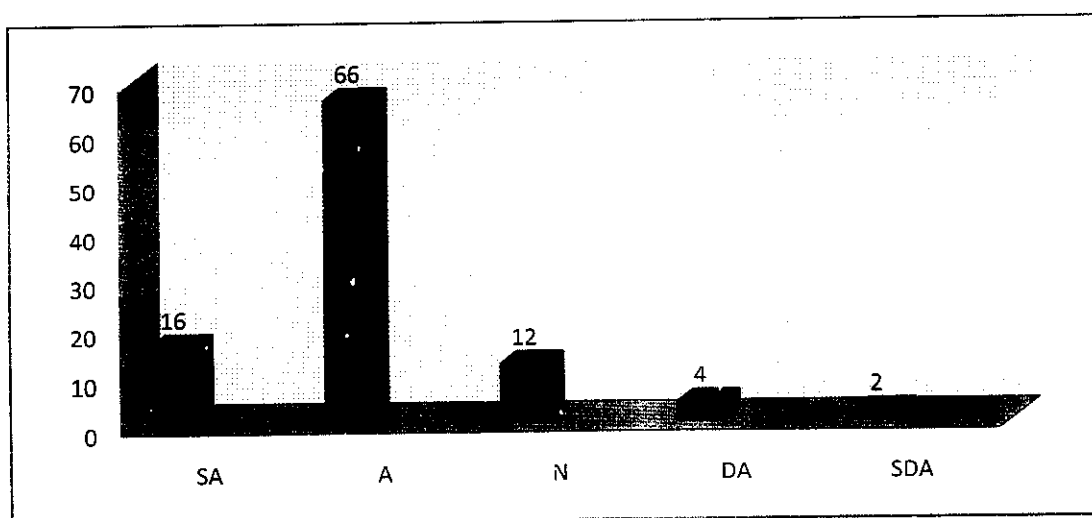


Table -4.1.26

Table Showing The Opinion About, They Resolve Conflict Honestly, Effectively And Quickly

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	12	12
Agree	53	53
Neutral	33	33
Disagree	1	1
Strongly Disagree	1	1
Total	100	100

Inference: The above table indicates that out of 100 respondents, 12% of the respondents are strongly agree, 53% of the respondents are agree, 33% of the respondents are neutral in decision, 1% of the respondents are disagree and 1% of the respondents are strongly disagree about, they resolve conflict honestly, effectively and quickly.

Chart -4.1.26

Graph Showing The Opinion About, They Resolve Conflict Honestly, Effectively And Quickly

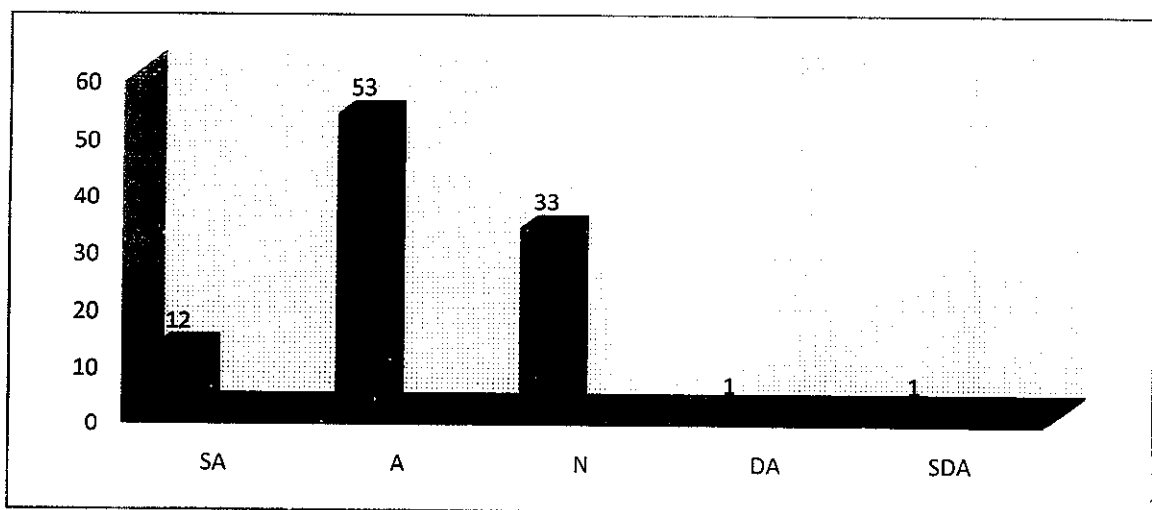


Table -4.1.27

Table Showing The Opinion About The Team Members Are Held Accountable For The Decisions They Make

