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**A STUDY ON THE EMPLOYEES WELFARE MEASURES PROVIDED BY  
VEEJAY LAKSHMI ENGINEERING WORKS LIMITED**

By

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Of

**Department of Management Studies**

Kumaraguru College of Technology

Coimbatore

**A PROJECT REPORT**

Submitted to the

**FACULTY OF MANAGEMENT SCIENCES**

In partial fulfillment of the requirements  
For the award of the degree

Of

**MASTER OF BUSINESS ADMINISTRATION**

**August, 2007**



DEPARTMENT OF MANAGEMENT STUDIES  
KUMARAGURU COLLEGE OF TECHNOLOGY  
COIMBATORE

**BONAFIDE CERTIFICATE**

Certified that this project report titled “A STUDY ON THE EMPLOYEES WELFARE MEASURES PROVIDED BY VEEJAY LAKSHMI ENGINEERING WORKS LIMITED” is the bonafide work of Ms. SUBIKSHA .J (71206631056) who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

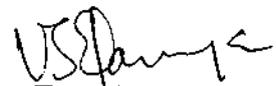
  
Faculty Guide

  
Director

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Evaluated and viva-voce conducted on .....

Examiner I

  
Examiner I

## *DECLARATION*

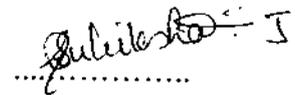
## DECLARATION

I, hereby declare that this project report entitled as “**A STUDY ON THE EMPLOYEES WELFARE MEASURES PROVIDED BY VEEJAY LAKSHMI ENGINEERING WORKS LIMITED**”, has undertaken for academic purpose submitted to Anna University in partial fulfillment of requirement for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of Dr.B.SUBRAMANI senior lecturer during the academic year 2007-2008.

I, also declare hereby, that the information given in this report is correct to the best of my knowledge and belief.

**PLACE: COIMBATORE**

**DATE:**



**(SUBIKSHA.J)**



## Veejay Lakshmi Engineering Works Limited

UNIT-I, SENGALIPALAYAM

19<sup>th</sup> September 2007

### CERTIFICATE

This is to certify that MS.J.SUBIKSHA (Roll No.06MBA56), a student of KCT Business School, Kumaraguru College of Technology, Coimbatore-641006, had undergone a project between 19<sup>th</sup> June 2007 and 31<sup>st</sup> July 2007 entitled "a study on the employees welfare measures".

During the tenure, her performance was good.

For VEEJAY LAKSHMI ENGG.WORKS LTD.,

  
(R.SARGUNAM)  
VICE PRESIDENT (HR)

REGD. OFF : SENGALIPALAYAM, N.G.G.O. COLONY P.O., COIMBATORE - 641 022, INDIA. • PHONE : 91 - 422 - 2460662, 2460365, 2461369

Fax : 91 - 422 - 2460453, 2461565 • E-mail : projects@veejaylakshmi.com • Website : www.veejaylakshmi.com

Products : Two For One Twisters • Ring Twisters • Precision Assembly Winders

## *EXECUTIVE SUMMARY*

## EXECUTIVE SUMMARY

This project work is done in “VEEJAY LAKSHMI ENGG WORKS LTD” near Sengalipalayam; Coimbatore. This is a large scale unit. About 563 employees are working in this organization out of which 195 are permanent. The project is under taken to study how the welfare measures provided by the organization satisfy the requirements of the employees.

The various welfare measures taken for the study includes canteen facilities, medical facilities, restrooms, washing facility, drinking water facilities, crèches, toilet facility, loan facility, cleanliness and leave provision.

The pilot survey was done by taking 10 samples. Survey on 100 permanent employees was done and the necessary data was collected by distributing questionnaires among them. Analysis of the data is done by using percentage analysis, chi-square and weighted average method.

The project centered on the different opinions of the employees on existing welfare measures and their future anticipation.

The study helps to know the satisfaction level of the employees and their expectations about the welfare measures offered. Personnel from the management also have given their opinion regarding the welfare measures provided. Based on the findings suitable suggestions and conclusion were given.

## *ACKNOWLEDGEMENT*

## ACKNOWLEDGEMENT

It is inevitable that thoughts and ideas of other people tend to drift into the subconscious when one feels to acknowledge helping derived from others. I acknowledge to all those who have helped me in the preparation of this project work.

I would like to thank the **god almighty** and **my family** for their guidance without whom this project wouldn't have become reality.

I would like to thank **Prof. K.Arumugam**, Correspondent, for his guidance and encouragement to complete my project work.

I wish to express my deep gratitude to the principal **Dr. Joseph V. Thanikal** for his guidance and encouragement to complete my project work.

I wish to express my sincere thanks to our Director **prof.S.V.Devanadhan**, KCT Business School, for his continuous encouragement throughout my project.

I owe my heartfelt gratitude to **Dr.B.Subramani**, senior lecturer, KCT Business School, for his help and valuable guidance given to me through out my project.

I extend my sincere gratitude to **Mr.R.Sargunam** Vice President-Human Resource veejay laksmi engg works Limited, for his guidance to complete my project successfully.

Finally, I thank all the employees in the organization who were involved knowingly or unknowingly to make this project work successful.

## *CONTENTS*

## TABLE OF CONTENTS

<b>CHAPTER</b>	<b>TITLE</b>	<b>PAGE NO</b>
	List of Tables	<b>Vii</b>
	List of Charts	<b>Viii</b>
	Executive Summary	<b>Iv</b>
<b>1</b>	<b>INTRODUCTION</b>	
	1.1 Background	<b>1</b>
	1.2 Review of Literature	<b>5</b>
	1.3 Objectives of the study	<b>7</b>
	1.4 Scope of the study	<b>8</b>
	1.5 Methodology	<b>9</b>
	1.6 Limitations	<b>10</b>
	1.7 Chapter Scheme	<b>11</b>
<b>2</b>	<b>ORGANIZATION PROFILE</b>	
	2.1. History of the Organization	<b>12</b>
	2.2. Management	<b>12</b>
	2.3. products profile	<b>15</b>
	2.4. Organization Structure	<b>18</b>
<b>3</b>	<b>MACRO-MICRO ANALYSIS</b>	<b>19</b>
<b>4</b>	<b>DATA ANALYSIS AND INTERPRETATION</b>	<b>21</b>
<b>5</b>	<b>CONCLUSIONS</b>	
	Findings	<b>43</b>
	Suggestions and conclusion	<b>45</b>
	<b>APPENDIX</b>	
	<b>BIBLIOGRAPHY</b>	<b>46</b>

## LIST OF TABLES

TABLE NO	PARTICULARS	PAGE NO
1	Gender wise distribution	21
2	Age wise distribution	23
3	Educational qualification of respondents	25
4	Department-for staff, for workers	27
5	Welfare awareness	29
6	Satisfaction of leave provisions	31
7	Satisfaction on welfare facilities-rest room	33
8	Satisfaction on welfare facilities-first aid box	35
9	Satisfaction on welfare facilities-toilet	37
10	Satisfaction on welfare facilities-drinking water	39
11	Chi square test to find the relationship between age and awareness facilities	41
12	Weighted average Score analysis	42

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1	Gender wise distribution	22
2	Age wise distribution	24
3	Educational qualification of respondents	26
4	Department-for staff, for workers	28
5	Welfare awareness	30
6	Satisfaction of leave provisions	32
7	Satisfaction on welfare facilities-rest room	34
8	Satisfaction on welfare facilities-first aid box	36
9	Satisfaction on welfare facilities-toilet	38
10	Satisfaction on welfare facilities-drinking water	40

*CHAPTER 1*  
*INTRODUCTION*

## **INTRODUCTION**

### **1.1 BACKGROUND OF THE STUDY**

#### **DEFINITION**

The oxford dictionary defines labour welfare as 'effort to make life worth living for workmen'.

