

# Employee Welfare Motive at Sar World Wide Logistics Pvt Ltd

S. Praveen Kumar, J. Pavithra, S. Krupa Sharon Nishitha

**Abstract:** Representative welfare incorporates everything, for example, offices, advantages and administration that a worker gives or does to guarantee solace of the representatives. Representative welfare implies anything accomplished for the solace and improvement of the workers well beyond the wages paid which isn't important of the organization. Great welfare rouses representatives and guarantee expanded profitability. The different welfare offices give by the organization will quick effect on the wellbeing, physically and mental effectiveness, readiness, spirit, security and by and large proficiency of laborer and subsequently adding to the higher efficiency. The fundamental reason for worker welfare is to enhance the life of representatives and to stay with them upbeat in the. They realize that they add to the association when they are sensibly free from stress and they feel that when they are in a difficult situation. Welfare measures might be both statutory and non-statutory. Laws require the businesses to degree the specific advantages to workers.

**Keywords:** Employee welfare, Higher productivity, Mental efficiency

## I. INTRODUCTION

Specialist welfare fuses everything, for instance, workplaces, points of interest and organization that a delegate gives or does to ensure comfort of the agents. Incredible welfare drives agents and certification extended proficiency.

Agent welfare is a term including various organizations, favorable circumstances and workplaces offered to laborers by the organizations. The welfare assessments need not be cash related yet rather in any kind. This fuses things, for instance, stipends, lodging, transportation, helpful assurance and sustenance[1],[3],[5]. Agent welfare in like manner fuses checking of working conditions, creation of mechanical concordance through establishment for prosperity, present day relations and security against affliction, fortuitous and joblessness of the workers and their families. Through such liberal preferred position the delegate maker like worth living for laborers. Welfare fuses whatever is cultivated for the comfort and improvement of laborers and is given well past the wages.

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Welfare helps in keeping the certainty and motivation of the laborers high so as hold the delegate high so as to hold the agents for longer term. The welfare assessments need not be in money related terms just but instead in any kind[2],[4],[6]. Delegate welfare consolidates checking of working conditions, creation of present day concordance through establishment for prosperity, mechanical relations and insurance against illness, disaster and joblessness for the workers and their families. [7], [9], [11]

### A. Types of employee welfare

Intramural: These are provided within the organization like

- Canteen
- Rest rooms
- Crèches
- Uniforms
- Drinking water facility
- First aid appliance
- Facilities for sitting
- Lighting
- Latrines and urinals

## II. SIGNIFICANCE OF THE STUDY

To realize the fulfillment level of workers towards representative welfare.

2. To discover the offices give to the worker by the organization.
3. To realize the representative are disappointed will assist them with getting spur.
4. To discover the welfare offices like lodging, therapeutic, kids training and so on help to improve the family life of representative.

## III. RESEARCH METHODOLOGY

Research methodology may be understood as a science of studying how the research has been done scientifically. It is way to systematically solve the research problem. Here, we study and analyse the various steps that are generally adopted by researcher in studying his research problems. [8], [10],[12]

### A. Statistical Tool

An important decision that has to be taken is adopting the sampling technique is about the size of the sample. Size of the sample means the number of sampling.

$$\text{Sample size} = [Z^2 * P * Q] / E^2$$

### Chi Square Test

A chi squared test, also referred to as test, is any

statistical hypothesis tests where in the sampling distribution of the statistic is a chi square distribution when the null hypothesis is true.

Chi square test is often constructed from a sum of squared errors, or through the sample variance. Test statistics that follows a chi-squared distribution arise from an assumption of independent normally distributed data, which is valid in many cases due to the central limit theorem. [13], [15],[17]

**Chi square test =  $[O-E]^2 / E$**

Table 1 - Employee satisfaction level of canteen facility of the company

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	HIGHLY SATISFACTIED	24	15%
2	SATISFACTIED	60	37%
3	NEUTRAL	39	24%
4	DISSATISFACTIED	36	22%
5	HIGHLY DISSATISFACTIED	04	2%
	TOTAL	163	100%

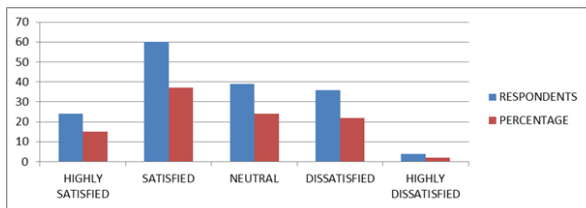


Figure 1 - Employee satisfaction level of canteen facility of the company

**Inference –**

From the above table and chart it clearly show that 15% of respondents have fully satisfied of his canteen facility of the company and 37% of respondents have satisfied of his canteen facility of the company and 24% of respondents have dissatisfied of his canteen facility of the company and 22% of respondents have dissatisfied of his canteen facility of the company and 2% of the respondents have highly dissatisfied of his canteen facility of the company.