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	16	16
Agree	44	44
Neutral	28	28
Disagree	8	8
Strongly Disagree	4	4
Total	100	100

Inference: The above table indicates that out of 100 respondents, 16% of the respondents are strongly agree, 44% of the respondents are agree, 28% of the respondents are neutral in decision, 8% of the respondents are disagree and 4% of the respondents are strongly disagree about the team members are held accountable for the decisions they make.

Chart -4.1.27

Graph Showing The Opinion About The Team Members Are Held Accountable For The Decisions They Make

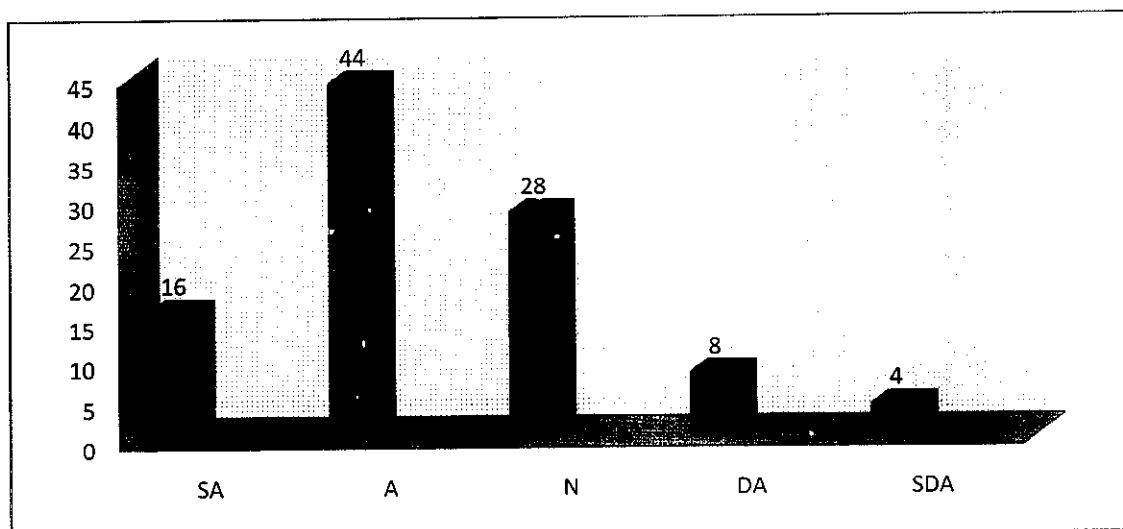


Table -4.1.28

Table Showing The Opinion About The Grievance Are Handled In Proper Time

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	12	12
Agree	58	58
Neutral	24	24
Disagree	4	4
Strongly Disagree	2	2
Total	100	100

Inference: The above table indicates that out of 100 respondents, 12% of the respondents are strongly agree, 58% of the respondents are agree, 24% of the respondents are neutral in decision, 4% of the respondents are disagree and 2% of the respondents are strongly disagree about the grievance are handled in proper time.