In the words of R.R.Hopins, 'Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken'.

#### **WELFARE MEASURES CONCEPT**

The basic aim of the labour services in an industry is to improve the living and working conditions of workers and their families. Welfare measures include all activities of employer's state, trade unions and other agencies to help the workers and their families to serve with greater satisfaction by creating favorable working conditions.

The need for adding welfare activities to the contractual relationship between an employer and the workers hardly received attention in the early states of industrialization. The concept of welfare is dynamic. The international labour organization defined labour welfare as such services facilities and amenities as adequate canteen, rest and recreation facilities arrangement for travel to and from work and for the accommodation of workers employed at a distance from their houses and such other services amenities and facilities as contributed to improve the condition under which workers are employed. The welfare facilities are very broad field and it is not limited in an industry or occupation.

In the evaluation of working condition and policies the people change their life style and needs. An employer today is for more urban in taste and outlook than his predecessor. A vast majority of the workers in cities committed to factory employment with the changing industrial landscape, the process of urbanization has to lead to the following difficulties. Housing, transport, civil amenities and distribution control.

## **AMENITIES AVAILABLE FOR EMPLOYEES**

Amenities mean the placement of fitness in working condition.

### ➤ **Ventilation**

The company concentrates more on ventilation due to hazards process one world in production; it is properly maintained through a special officer.

### ➤ **Washing**

This factory has adequate and suitable facilities for washing are provided and maintained, it is easily accessible by everyone and helps them to maintain fitness.

### ➤ **First Aid**

The company provides first aid box or cupboards, the first aid box contains prescribed material and there is in charge person who is trained in first aid treatment.

### ➤ **Welfare officer**

According to factories act 1948 the company should possess welfare officer for more than 500 employees.

### ➤ **Bathroom**

The company provides the clean and tiled bathroom, soap including hot water.

### ➤ **Lightings**

The company provides all kinds of lights, it is important for working conditions.

➤ **Cupboards**

The company provides individual cupboards to the employees to enhance his shop floor working for adequate equipment available.

➤ **Canteen facilities**

All the employees are given provision for the canteen facilities, the food in the canteen is hygienic, and so the employees are well prepared from the work in the organization.

### **BENEFIT FOR WELFARE MEASURES**

- More effective recruitment
- Improved moral and loyalty
- Good industrial relation
- Reduced influence of unions
- Reduced threat of further government intervention

Labour welfare and social security benefits do not fall into any of this factor, there is evidence to show that after some time these benefits not dependent on production or performance are taken for granted by the workers.

Labour welfare and social security measures are also known as employee services programmed fringe benefits; employees enjoy these services such as canteen, crushes, and education and recreation facilities without any references to the specific work done by them.

### **TYPES OF WELFARE MEASURES**

- Statutory welfare measure
- Non-statutory welfare measure
- Mutual welfare measure

### **OBJECTIVES OF LABOUR WELFARE**

- To give expression to philanthropic and paternalistic feeling
- To win over employees loyalty and increases their morals
- To develop efficiency and productivity among workers
- To reduce the threat of further government intervention

### **PRINCIPLES OF LABOUR WELFARE SERVICES**

- The service should satisfy real need of the worker.
- The services should be such as can be handled by cafeteria approach.
- The employer should not assume a benevolent positive.
- The cost of services should be calculative and its financing established on a sound basis.

## 1.2 REVIEW OF LITERATURE

Mr. Haridas has conducted a research on 'The study on labour welfare measures in TTK prestige Ltd' in 1999, the sample size was 100 and he used the interview schedule for the primary data collection. He found out that 80 % of the employees were satisfied with the working conditions of the factory, all of them were satisfied with 1<sup>st</sup> aid facilities. All of them were utilizing the washing facilities and canteen facilities.

Mr. Mahendharan has conducted a research on 'The study on the attitude of employee's on working condition and welfare facilities and awareness on social security measures in Rajshree spinning mill, Coimbatore' in 1998, the sample size was 70. The researcher selected only the male employees of a single private spinning mill due to time constraint. Here more employees found provision for drinking water, first aid facility are satisfactory and they were generally dissatisfied with management canteen and rest room facility.

Tsur, Yacov; Zemel, Amos, has conducted a study on 'Welfare measurement under threats of environmental catastrophes', July 2006. Welfare measures under threats of environmental catastrophes are studied using the "parable" apparatus of Weitzman and Löfgren [On the welfare significance of green accounting as taught by parable, J. Environ. Econ. Manage. 32 (1997) 139–153]. The occurrence probability of the catastrophic events is driven (at least partly) by anthropogenic activities such as natural resource exploitation. Without external effects, the green NNP is a genuine welfare measure vis-à-vis a particular parable economy. Often, however, the occurrence hazard constitutes a public bad, treated as an externality by agents who ignore their own contribution to its accumulation. In such cases the green NNP, although accounting for the event hazard rate per se, fails to properly internalize future effects on the hazard rate of current economic activities and as a result overestimates welfare. The bias term associated with the green NNP is derived and expressed in a simple and interpretable form.

Zaman, Haider has conducted a study on 'Workers to Gain From Amended Labour Laws', July 2006. The article focuses on the benefits gained by the employees from the amended labor laws in Pakistan. Under the 2006 Finance Act, there are changes in the quantum and scope of various benefits and welfare measures for workers employed in industrial and commercial establishment. Among the amended labor laws are the increased of monthly wage under the 2003 Workmen's Compensation Act and the increase of employee's daily working hours under the 1934 Factories Act.

Mr.S.RajaMohan has conducted a research on 'A study on welfare measures in neyveli lignite corp Ltd, Neyveli in 1994'. In general the welfare facilities provided by the Neyveli lignite corp Ltd are considered to be satisfactory by the workers in the production units

### **1.3 OBJECTIVES OF THE STUDY**

#### **PRIMARY OBJECTIVE**

To study the various employee welfare measures provided by Veejay Lakshmi Engg Works.

#### **SECONDARY OBJECTIVE**

- To study the existing welfare measures provided by the company.
- To analyze the impact of the various welfare measures among the employees of the organization.
- To study the various expectations among the employees on the welfare measures provided.
- To offer suggestions to the organizations based on the findings of the study.

## **1.4 SCOPE OF THE STUDY**

The project entitled 'A study on employees welfare measures' at Veejay Lakshmi Engineering Works Ltd is an eye opener to determine the welfare measures for the employees in the organization. This study can be extend to other firms in the same way as it was carried over for Veejay Lakshmi Engineering works Ltd,Coimbatore. It can be to other organization having similar work practices. It is helpful for students who undertake project work in this area.

