

Effectiveness of Employee Welfare Measures in AVR Manufactures Pvt Ltd

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Abstract: Welfare helps in keeping the confidence and inspiration of the representatives high in order to hold the workers for longer span. The welfare estimates need not be in money related terms just but rather in any sort/structures. Representative welfare incorporates checking of working conditions, making of modern congruity through foundation for wellbeing, mechanical relations and protection against ailment, mishap and joblessness for the laborers and their families
Keywords: Welfare, mechanical relations

I. INTRODUCTION

Work welfare has been characterized in different ways, however sadly no single definition has discovered widespread acknowledgment. The Oxford Dictionary characterizes work welfare as "endeavors to make life worth living for specialist" Chamber's Dictionary characterizes welfare as "a condition of faring or progressing admirably; opportunity from catastrophe, happiness regarding wellbeing, thriving." The ILO report alludes to work welfare as "and amiable environment and furnished with pleasantries helpful for such administrations, offices, and civilities, which might be set up in, or in the region of endeavors to empower people utilized in that to play out their work in sound great wellbeing and high assurance" The venture depends on welfare offices. The subject of the investigation was "an examination on representative welfare measures with extraordinary reference to AVR Manufacturers. [2],[4],[6]

II. METHODOLOGY

TABLE 7: TABLE SHOWING INCREMENT SYSTEM IN AVR MANUFACTURERS

Particulars	Number of Respondents	Percentage
Increment System Is Good Enough	118	98
Not Enough	2	2
Needs to improve more	0	0
Needs to improve little.	0	0
Total	120	100

CHART 7: CHART SHOWING INCREMENT SYSTEM IN AVR MANUFACTURERS

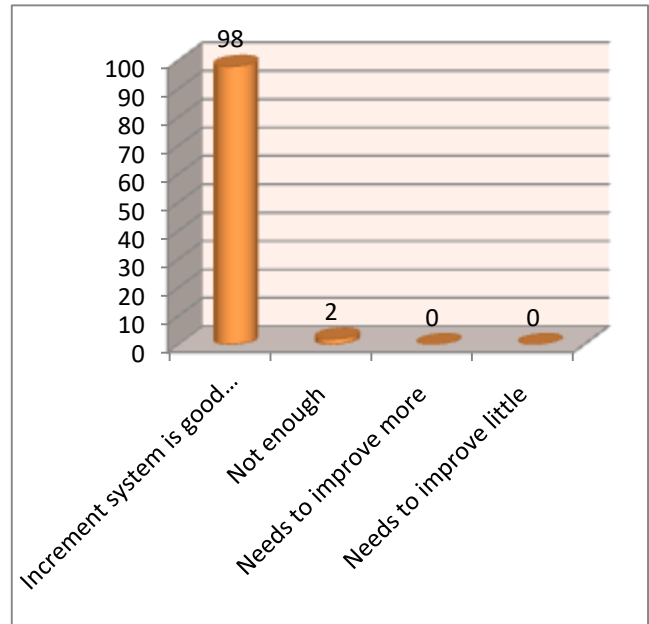
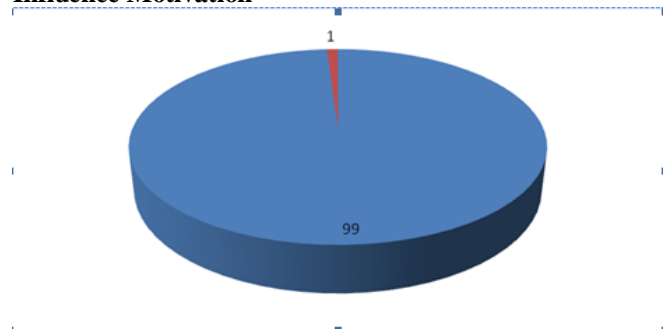


TABLE 2: TABLE SHOWING WHETHER WORKING CONDITION INFLUENCE MOTIVATION :

Particulars	Number Of Respondents	Percentage
YES	119	99
NO	1	1
Total	120	100

Chart 3 : Chart Showing Whether Working Condition Influence Motivation



Revised Manuscript Received on July 22, 2019.