Table 2 - Perceptions towards overtime allowances by the company

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	HIGHLY SATISFACTIED	13	8%
2	SATISFACTIED	48	30%
3	NEUTRAL	48	29%
4	DISSATISFACTIED	47	29%
5	HIGHLY DISSATISFACTIED	07	4%
	TOTAL	163	100%

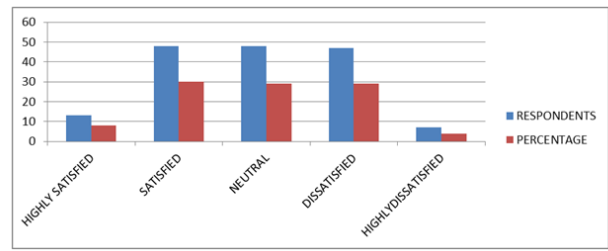


Figure 2 - Perceptions towards overtime allowances by the company

**Inference-**

From the above table and chart it clearly show that 8% of respondents have fully satisfied of overtime allowances of the company and 30% of respondents have satisfied of overtime allowances of the company and 29% of respondents have dissatisfied of his overtime allowances of the company and 29% of respondents have dissatisfied of his canteen facility of the company and 4% of the respondents have highly dissatisfied overtime allowances of the company.

Table – 3 Employee welfare activities of the company give feeling of safety

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	YES	114	70%
2	NO	49	30%
	TOTAL	163	100%

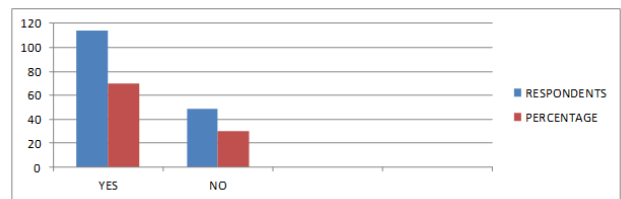


Figure – 3 Employee welfare activities of the company give feeling of safety

**Inference-**

From the above table and chart it clearly show that 70% of respondents have told the company has full safety and 30% of respondents have told the company has not feeling of safety.

**Chi-square**

Table – 4 The number of years of employees tenure of the company

94	64
04	01

1. **Null hypothesis** : there is no significance difference between the number of years of employee tenure of the company

2. **Alternative hypothesis:** there is significance between the number of years of employee tenure of the company.

94	64	158
04	01	05
98	65	163

O	E=R.T*C.T/G.T	[O-E]	[O-E] <sup>2</sup>	[O-E] <sup>2</sup> /E
94	158*98/163= 94.99	-0.99	0.9801	0.010
64	158*65/163= 63.006	0.99	0.9801	0.015
04	05*98/163 = 3.006	0.99	0.9801	0.32
01	05*65/163 = 1.99	0.99	0.9801	0.49
				0.835

$$X = [O-E]^2/E$$

Calculated value = 0.835

Degree of freedom:

$$V = [r-1][c-1]$$

$$V = [2-1][2-1]$$

$$V = 1$$

Table value= 3.84(constant value)

Calculated value < Table value

It is not significant

Table – 5 The opinion of employees about the medical and first aid facility

63	63
31	06

1. **Null hypothesis :** there is no significance difference between the opinion of employee about the medical and first aid facility

2. **Alternative hypothesis:** there is significance between the opinion of employee about the medical and first aid facility.

63	63	126
31	06	37
94	69	163

O	E=R.T*C.T/G.T	[O-E]	[O-E] <sup>2</sup>	[O-E] <sup>2</sup> /E
63	126*94/163 = 72.662	-9.66	93.31	1.28
63	126*69/163 = 53.337	9.66	93.31	1.74
31	37*94/163 = 21.337	9.66	93.31	4.37
06	37*69/163 = 15.66	-9.66	93.31	5.95
				13.34

$$X = [O-E]^2/E$$

Calculated value = 13.34

Degree of freedom:

$$V = [r-1][c-1]$$

$$V = [2-1][2-1]$$

$$V = 1$$

Table value = 3.84(constant value)

Calculated value > table value

It is a significant

So alternative hypothesis accepted

#### IV. RESULTS

The investigation demonstrates that 62% of respondents has happy with his workplace, and 21% of respondents has says impartial, and 12% of respondents has exceedingly fulfilled, and 3% of respondents has disappointed and 2% of respondents has very disappointed with his workplace.

2. The investigation demonstrates that 52% of respondents has fulfilled in his working hours of the organization and 21% of respondents has profoundly fulfilled and, 21% of respondents says impartial, and 3% of respondents says disappointed and 3% of respondents says exceedingly disappointed with his working hours of the organization. [14], [16],[18]

3. The investigation demonstrates that 37% of respondents has fulfilled of bottle office of the organization, and 24% of respondents has says impartial, and 22% of respondents says disappointed, and 15% of respondents says exceedingly fulfilled, and 2% of respondents has very disappointed of his flask office of the organization.

