

EMPLOYEES SATISFACTION TOWARDS WELFARE AND SAFETY MEASURES WITH REFERENCE TO DIAMOND SEA FOOD

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INTRODUCTION

Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions. According to Dr. Parandikar, "welfare work is work for improving the health, safety and general well being and the industrial efficiency of the workers beyond the minimum standard lay down by the labour legislation". Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare measures may be both statutory and voluntary. Labour laws require the employer to extend certain benefits to employees in addition to wages. Voluntary benefits are the result of employer's generosity, enlightenment and philanthropic feelings. The term welfare suggests the state of well being and implies wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral and emotional factor of a person. Adequate levels of earnings, safe and humane conditions of work and access to some minimum social security benefits are the major qualitative dimensions of employment which enhance quality of life of workers and their productivity.

STATEMENT OF THE PROBLEM

Employee Welfare is the most concerned field of analysis, which has been done by various researchers. Employee welfare has got impact on effective and efficient functioning of organization. Therefore the researcher has formulated problem of finding satisfaction level of the employees towards the welfare measures. Marine foods like fish, shrimp, lobster, crab are called

sea food. Since Tuticorin is a costal and port city, there are many sea food companies in Tuticorin. Among the sea food companies in Tuticorin, Diamond Sea Food is a major company which exports the sea foods to foreign countries. Hence, the researcher undertook the study entitled “Employees Satisfaction towards Welfare and Safety Measures with Reference to Diamond Sea Food Tuticorin”.

OBJECTIVES OF THE STUDY

- To identify the various welfare and safety measures provided to the employees by Diamond Sea Food.
- To know awareness of employees about welfare and safety measures.
- To know the employee satisfaction towards the welfare and safety measure.
- To suggest measures to improve welfare and safety of employees.

LIMITATIONS OF THE STUDY

As the study revolves around the welfare and safety measures of the organization and in spite of keeping serious and sincere efforts there are several limitations.

There are as follows

- Duration of the project is only 30 days which is not sufficient for a detail study.
- Personal Bias of the respondent and their busy schedule also were limiting factors in the collection of the data.
- Some of the employees had not co-operated in filling up and answering the questionnaire

REVIEW OF LITERATURE

The following literature were reviewed and referred for the successful completion of the project.

Mano Tammisetty¹ in his research work entitled “**A Study on Employee Welfare Measures in Pearl Distillery Ltd**” stated that the main purpose of the study is to evaluate the welfare activities which are provided by the management in “Pearl Distillery Ltd”.

And had suggested Administration can thick of formulation of a problem solving committee including the employees and administration for the better solution of the welfare problems of the employees. This committee can conduct hearings from the employees or then can conduct surprise visits to the different work spot, etc for understanding and by that solving the problems also.

A. Sabarirajan, T.Meharajan and B.Arun² in their research work entitled “**A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District, Tamil Nadu, India**” had suggested that improvements or modifications are required in the field of recreation facilities; leave fair, safety equipments, overtime payments, compensatory arrangements on medical grounds, promotion etc and betterment is required in the work of welfare inspector, placements of dependents of employees expiring during services, transfer policies and disciplinary and appeal rule proceedings. The trade unions and the employee’s cooperative societies, which are run by the trade union, have to change their work as more transparent and easily viable to the employees

C. Karthikeyan³ in his project entitled “**Employees Satisfaction towards Welfare Facilities Provided by Schwing Stetter**” stated that the beneficial rate of the loan facilities has a great depression due to the increase of interest more than 5% for some purposes, this can be considered by the industry so that the beneficial rate of the loan facilities would be increased.

According to **Shobha Mishra & Manju Bhagat⁴** the labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities. The principle for successful implementation of labour welfare activities is nothing but an extension of democratic values in an industrialized society.

In the view of **K.K. Chaudhuri⁵** HR policies are being made flexible, from leaves to compensations, perks to office facilities, many companies are willing to customize policies to suit different employee segments.

The older employees want social security benefits; younger employees want cash in hand because they can’t think of sticking to a company for many years and retire from the same company. Therefore ‘one jacket fits all’ will not be right to motivate the talents and retain them.