## **1.5 RESEARCH METHODOLOGY**

### **Type of study**

The study assumes the characteristics of descriptive research. The study helps to learn about and describe the characteristics of a group of employees, think systematically about aspects in a given situation, offer ideas for further research and help to make certain simple decisions.

### **Sampling design**

To suggest suitable measures for improving the existing programme, 100 respondents are identified from 563 employees by using simple random sampling method at Veejay Lakshmi Engineering Works Limited.

### **Data collection**

Personnel study can be conducted by two types of data collection methods. They are primary and secondary data. In the present study the researcher collected primary data through the questionnaire. The secondary data is obtained from records, files, brochures of organization.

### **Tools of analysis**

In the study the researcher followed simple percentage method. The data collected were carefully analyzed and processed. The employees were selected on the basis of simple random sampling techniques. Statistical techniques such as Chi square test, weighted average score analysis are used in this study.

## 1.6 LIMITATION OF THE STUDY

- Study is limited to the welfare facilities provided for the workers and the findings of the researcher cannot be applied to the other fields.
- Since the researcher has to complete the study within the specified period, the sampling size was restricted to 100 respondents.
- My limitation is restricted only inside the organization.

## **1.7 CHAPTER SCHEME**

### **CHAPTER 1: Introduction**

The first chapter deals with the background, objectives, scope of the study, methodology used in data collection, limitations of the study and brief introduction of all the chapters.

### **CHAPTER 2: Organization profile**

Organization profile includes details on the history of the organization, management and organization structure, product profile and market potential, competitive strength of the company.

### **CHAPTER 3: Micro and macro analysis**

This chapter deals with textile industry in India and its recent developments.

### **CHAPTER 3: Data Analysis and Interpretations**

This chapter consists of the analysis of the data collected from the company.

### **CHAPTER 4: Conclusion**

This chapter deals with the findings of the study and the suggestions given to improve the defects of the current system of welfare measures.

*CHAPTER 2*  
*ORGANIZATIONAL PROFILE*

## **COMPANY PROFILE**

### **2.1 HISTORY OF THE ORGANIZATION**

It was established in 1975 at sengalipalayam ,Coimbatore. The promoters established the company to face the problem of improving quality and increasing productivity in the textile industry by modernization the machinery manufacturing industry. The company developed new products and accessories for indigenous availability as against expensive imports, with the collaboration of M/S Carl hamel, Switzerland to ensure high quality and to build up ring twisting process in the Indian textile industry and by bringing up higher productivity level and smooth efficiency in the industry.

The company also manufacturing a high range of precious components as a substitute for import items. On 1st July 1992, the company was converted into a public limited company based on the sweeping development of the past 11 years. The company plays a vital role in providing high quality and high efficient twisting machines for indigenous manufacture.

The company has markets across the globe. It has also achieved numerous prestigious awards for export performance in the twisting machinery sector. There are also many sophisticated textile machinery project in the pipeline.

### **2.2 MANAGEMENT**

#### **OBJECTIVES OF THE COMPANY**

- To reduce cost of quality due to non-conformance.
- To reduce lead-time for delivery of machines to customers.
- To improve service responses.
- To promote group activities like quality circle, suggestion schemes and value analysis.
- To reduce overall cost of production by enhancing competitive strength.

**VISION**

To bring to the Indian textile industry technology that was setting the pace for higher productivity abroad and to meet this growing demand indigenously.

**QUALITY POLICY OF THE COMPANY**

Veejay Lakshmi Engg Work Ltd is a company dedicated to the concept care and committed to manufacturing products of high quality to be an organization focused on continuous improvement and to serve value customers up to their satisfaction.

Company provides and maintains an environment congenial to employee involvement and teamwork and strives to up grade skills and to serve their customers better.

**LICENCED AND INSTALLED CAPACITY**

The company has obtained a licenced and installed capacity for 20 to 25 textile machinery per month. Rewards and now with 610 machines per year as capacity both licenced and installed.

The textile machinery manufactures association (TMMA) award endores the industries growing confidence of the company as grown maximum of 1% per year for manufacturing of goods. From date commencement to the date of celebration of golden jubilee it has attained the growth of 24.4%(from 1975-2000).

Veejay Lakshmi Engineering Works Ltd recognizing the significant contribution towards import substitution, the trend selling achievements and the standard of achievements of the company year after year.

cutting edge technology, has ensured a strong presence in the global textile machinery market.

## **TECHNOLOGY APPLICATION**

Research and Development are the key words in the vision of Veejay Lakshmi. The uncompromising search for the most advanced technology is evident in every division. With CNC controlled machines from the leading names in Europe, Japan, Korea and Taiwan, the best technology in the world is harnessed for the highest quality products. The international certifications like ISO 9002 are a testimony to this commitment. But at Veejay Lakshmi, technology is just the beginning. The skilled, committed and dedicated 1500 strong work force in three divisions turns the vision of quality into reality.

## **INTERNATIONAL INDIGENOUS**

The company has the winning edge of international technology and the advantage of indigenous prices. The double advantage has made the product of Veejay Lakshmi technologically advanced and competitively priced. Veejay Lakshmi is among the leading exporters of textile machinery from India. With exports to far east, middle east, Africa, America and prestigious national awards for exports, the perfect synergy of the global and the indigenous works with exciting results at Veejay Lakshmi.

## **2.3 PRODUCT PROFILE**

### **MAIN PRODUCT**

Some of the main products in Veejay are:

1. Two-for-one twisting for spun yarns.
2. Automatic cone winding machines.
3. Heavy duty ring twisting machines.
4. Textile yarns.

## **PRODUCTION FACILITIES**

Veejay Lakshmi Engineering Works has four engineering units, two of them are at Sengalipalayam and the other two are at Annur. It has two textile units and a wind mill. It has a workforce over 1500.

## **EXPORT DESTINATIONS**

Countries in south-east asia including Indonesia, Thailand, Malaysia, Philippines, middle east and America.

## **PRODUCT PROFILE**

TFO (two for one) twister:

1. Suitable for twisting spin yarn
2. Modular construction
3. 'S' & 'Z' twist can varied.
4. High grad gears immersed in oil bath for silent running.
5. Yarn path provided with ceramic guide
6. Spindles driven by endless belts
7. Cradles lift is a automatic when yarn brakes
8. Cradles provided with self aligning cantering discs.
9. Bunching device provided.

## **VITAL PARTS**

The vital parts like drums, yarn clearer, splices, springs circles, critical plastics injection molded and dominium pressure die cast parts remaining imported from savio.