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TABLE 3: TABLE SHOWING COMFORTABLE WORK SHIFT TIMING

Particulars	Number Of Respondents	Percentage
08.00am to 04.00pm	72	60
04.00pm to 12.00am	20	17
12.00am to 08.00am	28	23
Total	120	100

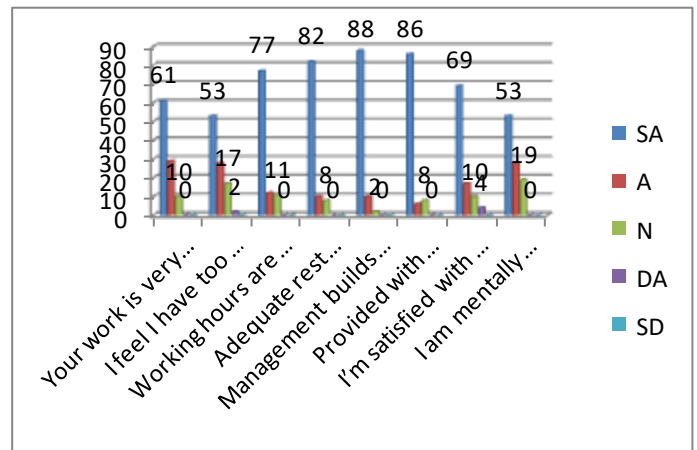


Table 5 Showing Working Condition And Nature Of The Job

S. No.	Particulars	SA	%	A	%	N	%	DA	%	SD	%	TOTAL
1	Your work is very challenging one	73	61	35	29	12	10	0	0	0	0	120
2	I feel I have too much work to do	64	53	34	28	20	17	2	2	0	0	120
3	Working hours are convenient for me I'm happy with my work place	92	77	15	12	13	11	0	0	0	0	120
4	Adequate rest intervals are given	98	82	12	10	10	8	0	0	0	0	120
5	Management builds and maintains work relationship	105	88	12	10	3	2	0	0	0	0	120
6	Provided with sufficient tools and equipments needed to do my work	103	86	7	6	10	8	0	0	0	0	120
7	I'm satisfied with the safety measures provided by my company	83	69	20	17	12	10	5	4	0	0	120
8	I am mentally and/or physically exhausted at the end of a day at work	64	53	33	28	23	19	0	0	0	0	120

TABLE 4 : TABLE SHOWING LOANS AND ALLOWANCE FOR THE FAMILY GIVEN BY AVR MANUFACTURERS:

Particulars	Number Of Respondent	Percentage
Housing allowances	15	13
Educational loans	22	18
Medical insurance & allowance	62	52
All the above	21	17
Total	120	100

Chart 4: chart showing loans and allowance for the family given by avr manufacturers