Poonam Salaria & Sumit Salaria⁶ in their research work entitled “**A Study on Employee welfare measures in Auto sector**” reported that employees in auto sector are highly satisfied with the intramural welfare measures and few are dissatisfied with the extramural welfare measures. Perception of the employees on the total welfare measures is satisfied and very fewer employees are dissatisfied

S.Sankar⁷ in his project report “**A Study On Employee Welfare In Venkatramana Hospital**” explained the employee welfare provided by Venkatramana Hospital and suggested that welfare measures help the employees to work efficiently and the welfare facilities provided in venkatramana hospital is highly satisfied by almost all the employees. And some of the

respondents feel that there should be improvement in medical facility and safety inspection. The quality of uniform and protection clothing given to the employees can be improved. The employees can give leave travel

Babasab Patil⁸ in his research work “**A Study on Employee Welfare Facilities in Hill Kanagal**” had suggested that employees are not satisfied to quality of the food which is providing by the canteen, so quality of the food has to be increased to keep the health of the employees good. And The Company should provide Toilet and wash room facilities to contract workers.

Dr. J. Sulaiman Mr. M. Alaguthankamani⁹ in their research work entitled” **A Study on Employee’s Satisfaction and Safety Measures**” had suggested that the safety, health and environmental policy can be displayed widely at conspicuous locations (mounted on walls of the factory).The safety policies can be made known to all employees, contractors and contract employees by circulating the policies in both English and regional language. To motivate the employees every year competitions can be conducted on national safety day. Safety events can be conducted frequently to make awareness among the employees on safety. Steps have to be taken to identify the employees those who have not undergone any formal safety programme through verification of records and train them. This will ensure some safety awareness among them. Training can be given through unit wise, team wise like kaizen or work team.

C. S. Ramanigopal & G. Palaniappan¹⁰ in their research work entitled “**A Study on Effectiveness Of Health Safety Measures Towards Employees Of Bharat Heavy Electrical Limited**” had suggested that Well organized and educative training programs have to be provided in frequently to the employees so that they can upgrade themselves towards the latest facilities, the safety training should need once in 6 month. Electrical hazardous areas have to display a bold sign board. Family health contact program for the awareness in alcoholism. Rather than the general safety awareness programs, try to involve production basis or department basis safety training programs.

RESEARCH METHODOLOGY

RESEARCH DESIGN

Descriptive research has been used in this study. Descriptive research includes survey and fact finding by consulting the respondents through questionnaire or a direct interview.

TOOLS FOR DATA COLLECTION

This study is based on both primary data and secondary data.

(a) PRIMARY DATA

Data originally collected for an investigation are known as primary data. Primary data were collected through questionnaire from the sample respondents who are the employees of Diamond Sea Food.

(b) SECONDARY DATA

Data which are not originally collected rather obtained from published or unpublished sources are known secondary data. The data were collected from the company's record, and website.

SAMPLE SIZE

The data were collected from 90 respondents

SAMPLING METHOD

Convenience sampling method is adopted.

STATISTICAL TOOL USED

The data collected were analysed with appropriate techniques. The techniques used for analysis are:

- ❖ Percentage Analysis
- ❖ Henry Garrett Ranking Techniques
- ❖ Weighted Average Method

a) PERCENTAGE ANALYSIS

The percentage analysis is used to calculate the per cent of the favourable and unfavourable responses

$$\text{Percentage} = (\text{No of responses} / \text{No of total respondents}) \times 100$$

b) HENRY GARRETT RANKING TECHNIQUES

The orders of merit given by the respondents were converted into ranks by using the formula

$$\text{percentage position} = \frac{100(R_{ij} - 0.5)}{N_j}$$

Where,

R_{ij} = rank for i^{th} item j^{th} individual

N_j = number of items ranked by j^{th} individual

The percentage position of each rank thus obtained was converted into scores by referring to the table given by Henry Garrett. Then for the each factor the scores of individual respondents were added together and divided by the total number of respondents for whom the scores were added. These mean scores for the entire factor were arranged in the order of their ranks and inferences were drawn.

WEIGHTED AVERAGE METHOD

Weighted average may be defined as the average whose component items are being divided by the total sum of their “weight” instead of the sum of the item.

Weighted Arithmetic mean

$$\overline{Xw} = \frac{\sum Wx}{\sum W}$$

\overline{Xw} = Represent the weight arithmetic mean

X = Represent the variable

W = Represent the weight attached to the variable X

EMPLOYEE SAFETY AND WELFARE MEASURES – A THEORETICAL VIEW

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Labour welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining. Labour welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency. The purpose of labour welfare is to bring about the development of the whole personality of the

workers to make a better workforce. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

They provide better physical and mental health to workers and thus promote a healthy work environment. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity. Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation. Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies.

MEANING AND DEFINITION

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions.

According to Dr. Parandikar," welfare work is work for improving the health, safety and general well being and the industrial efficiency of the workers beyond the minimum standard lay down by the labour legislation".

Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare measures may be both statutory and voluntary. Labour laws require the employer to extend certain benefits to employees in addition to wages. Voluntary benefits are the result of employer's generosity, enlightenment and philanthropic feelings.

Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration, which helps the organization to achieve its goals.

PRINCIPLES OF EMPLOYEE WELFARE SERVICE

Following are generally given as the principles to be followed in setting up a employee welfare service:

- The service should satisfy real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.
- The service should such as can be handled by cafeteria approach. Due to the difference in sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualises the benefit system though it may be difficult to operate and administer.
- The employer should not assume a benevolent posture.
- The cost of the service should be calculated and its financing established on a sound basis.
- There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback

TYPES OF WELFARE MEASURES

Intramural Facilities

Intramural activities consist of facilities provided within the factories .

Extramural Facilities

Extramural facilities cover the services and facilities provided outside the factory

Intramural	Extramural
Drinking water	Educational facility
Toilet facilities	Vocational training
Uniform and protection clothing	Maternity facility
Canteen facility	Insurance Policy
Rest shelter	Hostel
Medical facility	Transportation
Recreational facility	

Welfare in Indian industry implies the provision of medical and educational services, a congenial work atmosphere. The need for providing such services and facilities arises from the social responsibilities of industry, a desire for upholding democratic values and a concern for employees. In India welfare is of the statutory and non statutory kinds. The role of unions in welfare has been influenced by the sociopolitical and legal needs for welfare services.

LEGAL PROVISION

The Factories Act, 1948 provides for clean washing facilities, Facility for storing and dry clothing, facilities for occasional rest for workers who are obliged to work standing, First-aid box, cupboards – one for every 150 workers, ambulance facility, Welfare officer, if 500 or more workers are employed.

A scheme of worker's education was envisaged on all India basis by the government of India, way back in 1957.

- ✓ To develop strong unions through trained officials and more enlightened members.
- ✓ To develop leadership from the rank and file
- ✓ To equip organized labour workers, a greater understanding of the problems of their economic environment and their privileges and obligations as union members and officials and as citizens.

NON STATUTORY WELFARE MEASURES

Recreation

Progressive employers both in the public and private sector consciously offered facilities for recreation sports and cultural facilities.

Other facilities

Canteen, rest rooms and lunch rooms

Canteens established inside factories generally offer food at subsidized rates. In modern organizations, food courts offering a variety of continental and inter continental cuisine have become quite popular in recent times.

Most factories have first aid facilities to take care of minor injuries. Reimbursement of medical expenses actually incurred is also increasingly favoured nowadays.

MERITS OF WELFARE MEASURES

The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies.

EMPLOYEE SAFETY MEANING

The importance of industrial safety was realized because every year millions of industrial accidents occur which result in either death or temporary and permanent disablement of the employees and involve a good amount of cost such as resulting from waste man-hours, machine hours, etc. Safety is primarily the responsibility of the management. This responsibility should rest on the shoulder of all cadres of management: such as production manager, personnel manager, maintenance engineer, safety officer. Every organization should formulate and implement a safety procedure. Safety in industry helps to increase the rate of production, reduce the production cost, reduce the damage to equipment and machinery, prevent the premature death of talented workers who are an asset to the society, prevent the needless pain and suffering to the employees. Industrial safety saves costs, improves productivity and develops morale. Safety is a legal requirement. Safety refers to the absence of accidents, stated differently; safety refers to the protection of workers from the danger of accidents.

NEED FOR SAFETY

An accident- free plant enjoys certain benefits. They are as follows

1. Substantial savings in cost
2. Increased productivity
3. Meeting moral requirement
4. Meeting legal requirement

Cost Saving

Two type of cost are incurred by the management when the accident occur. There are direct cost and indirect cost. A safety plant by avoiding accident, eliminates these costs.

Increased Productivity

Safety plants are efficient plants. To a large extent, safety promotes productivity . employees in safe plant can devote more time to improving the quality and quantity of their output and spend less time worrying about their safety and well being.

Meeting Moral Requirement

Safety is important on human grounds too. Manager must undertake accident prevention measures to minimise the pain and suffering the injured worker and his/her family is often exposed to as a result of the accident.

Meeting Legal Requirement

There are legal reasons too for undertaking safety measures.