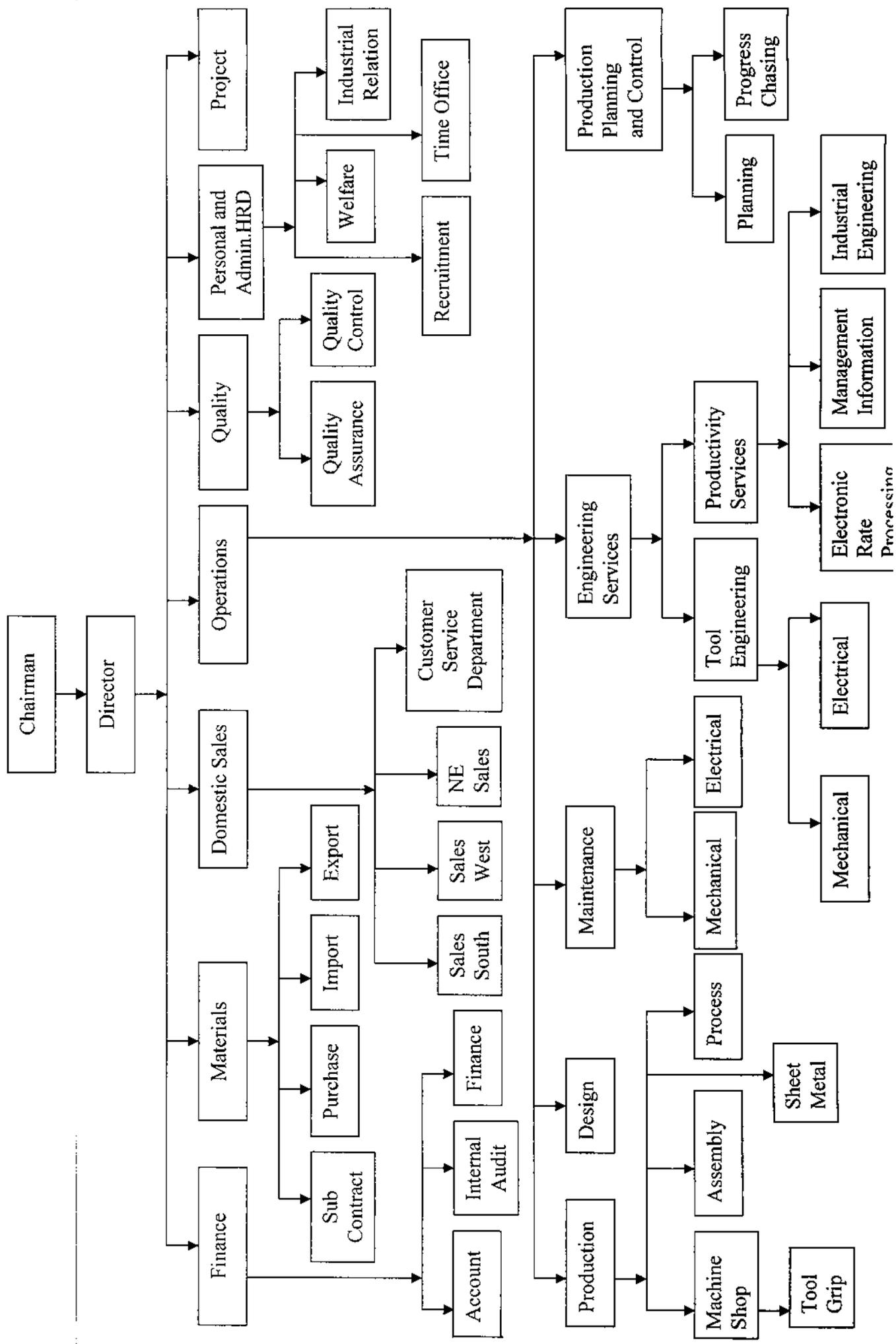
## **NOW BEYOND**

A turnover of \$35 million and growing. An over-subscribe public offering, more markets access the globe. Numerous prestigious awards for the export performance in the twisting machinery section. Quality certifications like ISO 9002 many sophisticated textile machinery projects in pipeline. No doubt, the millennium will be a continuation of the Veejay Lakshmi tradition of quality and growth.

## **LIST OF CUSTOMERS**

- Rajasthan spinning and weaving mill Ltd., Banswara
- Loyal Textiles Mills Ltd., Kovilpatti
- Modern Syntex (India) Ltd., Jaipur
- Boruka Textiles., Karnataka
- Jiyajeerao cotton Mills Ltd., Jyajeeroa Nagar
- Pasupathi spinning & weaving Ltd., Delhi
- East India Syntex Ltd., Calcutta
- Gujarat Spinners Ltd., Ahmedabad
- The Tutucorin spinning Mills Ltd., Tutucorin
- Prakash cotton Mills Pvt Ltd., Bombay
- Midnapur cotton Mills, Calcutta
- Banswara syntax Ltd., Banswara

2.4 ORGANIZATION STRUCTURE



*CHAPTER 3*  
*MACRO-MICRO ANALYSIS*

## MACRO-MICRO ANALYSIS

India has a large textile industry, whose origin goes back into history. But textile machinery buildings activity is relatively recent in origin. In the initial stages of the growth of textile mill industry, the country depended almost exclusively on imported machines. Besides the uncertainties of the market deferred textile entrepreneurs from supporting indigeneous machinery. The textile machinery manufacturing industry has developed into a vast complex industry with a capacity to produce a wide variety of modern sophisticated machines. Besides the progress achieved in manufacturing machinery item the industry has build up a sound base in the ancillary sector for production of all essential components and accessories.

During the course of II world war, period textile machinery prices rose steeply and Indian textile produces found it extremely difficult to get replacement of machinery within a reasonable period of time and at economical prices they had adequate resources but no machinery for modernization realization downed that total dependency on imported machinery was not really the way towards self sufficiency and growth. A few of the textile entrepreneurs there after ventured into machinery manufacturing activity.

The first ring frame made in Coimbatore without any collaboration as early as 1946. But very soon a number of companies came in to being the machinery manufacturing in collaboration with various manufacturers in Europe. Since, those early days inspite at periodic recessions in the textile industry, machine building has made a steady and continuous progress and total nearly 90% at Indians requirements are met from within the country. In recent years the industry has taken steps to modernize its manufacturing facilities and adopt advance technologies. Because of reduction of labour, highest profitability, less maintenance cost, time saving.

India is now making all the types of spinning machines, weaving machines, processing machines at latest design suitable for all types of fibres. Equipped with micro dust extracting machinery for rotox spinning. Two stage self cleaning dust fillers. Automatic lap doffing and clute feed systems for high production, cards complete with dust extraction arrangement, auto levelers are produced. These are suitable for cotton synthetic and blends and are equipped with as without auto levelers.