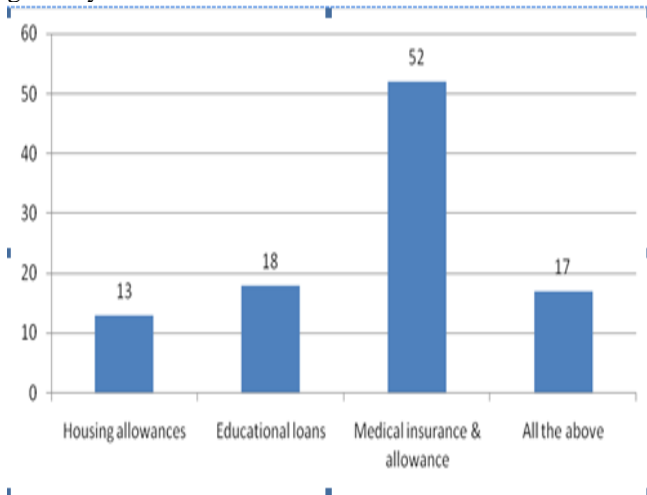


Chart 6 : Chart Showing Working Condition and Nature of The Job

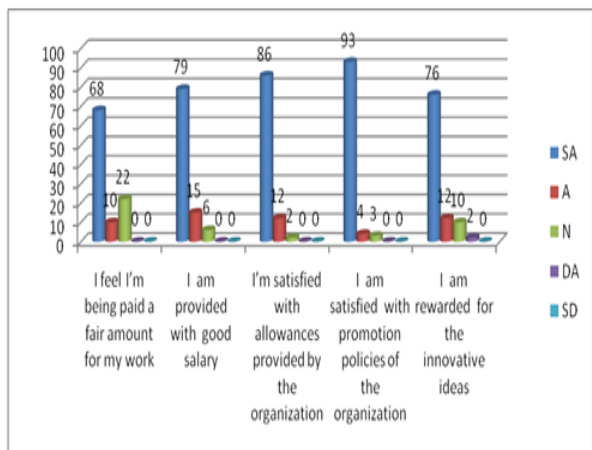
INFERENCE

This table shows that

- 86% of the respondents said that they are provided with adequate tools and materials that are needed to complete the work.
- 69% of the respondents are satisfied with the welfare measures provided by AVR Manufacturers.
- 53% of the respondents said that they are totally exhausted at the end of their work.

Table 6 :Table Showing Pay And Promotion

S.No.	Particulars	SA	%	A	%	N	%	D	%	SD	%	TOTAL
1.	I feel I'm being paid a fair amount for my work	82	68	12	10	26	22	0	0	0	0	120
2.	I am provided with good salary	95	79	18	15	7	6	0	0	0	0	120
3.	I'm satisfied with allowances provided by the organization	103	86	15	12	2	2	0	0	0	0	120
4.	I am satisfied with promotion policies of the organization	112	93	5	4	3	0	0	0	0	0	120
5.	I am rewarded for the innovative ideas	92	76	14	12	12	10	2	2	0	0	120



INFERENCE

Chart 6: Chart Showing Pay And Promotion

Table 7 : Table Showing Welfare Facility

S.No.	Particulars	SA	%	A	%	N	%	D	%	SD	%	TOTAL
1.	The organization has adequate transport facility	82	68	12	10	26	22	0	0	0	0	120
2.	The organization has adequate medical facilities	99	83	15	12	6	5	0	0	0	0	120
3.	I'm satisfied with the refreshment facilities	103	86	15	12	2	2	0	0	0	0	120
4.	We are provided with the rest and lunch room and they are good enough	105	87	12	10	3	3	0	0	0	0	120
5.	Parking facilities provided for our vehicles are satisfactory	92	76	14	12	12	10	2	2	0	0	120
6.	I'm satisfied with the first aid facilities	112	93	8	7	0	0	0	0	0	0	120