ANALYSIS OF SAFETY AND WELFARE MEASURES

Table 1: Distribution of Sample Respondent based on their Personal and Demographic Factors

Variables	Level	Count	Percent
GENDER	Male	36	40
	Female	54	60
AGE WISE	Below 20	25	28
	20-30	39	43
	30-40	13	14
	40-50	8	9
	Above 50	5	6
MARITAL STATUS	Married	29	32
	Unmarried	61	68
EDUCATIONAL QUALIFICATION	Primary school	2	2
	Higher Secondary	25	28
	UG	28	31
	PG	20	22
	Others	15	17

DESIGNATION	Managers	10	11
	Assistants	25	28
	Supervisors	20	22
	Workers	35	39
EXPERIENCE	Below 5 years	27	30
	5-10	32	36
	10-15	12	13
	15-20	9	10
	Above 20 years	10	11
INCOME PER MONTH	Below Rs.5000	19	21
	Rs.5000-10000	34	38
	Rs.10000-15000	15	17
	Rs.15000-20000	12	13
	Above Rs.20000	10	11

Table 2: SATISFACTION LEVEL TOWARDS WELFARE AND SAFETY MEASURES

Variables	Level	Count	Percent
Subsidized Food At Canteen	Highly Satisfied	44	49
	Satisfied	27	30
	Neither Satisfied Nor Dissatisfied	8	9
	Dissatisfied	5	5
	Highly Dissatisfied	6	7
Uniform And Protection Clothes	Highly Satisfied	21	23
	Satisfied	35	39
	Neither Satisfied Nor Dissatisfied	15	17
	Dissatisfied	8	9
	Highly Dissatisfied	11	12
Recreational Facilities	Highly Satisfied	22	24
	Satisfied	39	43
	Neither Satisfied Nor Dissatisfied	10	11

	Dissatisfied	5	6
	Highly Dissatisfied	14	16
Drinking Water	Highly Satisfied	61	68
	Satisfied	12	13
	Neither Satisfied Nor Dissatisfied	7	8
	Dissatisfied	4	4
	Highly Dissatisfied	6	7
	Rest Shelter/Lunch Room Facilities	Highly Satisfied	14
Satisfied		11	12
Neither Satisfied Nor Dissatisfied		5	6
Dissatisfied		39	43
Highly Dissatisfied		21	23
Medical Aid	Highly Satisfied	54	60
	Satisfied	27	30
	Neither /Nor	2	2
	Dissatisfied	5	6
	Highly Dissatisfied	2	2
Toilet Facilities	Highly Satisfied	20	22
	Satisfied	10	11
	Neither Satisfied Nor Dissatisfied	2	2
	Dissatisfied	33	37
	Highly Dissatisfied	25	28
Hostel	Highly Satisfied	31	34
	Satisfied	16	18
	Neither Satisfied Nor Dissatisfied	33	37
	Dissatisfied	6	7
	Highly Dissatisfied	4	4
Educational Facilities	Highly Satisfied	57	63
	Satisfied	12	13
	Neither Satisfied Nor Dissatisfied	9	10
	Dissatisfied	7	8

	Highly Dissatisfied	5	6
Transportation	Highly Satisfied	55	61
	Satisfied	20	22
	Neither Satisfied Nor Dissatisfied	6	7
	Dissatisfied	4	4
	Highly Dissatisfied	5	6
Social Insurance	Highly Satisfied	35	39
	Satisfied	22	24
	Neither Satisfied Nor Dissatisfied	8	9
	Dissatisfied	7	8
	Highly Dissatisfied	18	20
Vocational Training	Highly Satisfied	25	28
	Satisfied	30	33
	Neither Satisfied Nor Dissatisfied	10	11
	Dissatisfied	17	19
	Highly Dissatisfied	8	9
House Keeping	Highly Satisfied	49	54
	Satisfied	20	22
	Neither Satisfied Nor Dissatisfied	5	6
	Highly Dissatisfied	9	10
	Dissatisfied	7	8
Work Space	Highly Satisfied	25	28
	Satisfied	40	44
	Neither Satisfied Nor Dissatisfied	10	11
	Highly Dissatisfied	10	11
	Dissatisfied	5	6
Temperature	Highly Satisfied	35	39
	Satisfied	43	48
	Neither Satisfied Nor Dissatisfied	6	7
	Highly Dissatisfied	4	4

	Dissatisfied	2	2
Lighting And Ventilation	Highly Satisfied	68	76
	Satisfied	10	11
	Neither Satisfied Nor Dissatisfied	8	9
	Highly Dissatisfied	3	3
	Dissatisfied	1	1
Noise Pollution Free Environment	Highly Satisfied	65	72
	Satisfied	10	11
	Neither Satisfied Nor Dissatisfied	5	6
	Highly Dissatisfied	4	4
	Dissatisfied	6	7