*CHAPTER 4*  
*DATA ANALYSIS AND*  
*INTERPRETATION*

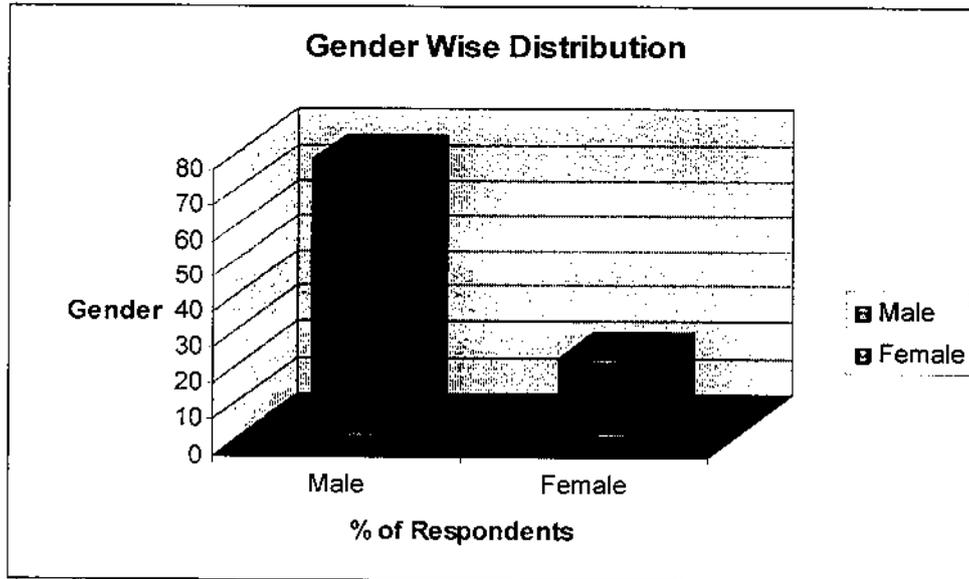
**Table -1**  
**Gender Wise Distribution**

<b>Gender</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
<b>Male</b>	78	78.0
Female	22	22.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table indicates that 78% of respondents are male and remaining 22% of respondents are female.

Chart – 1



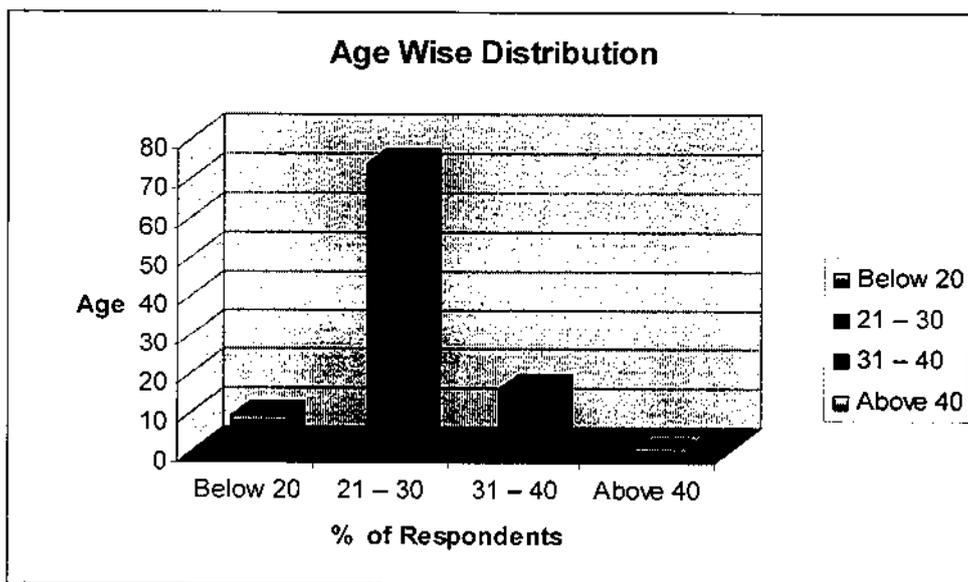
**Table - 2**  
**Age Wise Distribution**

Age	No. of Respondents	Percentage (%)
Below 20	9	9.0
21 – 30	74	74.0
31 – 40	16	16.0
Above 40	1	1.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table indicates that 74% of respondents belong to the age group of 21 to 30, 16% of respondents belong to the age group of 31 to 40, 9% of respondents belong to the age group Below 20, 1% of respondents belong to the age group of 40 and above.

Chart – 2



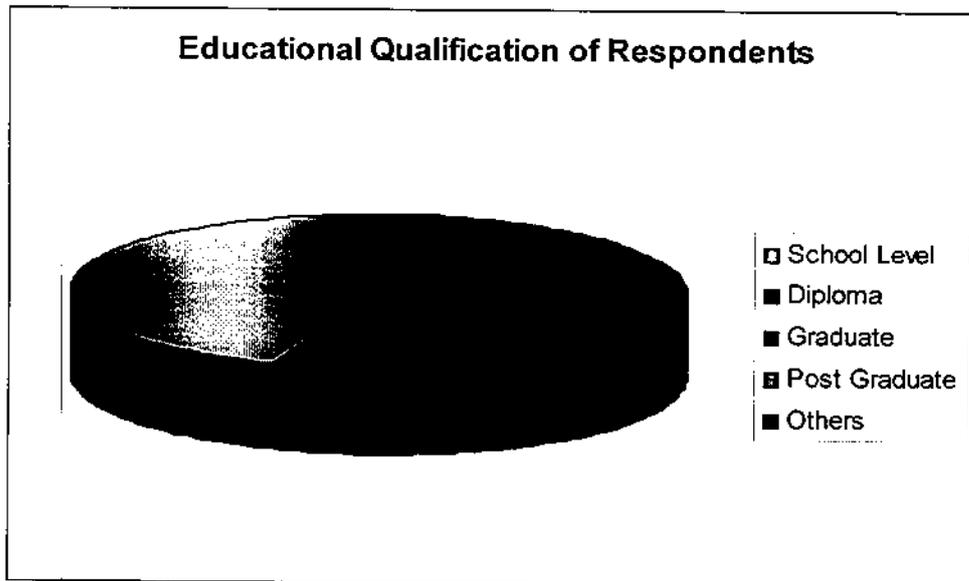
**Table – 3**  
**Educational Qualification of Respondents**

<b>Qualification</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
School Level	41	41.0
Diploma	29	29.0
Graduate	21	21.0
Post Graduate	2	2.0
Others	7	7.0
<b>Total</b>	<b>100</b>	<b>100.00</b>

**Inference:**

The table shows that 41% of the respondent's qualification is school level, 29% of the respondents are Diploma holders, 21% of the respondents are Graduates, 2% of the respondents are Post Graduates and the remaining 7% of the respondents belong to illiterates.

Chart – 3



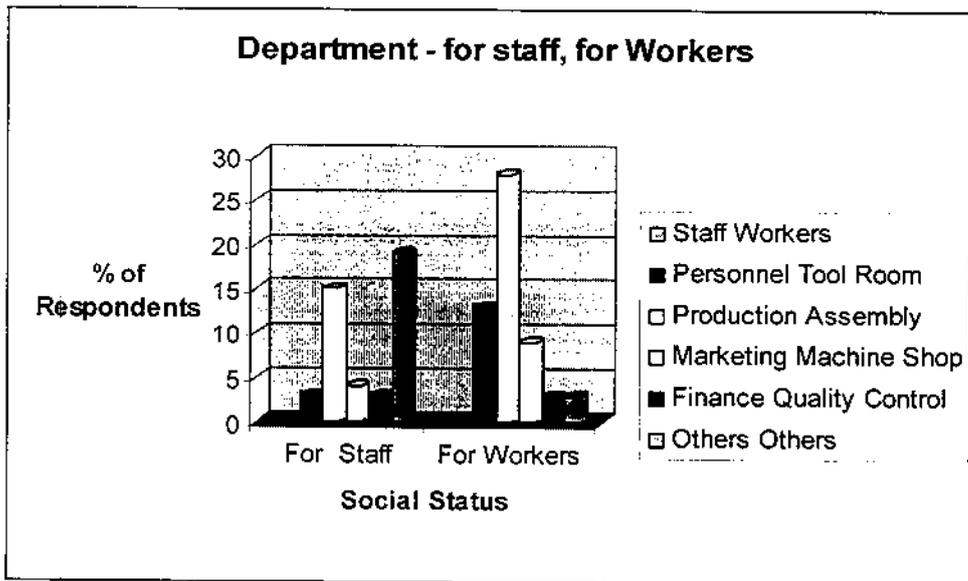
**Table – 4**  
**Department - for staff, for Workers**