4. The investigation demonstrates that 30% of respondents has happy with his extra time remittances give by the organization, and 29% of respondents says impartial, and 29% of respondents says disappointment and 8% of respondents says very fulfillment, and 4% of respondents says profoundly disappointment with is additional time recompenses. [19], [21],[23]

5. The investigation demonstrates that 70% of respondents has totally feeling their security in the organization and 30% of respondents has didn't feel the wellbeing in the organization

6. The investigation demonstrates that 100% of respondents says that the organization take care the ladies worker during the night move

7. The investigation demonstrates that 39% of respondents has very fulfilled in his therapeutic and emergency treatment office in the organization, and 39% of respondents says fulfilled, and 19% of respondents says nonpartisan, and 2% of respondents says disappointed, and 1% of respondents says exceedingly disappointed in his medicinal and emergency treatment office in the organization

8. The investigation demonstrates that 28% of respondents has gone to the wellbeing preparing program 1 time, and 24% of respondents went to 2 time, and 27% of respondents has gone to multiple occasions, and 21% of respondents have didn't go to any security preparing programs in the organization

9. The investigation demonstrates that 33% of respondents says awesome of



his medical coverage and mishap advantages, and 31% of respondents says magnificent, and 22% of respondents says disappointed, and half of respondents says great in his medical coverage and mishap advantages to the representative

10. The examination demonstrates that 42% of respondents has fulfilled in his compensation and extra bundles, and 25% of respondents says disappointed, and 23% of respondents says very fulfilled, and 10% of respondents has says exceptionally disappointed in his pay and extra bundles.

11. The investigation demonstrates that 100% of respondents says the organization has give security shoes to each worker

12. The investigation demonstrates that 58% of respondents have fulfilled the appraisals of bathrooms, and 26% of respondents says exceptionally fulfilled, and 13% of respondents says unbiased, and 3% of respondents says disappointed the evaluations of bathrooms of the organization

13. The investigation demonstrates that 60% of respondents says the organization has give the augmentation in consistently, and 40% of respondents says not

14. The investigation demonstrates that 36% of respondents says in excess of three medical aid box stay with in the, 24% of respondents says three emergency treatment boxes, and 17% of respondents says just two medical aid box, and 23% of respondents says just a single medical aid box has kept in our office. [20], [22], [24]

15. The examination demonstrates that 56% of respondents has fulfilled of feel of the organization, and 28% of respondents says impartial, 10% of respondents says exceptionally fulfilled, and just 6% of respondents says disappointed of vibe of the organization

16. The investigation demonstrates that 48% of respondents has fulfilled of generally speaking fulfillment of worker welfare, 28% of respondents says profoundly fulfilled, and 21% of respondents says nonpartisan, and 3% of respondents says disappointed of by and large fulfillment of representative welfare.

### V. DISCUSSIONS

The organization can guarantee that security preparing projects are directed for all representatives, since 21% of workers has didn't go to any wellbeing preparing programs. So the organization give the wellbeing preparing projects to all representatives for one of the month. [25], [27], [29]

- The executives needs to make a move in the container office in light of the fact that 22% of respondents state disappointed of flask office. So the organization has make a move to give quality and sound nourishment to the workers.

- The executives needs to make a move to improve the bathroom office and furthermore to clean the bathroom consistently, 5% of individuals were disappointed and over 20% of individuals were in impartial in is fulfillment of bathroom offices. [26], [28], [30]

- The organization could give all the wellbeing shoes and

wears to every one of the workers including the house keepings.

- The board needs to make a move to give the mishap advantages to representative on the grounds that 25% of individuals were disappointed in mishap benefits.

- The board needs to improve the therapeutic and emergency treatment office.

- The board of has likewise improve the feeling of the organization.

- The board could give the cafeteria to unwinding of worker throughout the break time.

### VI. CONCLUSION

The investigation entitled A STUDY ON EMPLOYEE WELFARE MOTIVE IN SAR WORLDWIDE LOGISTICS Pvt Lmt plans to discover the worker mindfulness and fulfillment level with different welfare plans and wellbeing wears are given by the organization.

In light of the examination 90% of worker has disclosed to SAR WORLDWIDE LOGISTICS organization has given the wellbeing wears to the representative. Representative has completely fulfilled in restorative examination consistently in the organization. Organization give welfare offices to their representatives to keep their inspiration level high. [31],[33] And furthermore give numerous such statutory and non-statutory things approaches to keep up palatable degree of the worker. At long last the investigation of end that the workers are happy with the present welfare offices and security offices in the organization.

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