Chart -4.1.28

Graph Showing The Opinion About The Grievance Are Handled In Proper Time

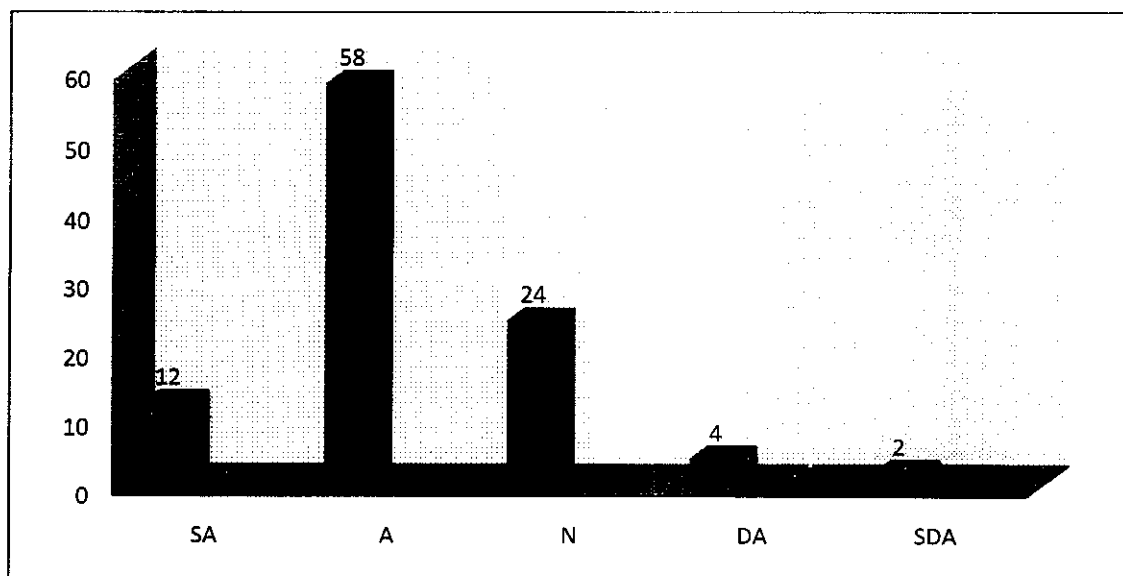


Table -4.1.29

Table Showing the Opinion About the Respondent's Work Load Is Reasonable

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	19	19
Agree	59	59
Neutral	17	17
Disagree	5	5
Strongly Disagree	0	0
Total	100	100

Inference: The above table indicates that out of 100 respondents, 19% of the respondents are strongly agree, 59% of the respondents are agree, 17% of the respondents are neutral in decision, 5% of the respondents are disagree and 0% of the respondents are strongly disagree about the reasonable workload.

Chart -4.1.29

Graph Showing the Opinion About the Respondent's Work Load Is Reasonable

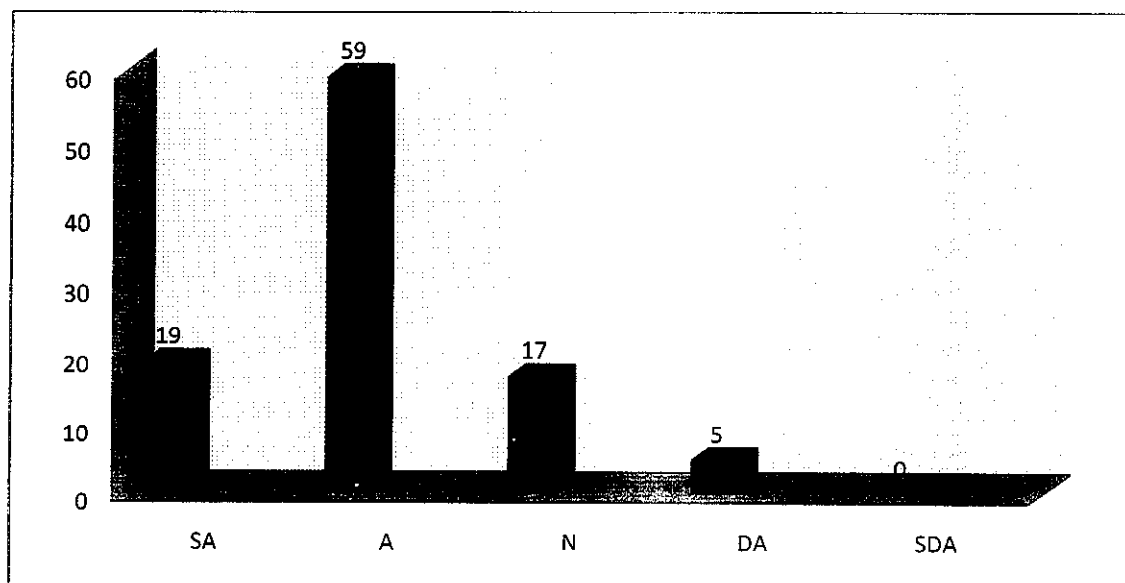


Table -4.1.30

Table Showing The Opinion About The Location of The Work Place Is Convenient

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	12	12
Agree	76	76
Neutral	6	6
Disagree	4	4
Strongly Disagree	2	2
Total	100	100

Inference: The above table indicates that out of 100 respondents, 12% of the respondents are strongly agree, 76% of the respondents are agree, 6% of the respondents are neutral in decision, 4% of the respondents are disagree and 2% of the respondents are strongly disagree about the convenience of workplace location.