<b>Staff</b>		<b>Workers</b>		<b>Percentage (%)</b>
<b>Dept</b>	<b>No of respondents</b>	<b>Dept</b>	<b>No of respondents</b>	
Personnel	3	Tool Room	13	16
Production	15	Assembly	28	43
Marketing	4	Machine shop	9	13
Finance	3	Quality control	3	6
Others	19	Others	3	22
<b>Total</b>	<b>44</b>		<b>56</b>	<b>100.0</b>

**Inference:**

The table emphasizes on the department for both staffs and workers. 43% of the respondents are in the department of both production and assembly, 22% of the respondents are in other departments, 16% of the respondents belong to the department of Personnel and Tool Room, 13% of the respondents belong to the department of Marketing and Machine Shop and the remaining 6% of the respondents belong to the department of Finance and Quality Control.

Chart - 4



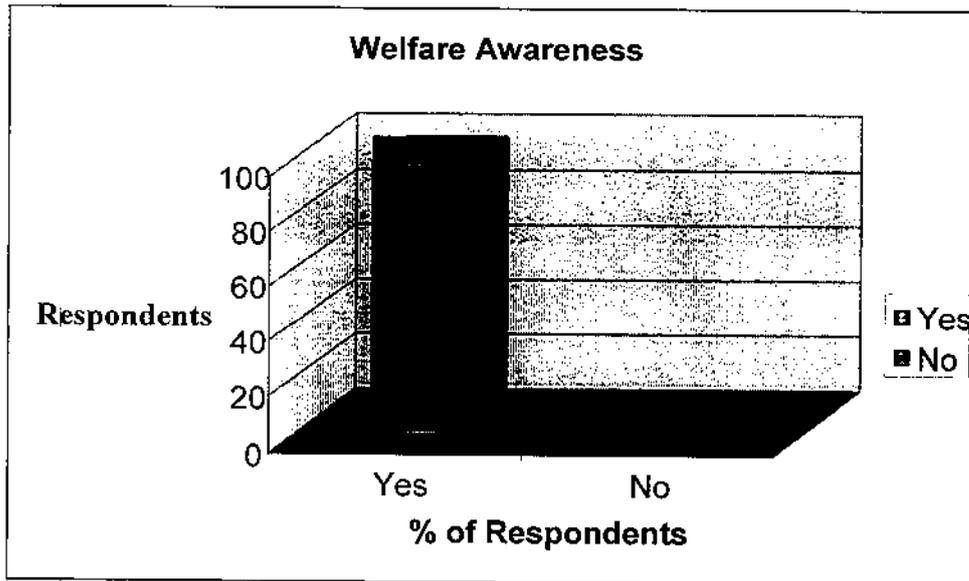
**Table – 5**  
**Welfare Awareness**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
Yes	99	99.0
No	1	1.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table emphasizes on the various welfare facilities provided by the management. 99% of the respondents are aware with the welfare facilities and the remaining 1% of the respondents is not aware with the welfare facilities provided by the management.

Chart - 5



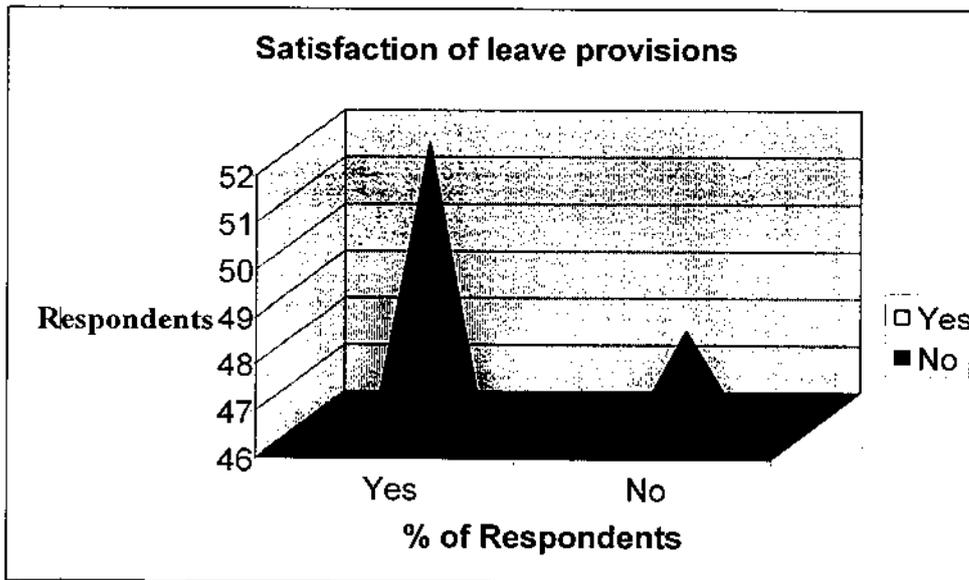
**Table – 6**  
**Satisfaction of leave provisions**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
Yes	52	52.0
No	48	48.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table emphasizes the leave provisions. 52% of the respondents are satisfied with the leave provisions made by the company and the remaining 48% of the respondents are not satisfied with the leave provisions made by the company.

Chart – 6



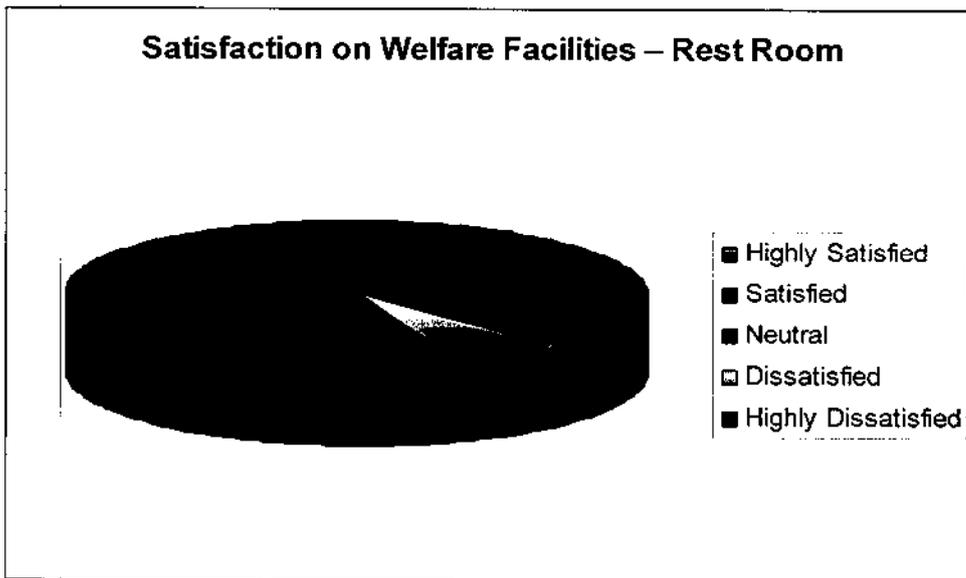
**Table – 7**  
**Satisfaction on Welfare Facilities – Rest Room**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
Highly Satisfied	9	9.0
Satisfied	48	48.0
Neutral	36	36.0
Dissatisfied	7	7.0
Highly Dissatisfied	0	0.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table emphasizes the satisfaction of the welfare facilities namely rest room. 48% of the respondents are satisfied with the rest room, 36% of the respondents are neutral with the rest room, 9% of the respondents are highly satisfied with the rest room and the remaining 7% of the respondents are dissatisfied with the rest room.