Table 3: RANKING OF BENIFTS TO COMPANY DUE TO THE WELFARE FACILITIES PROVIDED

S. No	BENEFITS	Number of Respondents					SCORE	RANK
		I	II	III	IV	V		
1	Attracting & retaining employee	43	25	15	7	-	63.86	I
2	Improved image & reputation	25	38	-	15	12	51.7	III
3	Increased profit	20	-	27	13	30	55.86	II
4	Improved management quality	2	20	31	26	11	36.54	V
5	Better business operation condition	-	7	17	29	37	46.4	IV

TABLE 4: SATISFACTION TOWARDS HEALTH AND SAFETY MEASURES

S. No.	MEASURES	Highly Satisfied	Satisfied	Neither /Nor	Dissatisfied	Highly Dissatisfied	TOTAL SCORE	WEIGHTED AVERAGE	RANK
1	Health & Safety policy	30 (150)	25 (100)	15 (45)	10 (20)	10 (10)	325	3.61	V
2	Company safety manual	25 (125)	36 (144)	12 (36)	8 (16)	9 (9)	330	3.67	IV
3	Visual signs like safety sign & board	27 (135)	31 (124)	14 (42)	12 (24)	6 (6)	331	3.68	III
4	Remedial action to health & safety compliant	46 (230)	22 (88)	13 (39)	5 (10)	4 (4)	371	4.12	I
5	Management's responding nature towards accident	65 (325)	10 (40)	5 (15)	4 (8)	6 (6)	394	4.37	II

SUMMARY OF FINDINGS

- ❖ 60 per cent of the respondents are female
- ❖ 43 per cent of the respondents belong to the age group of 20-30years
- ❖ 31 per cent of the respondents are graduates
- ❖ 68 per cent of the respondents are unmarried
- ❖ 36 per cent of the respondents have work experience of 5 – 10 years
- ❖ 38 per cent of the respondents receive salary between Rs.5000-10000.
- ❖ 100 per cent of the respondents aware about the welfare measures.
- ❖ 49 per cent of the respondents are highly satisfied with subsidised food at canteen,
- ❖ 39 per cent of the respondents are satisfied with uniform and protection clothes.
- ❖ 43 per cent of the respondents are satisfied with recreational facilities

- ❖ 83 per cent of the respondents are highly satisfied with drinking water
- ❖ 43 per cent of the respondents are highly dissatisfied with rest shelter/lunch room facilities
- ❖ 60 per cent of the respondents are highly satisfied with medical aid.
- ❖ 37 per cent of the respondents are dissatisfied with toilet facilities
- ❖ 37 per cent of the respondents are neither satisfied nor dissatisfied with hostel facilities
- ❖ 63 per cent of the respondents are highly satisfied with educational facilities
- ❖ 39 per cent of the respondents are highly satisfied with Maternity benefit
- ❖ 61 per cent of the respondents are highly satisfied with the transportation facilities
- ❖ 39 per cent of the respondents are highly satisfied with social insurance.
- ❖ 33 per cent of the respondents are satisfied with vocational training,
- ❖ 54 per cent of the respondents are highly satisfied with house keeping
- ❖ 44 per cent of the respondents are satisfied with working space,
- ❖ 48 per cent of the respondents are satisfied with temperature in the workplace.
- ❖ 76 per cent of the respondents are highly satisfied with lighting and ventilation
- ❖ 72 per cent of the respondents are highly satisfied with noise pollution free environment.
- ❖ Regarding the benefits enjoyed by the company due to welfare measures, 'attract and retain the employees' has been ranked first, followed by 'increased profit' has been ranked second, 'improved image and reputation' has been ranked third, 'better business operation condition' has been ranked fourth, 'improved management quality' has been ranked fifth according to employees perception.
- ❖ Health and safety measures are ranked using the Weighted Average Method. "Remedial action in case of compliant regarding health safety & environment" is ranked first, and "Health & Safety policy" is ranked last.

SUGGESTIONS

- ❖ Sufficient seating facilities should be made for worker
- ❖ The condition of the rest room/lunch room may be enhanced by providing adequate chairs and table and facility to rest.
- ❖ The concern can provide increased wages to the employees
- ❖ Clean and tidy toilet facilities should be made to the employees.
- ❖ The concern can provide 3/4 th sleeves woollen dress to the employees
- ❖ Some recreation facilities can be provided to the employees

CONCLUSION

A satisfied employee is the key factor, who acts as the organization's ladder for success. Satisfaction may relate to two aspects i.e. Job Related and facilities oriented. Any organization

must see to it that both these aspects are provided by it, so that its employees are fully satisfied and that they join hands with management and they whole heartedly March forward in achieving the organization's objective. Employee welfare is a wise investment that helps a firm attract, motivate and retain people both in times of prosperity and adversity.

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