Chart -4.1.30

Graph Showing The Opinion About The Location of The Work Place Is Convenient

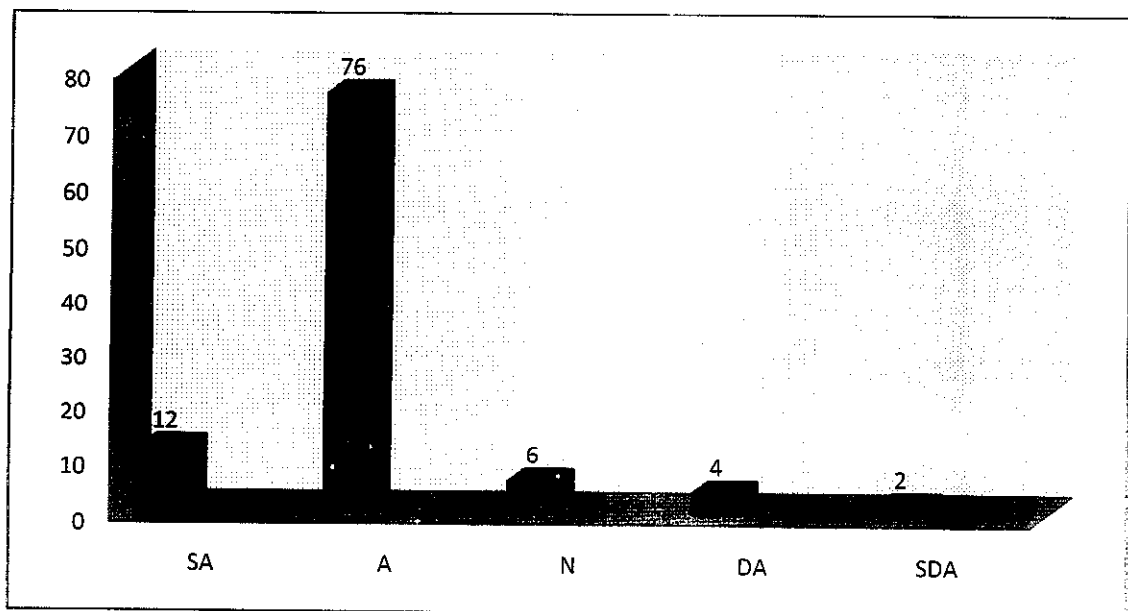


Table -4.1.31

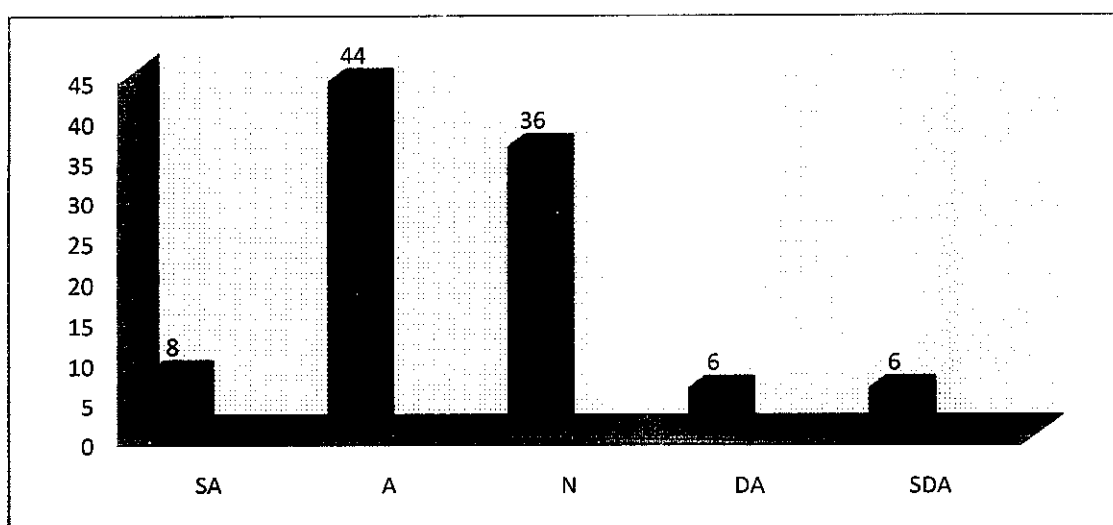
Table Showing The Opinion About The Machinery And Equipments Are Technical Savvy