Chart – 7



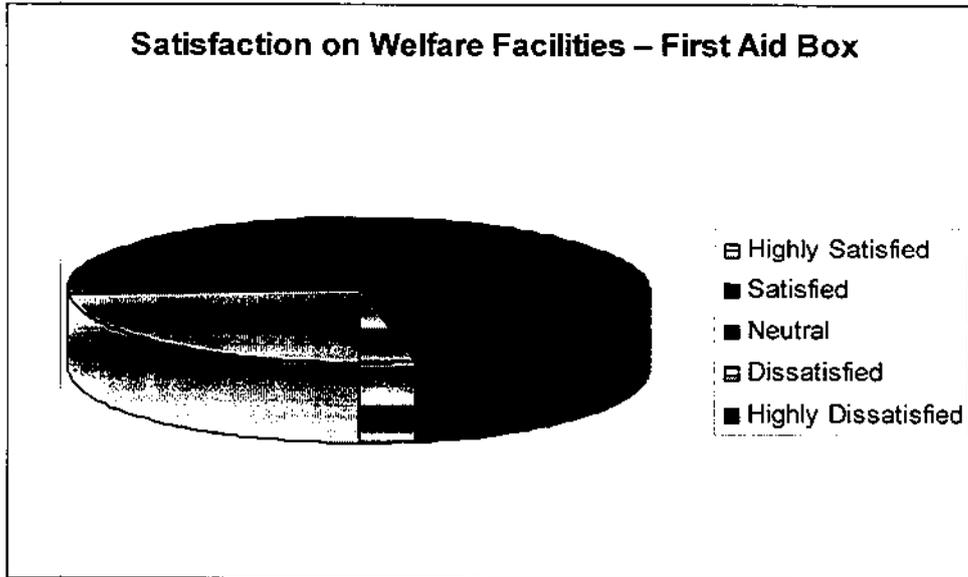
**Table - 8**  
**Satisfaction on Welfare Facilities – First Aid Box**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
Highly Satisfied	24	24.0
Satisfied	40	40.0
Neutral	33	33.0
Dissatisfied	3	3.0
Highly Dissatisfied	0	0.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table emphasizes the satisfaction of the welfare facilities namely first aid box. 40% of the respondents are satisfied with the first aid box available, 33% of the respondents are neutral with the first aid box available, 24% of the respondents are highly satisfied with the first aid box and the remaining 3% of the respondents are dissatisfied with the first aid box.

Chart – 8



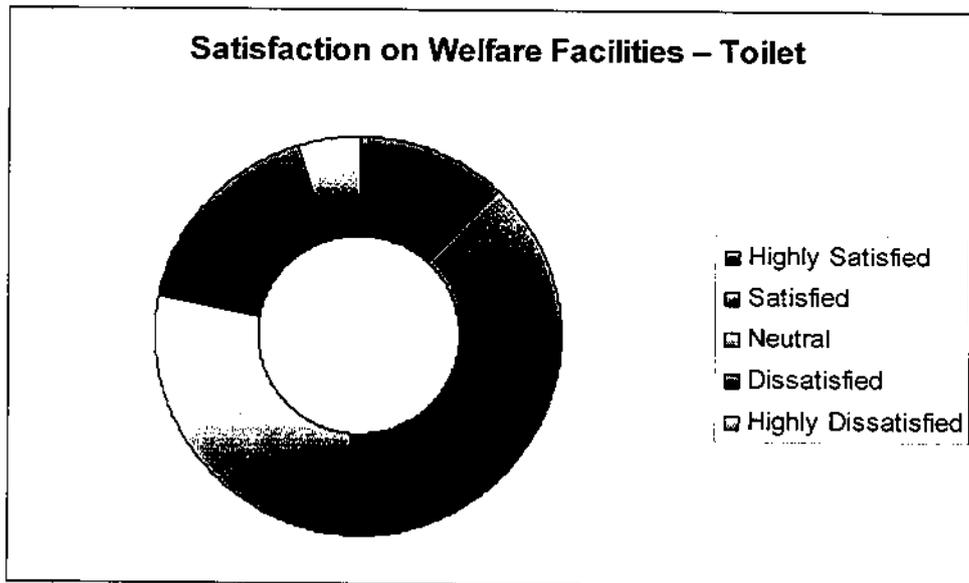
**Table - 9****Satisfaction on Welfare Facilities – Toilet**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
Highly Satisfied	12	12.0
Satisfied	39	39.0
Neutral	27	27.0
Dissatisfied	17	17.0
Highly Dissatisfied	5	5.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table emphasizes the satisfaction of the welfare facilities namely toilet. 39% of the respondents are satisfied with the toilet, 27% of the respondents are neutral with the toilet, 17% of the respondents are dissatisfied with the rest room and 12% of the respondents are highly satisfied with the toilets and the remaining 5% of the respondents are highly dissatisfied with the toilets.

Chart - 9



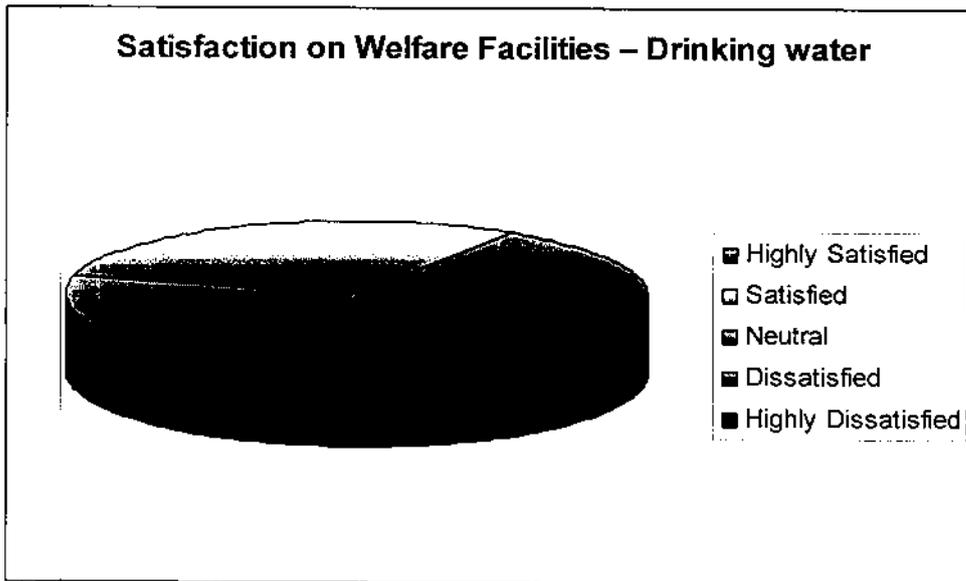
**Table - 10**  
**Satisfaction on Welfare Facilities – Drinking water**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>Percentage (%)</b>
Highly Satisfied	26	26.0
Satisfied	30	30.0
Neutral	33	33.0
Dissatisfied	11	11.0
Highly Dissatisfied	0	0.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Inference:**