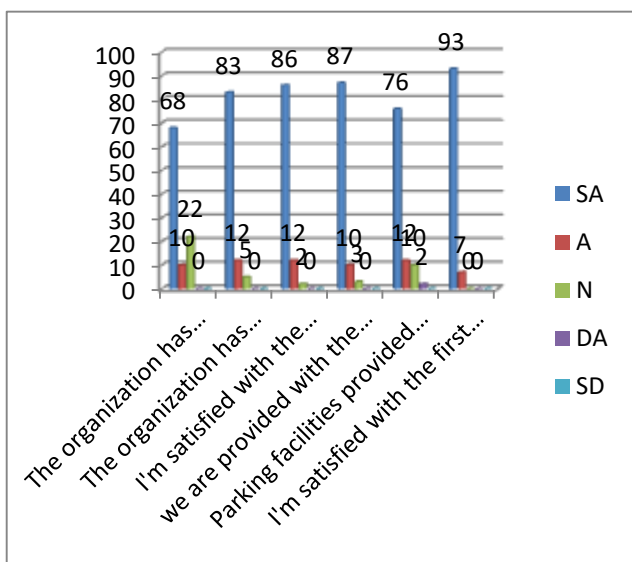


Chart 7: Chart Showing Welfare Facility

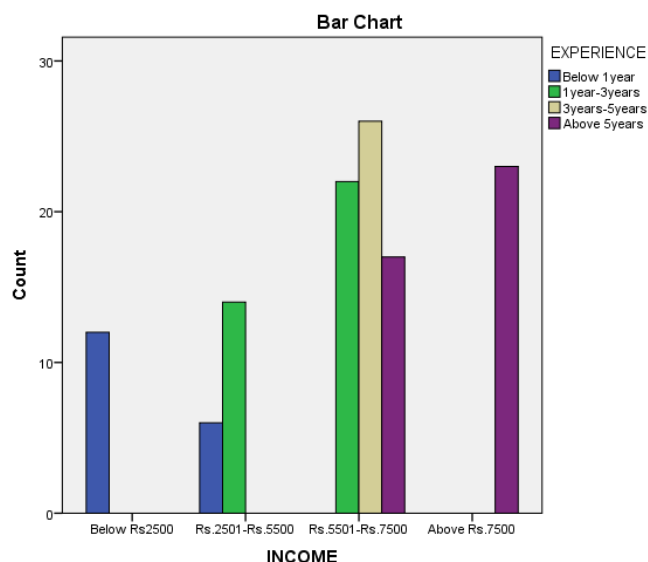


Fig 7 showing income variation

Degree of Freedom = (r-1) * (c-1)
= 3*3=9

Calculated value = 159.826

Tabulated value = 16.919

Z = Z cal > Z tab

Z = 159.826 > 16.919

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the income and experience.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the marital status and comfortable work shift timing. [7],[9] ,[11]

Alternate hypothesis (H1):

There is no significance difference between the marital status and comfortable work shift timing.

Table 8: showing marital status [13], [15] , [17]

MARTIAL STATUS		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
08.00am to 04.00pm	to	72	1.00	.000	.000	1.00	1.00	1	1
04.00pm to 12.00am	to	20	1.60	.503	.112	1.36	1.84	1	2
12.00am to 08.00am	to	28	2.00	.000	.000	2.00	2.00	2	2
Total		120	1.33	.473	.043	1.25	1.42	1	2

Test of Homogeneity of Variances

MARTIAL STATUS			
Levene Statistic	df1	df2	Sig.
1170.000	2	117	.000

ANOVA

MARTIAL STATUS					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	21.867	2	10.933	266.500	.000
Within Groups	4.800	117	.041		
Total	26.667	119			

III. RESULTS

- Most of the data are more number of respondent at the age 31-40. [14],[16], [18]
- Most of the data are many respondent in female gender.
- Based on the data number of respondents are married.
- Most of the data are more number of respondents income is between Rs.5501-Rs7500. [1],[3],[5]
- Most of the data are more experienced person fall above 5years.
- Most of the respondents cleanliness maintained in AVR Manufacturers is up to the satisfaction level and good. [19],[21],[23]
- Most of the data are more number of respondents are satisfied with the increment provided in AVR Manufacturers.
- Most of the data are more number of respondents are influenced by the working condition in AVR Manufacturers.
- Most of the data are more number of respondents are comfortable with the timing between 8.00 am to 4.00pm.
- Most of the data are more number of respondents are benefited with medical insurance and allowance.
- 61% of the respondents said that their work is a challenging one.
- 53% of the respondents feel that they have too much of work to do. [25],[27],[29]
- 88% of the respondents said that the management is maintain and building the work relationship.
- 86% of the respondents said that they are provided with adequate tools and materials that are needed to complete the work.
- 69% of the respondents are satisfied with the welfare measures provided by AVR Manufacturers.
- 53% of the respondents said that they are totally exhausted at the end of their work.
- 68% of the respondents are paid fair amount for their work.
- 79% of the respondents are provided with good salary.
- 86% of the respondents are satisfied with the allowance provided by the company.
- 93% of the respondents are satisfied with the promotional policy provided by the company.
- 76% of the respondents are rewarded for innovative ideas.
- 68% of the respondents are provided with adequate transport facility.
- 83% of the respondents are provided with adequate medical facility.

IV. CONCLUSION

As indicated by Factories act 1948 welfare offices are obligatory to the association. Welfare offices will influence the worker work fulfillment in association. [31],[33]

The laborers of the firm are progressively fulfilled contrasting with the staffs. Thus more center ought to be given in the fulfillment level of the workers in the staffs level. The investigation on representative's welfare measures AVR Manufacturers Private Limited is done with full co-activity of

the workers and the board. Quite far with in as far as possible the investigation is finished with the fulfillment of numerous people groups .Thus workers are the foundation of the association development and advancement.

From the examination the analyst reason that the vast majority of the representatives of "AVR Manufacturers Private Limited" are happy with welfare offices given by the association.

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