GRADE	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	8	8
Agree	44	44
Neutral	36	36
Disagree	6	6
Strongly Disagree	6	6
Total	100	100

Inference: The above table indicates that out of 100 respondents, 8% of the respondents are strongly agree, 44% of the respondents are agree, 36% of the respondents are neutral in decision, 6% of the respondents are disagree and 6% of the respondents are strongly disagree about the machinery and equipments are technical savvy.

Chart -4.1.31

Graph Showing The Opinion About The Machinery And Equipments Are Technical Savvy



4.2 Weighted Average

AIM

To find out the employees opinion towards rating the various welfare facilities

Table -4.2.1

Table Showing The Opinion About Employee Welfare Facilities

Welfare facilities	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Washing Facility(X1)	3	50	27	18	2
Uniforms, Shoes(X2)	5	59	21	9	6
Staff Quarters(X3)	1	7	25	40	27
Recreation Facility(X4)	3	39	18	33	7
Cleanliness of Toilet(X5)	6	39	29	17	9
Special allowance(X6)	2	42	28	24	4
Overall Environment(X7)	7	50	27	13	3
Occupational Health(X8)	8	57	24	8	3
Safety Policy(X9)	6	49	24	18	3
Transport Facility(X10)	2	30	6	48	14

RANK	1	2	3	4	5
WEIGHT(W)	5	4	3	2	1

X1	3	50	27	18	2	
WX1	15	200	81	36	2	WX1=334
X2	5	59	21	9	6	
WX2	25	236	63	18	6	WX2=348
X3	1	7	25	40	27	
WX3	5	28	75	80	27	WX3=215
X4	3	39	18	33	7	

WX4	15	156	54	66	7	WX4=298
X5	6	39	29	17	9	
WX5	30	156	87	34	9	WX5=316
X6	2	42	28	24	4	
WX6	10	168	84	48	4	WX6=314
X7	7	50	27	13	3	
WX7	35	200	81	26	3	WX7=345
X8	8	57	24	8	3	
WX8	40	228	72	16	3	WX8=359
X9	6	49	24	18	3	
WX9	30	196	72	36	3	WX9=337
X10	2	30	6	48	14	
WX10	10	120	18	96	14	WX10=258

$$W=5+4+3+2+1=15$$

$$\text{WEIGHTED AVERAGE} = (WX_i) / (W)$$

Where $i=1,2,3,\dots$

$$W1=334/15=22.26$$

$$W2=348/15=23.20$$

$$W3=215/15=14.33$$

$$W4=298/15=19.86$$

$$W5=316/15=21.06$$

$$W6=314/15=20.93$$

$$W7=345/15=23.00$$

$$W8=359/15=23.93$$

$$W9=337/15=22.46$$

$$W10=258/15=17.20$$

Washing Facility	22.26	5
Uniforms, Shoes	23.20	2
Staff Quarters	14.33	10
Recreation Facility	19.86	8
Cleanliness of Toilet	21.06	6
Special allowance	20.93	7
Overall Environment	23.00	3
Occupational Health	23.93	1
Safety Policy	22.46	4
Transport Facility	17.20	9

Conclusion:- It is concluded that the most of the respondents said that the company provides the best occupational health, uniforms and shoes, overall environment and not satisfied about staff quarters, transport facility, recreation facility and special allowances.