The table emphasizes the satisfaction of the welfare facilities namely drinking water. 33% of the respondents are neutral with the drinking water, 30% of the respondents are satisfied with the drinking water, 26% of the respondents are highly satisfied with the drinking water and the remaining 11% of the respondents are dissatisfied with the drinking water.

Chart - 10



**Table-11**

**Chi square test to find the relationship between the age and awareness facilities**

<b>Age / Awareness Level</b>	<b>Satisfied</b>	<b>Non – Satisfied</b>	<b>Total</b>
Below 20	5	4	9
21-30	54	20	74
31-40	10	6	16
Above 40	1	0	1
Total	70	30	100

Null hypothesis Ho: There is no significant relationship between the age and welfare facilities.

Alternative Hypothesis Ha: There is significant relationship between the age and welfare facilities.

**INFERENCE:**

The calculated value (2.063) is lesser than the table value (9.49) for 4 degree of freedom at 5% level of significance. Hence the null hypothesis is accepted and it is inferred that there is no significant relationship between the age and welfare facilities.

## WEIGHTED AVERAGE SCORE ANALYSIS

Average score analysis is mainly used to determine the level of satisfaction of the different category of respondents on the various factors considered for the study. The opinion of the respondents were put under 5 point scaling similar to Likert's Scaling. Score 5 was given to highly satisfied, 4 for satisfied, score 3 for neutral, score 2 for dissatisfied and score 1 for highly dissatisfied. Based on the consolidated opinion of the respondents the level of satisfaction of the different category of respondents was ascertained. The results are given in the following tables with suitable interpretations.

Various Facilities	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	weighted average	Rank
Washing facilities	25	36	10	16	13	3.44	8
Rest rooms	30	23	27	17	3	3.60	3
Canteen	22	41	36	4	6	3.69	2
Store Rooms	32	19	25	15	9	3.50	5
First – Aid Boxes	20	40	10	25	5	3.45	7
Medical Facility	15	33	41	7	4	3.48	6
Drinking water Facilities	35	45	10	8	2	4.03	1
Creches	26	29	20	21	4	3.52	4
Cleanliness	17	35	18	19	11	3.28	11
Lunch Rooms	19	26	31	13	11	3.29	10
Toilet Rooms	23	31	21	10	15	3.37	9

### INFERENCE

It is found from above table that the drinking water needs to be improved as first preferences. Then the second preferences should be given to the canteen. The next preferences should be given to rest rooms.

*CHAPTER 5*  
*CONCLUSION*

## 5.1 FINDINGS

From the interpretation it is found that the 78% of respondents are male and remaining 22% of respondents are female. Then 74% of respondents belong to the age group of 21 to 30, 16% of respondents belong to the age group of 31 to 40, 9% of respondents belong to the age group Below 20, 1% of respondents belong to the age group of 40 and above .

It is found that 41% of the respondent's qualification is school level, 29% of the respondents are Diploma holders, 21% of the respondents are Graduates, 2% of the respondents are Post Graduates and the remaining 7% of the respondents belong to illiterates.

It is found that 43% of the respondents are in the department of both production and assembly, 22% of the respondents are in other departments, 16% of the respondents belong to the department of Personnel and Tool Room, 13% of the respondents belong to the department of Marketing and Machine Shop and the remaining 6% of the respondents belong to the department of Finance and Quality Control.

Finally the researcher found that Majority of respondents (99%) are aware with the welfare facilities provided by the management. Majority of respondents (52%) are satisfied with the leave provisions made by the company. Majority of respondents (48%) are satisfied with the restroom. Majority of respondents (40%) are satisfied with the first aid box. Majority of respondents (39%) are satisfied with the toilet. Majority of respondents (33%) are satisfied with the drinking water.

## 5.2 SUGGESTIONS

According to the findings of the study, it is found that the employees have given their opinion as satisfied for various welfare measures provided by the management such as restroom, firstaid facilities, drinking water, toilet, leave provision, medical facilities, etc.

Thus the management of veejay lakshmi engg works ltd should take note of the findings and they should improve some of the welfare facilities provided for the employees, which will fulfill their requirements and also make them to perform their job more effectively.

### 5.3 CONCLUSION

Employees are the virtual asset of an organization. In order to sustain them for a longer period it is a must for every organization to provide them with all the welfare measures mentioned here. There is a change which is found to be from machine dominated to human resource practiced approach. This fact makes it necessary that welfare measures which are statutory and voluntary are to be given highest importance irrespective of the industry. Textile industry which plays a crucial role has to take a note of this fact and tune its welfare measures for the betterment of industry and in turn for the country as well.

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## *APPENDIX*

**A STUDY ON THE EMPLOYEES WELFARE MEASURES PROVIDED BY  
VEEJAY LAKSHMI ENGINEERING WORKS LIMITED, COIMBATORE**

**QUESTIONNAIRE**

1. Name: .....
2. Age (in years) :  < 20     21-30     31-40     > 40
3. Gender :  Male     Female
4. Educational Qualification:  School level     Diploma     Graduate  
 Post Graduate     others (specify).....
5. Department :  
For staff -  
 Personnel     Production     Marketing     Finance     Others  
For workers -  
 Tool room     Assembly     Machine shop     Quality control     others
6. Designation :  
For staff – .....  
For workers –  
 Fitter     Turner     Grinder     Operator     Others
7. Monthly income (in Rs):  
 <5000     5000-10000     10001-20000     >20000
8. Work experience in the company :  
 <5 years     5-10 years     11-20 years     >20 years
9. Are you aware of the various welfare facilities provided by the management?  
 Yes     No
10. Are you satisfied with the leave provisions provided by the company?  
 Yes     No

11. Are you provided with any loans?

Yes  No if yes specify.....

12. Tick the following: {your opinion on the welfare facility provided}

Various facilities	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Washing facility					
Rest rooms					
Canteen					
Store rooms					
First-aid boxes					
Medical facility					
Drinking water facility					
Crèches					
Cleanliness					
Lunch rooms					
Toilet facility					

13. Are you satisfied with the welfare measures provided by the management?

Yes  No

14. If you have any suggestions please specify here:

.....