CHAPTER 5 – CONCLUSION

5.1 Summary Of Findings

- The majority of respondents belong to the age group of 41-50 and above 50 and educational qualification of 10th. The 88% of the respondents are male and 94% of the respondents are married.
- The majority of the respondents belong to the department of production. The 52% of the respondents have greater than 20years experience and 70% of the respondents are receiving the salary level of greater than Rs.11000.
- The 72% of the respondents satisfied with medical facility provided by the company and 50% of the respondents satisfied with washing facility provided by the company and 79% of the respondents satisfied with water facility provided by the company.
- The 59% of the respondents are satisfied with uniforms and shoes provided by the company and 48% of the respondents dissatisfied with transport facility provided by the company.
- The 69% of the respondents satisfied with canteen facility provided by the company and 40% of the respondents dissatisfied with staff quarters provided by the company.
- The 39% of the respondents are satisfied with recreation facility provided by the company and 42% of the respondents are satisfied with special allowance provided by the company and 49% of the respondents are satisfied with safety policy provided by the company.
- The 85% of the respondents satisfied with electricity provided by the company and 39% of the respondents satisfied with cleanliness of the toilet provided by the company.
- The 50% of the respondents satisfied with overall environment of the company and 57% of the respondents satisfied with occupational health of the company.

- The 68% of the respondents agree with their effort is fully utilized for the company and 47% of the respondents agree with the supervisors give feedback on their work.
- The 50% of the respondents are agreeing with the supervisor treats fairly and 66% of the respondents agree with the people work with are corporative to get the work done.
- The 53% of the respondents agree with that they resolve conflict honestly, effectively and quickly and 44% of the respondents agree with the team members are held accountable for the decisions they make.
- The 58% of the respondents agree with the grievance are handled in proper time and 59% of the respondents are agree with their work load is reasonable.
- The 76% of the respondents agree with the location of the work place is convenient to them and 44% of the respondents are agreeing with the machinery and equipments are technical savvy.

5.2 Suggestions And Recommendations

- Management has to provide the transport facility for the employees in different shift.
- The residential quarters provided in the organization has to be improved.
- It is needed to improve the recreation facility provided by the company.
- It is needed to improve the special allowance provided by the company.
- It is needed to improve the cleanliness of toilet already in the company.
- Management has to allow the employees in the decision making process.
- It is necessary to aid provided by the organization are safe and free from accidents.

5.3 CONCLUSION

The study observed that the labour welfare measures in Kerala Electrical And Allied Engineering Co. Ltd are in satisfactory level. The concept of labour welfare measures seems to manifest itself in a various labour laws. The study reveals that the employees of Kerala Electrical And Allied Engineering Co. Ltd are providing all factors which are leading to overall satisfaction of the employees. However there are very few areas of the concern where the employee has dissatisfaction with the facilities like transport facility, staff quarters and recreation facility of the company. If the company concentrates the above weak areas there is a chance to develop the employee welfare measures.

APPENDIX

Copy Of Questionnaire

1. Name of the employee :
2. Gender :

Male	Female
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3. Age :

Up to 20	21-30	31-40	41-50	>50
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4. Income per month :

<5000	5001-7000	7001-9000	9001-11000	>11000
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5. Department :

<input type="checkbox"/> Personnel	<input type="checkbox"/> Production	<input type="checkbox"/> Marketing	<input type="checkbox"/> Sales
<input type="checkbox"/> Finance	<input type="checkbox"/> Others, Specify		
6. Educational qualification :
 <10th 10th 12th Graduation Others, Specify.....
7. Duration of service put in :

Up to 5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	>20 yrs
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8. Marital status :

Married	Unmarried
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9. Are you satisfied with following facility available :

	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Medical Facility					
First Aid					
Washing Facility					
Uniforms, Shoes					
Water Facility					
Canteen Facility					
Staff quarters					
Recreation Facility					
Electricity					
Cleanliness of Toilet					
Special Allowance (bonus, over time)					
Overall Environment					
Occupational Health					
Safety Policy					

Transport Facilities					
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10. Are you satisfied with following welfare measures available :

	Strongly Agree	agree	Neutral	Disagree	Strongly Disagree
My effort is fully utilized for the company					
Supervisor gives feedback on my work					
Supervisor treats me fairly					
The people I work with are corporative to get the work done					
We resolve conflict honestly, effectively and quickly					
Team members are held accountable for the decisions they make					
Grievance are handled in proper time					
My work load is reasonable					

Location of the work place is convenient to me					
Machinery and equipments are technical savvy					

Any other relevant information / expectation / suggestions which you would like to offer for the company.....

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