

An Examination on Satisfaction Level of Employee Benefits at BMW Plant Chennai

Magdalene Peter, S. Fabiyola Kavitha, G. Thilrukshan

Abstract: *The main objective of the study is to know the different types of Employee benefits offered by the company and to find the necessity of Employee benefits*

Key words: Employees, Benefit

I. INTRODUCTION

The investigation is to find the Satisfaction of Employees on the benefits which is received from the company [1-3]

The Employee benefits are

1. Employment policies.
2. Remuneration benefits.
3. Retirement benefits.
4. Social security.
5. Employee welfare.
6. Employee engagement.

• Employment policies: [4-6]

Employee policy covers such as

1. Leave policies.
2. Working hours.

• Remuneration benefits: [7,8]

Remuneration benefits covers such as

1. Incentives.
2. Bonus.

• Retirement benefits:[9]

Retirement benefits covers such as

1. Provident fund.
2. Gratuity.

• Social security: [10]

Social security benefits covers such as

1. ESI.
2. Medical insurance.

• Employee welfare: [11]

Employee welfare covers such as

1. Food.
2. Transport.
3. Uniform.

• Employee engagement:

Employee engagement covers such as

1. Recreation activities. possible.

II. OBJECTIVE

A. PRIMARY OBJECTIVE

• To find the Satisfaction of Employees on the benefits which is received from the company.

B. SECONDARY OBJECTIVE

• To find the different types of Employee benefits offered by the company.

• To find the necessity of Employee benefits.

III. NEED OF THE STUDY

• To know the approach of the company towards employees.

• To know the requirements of employees.

• To know advantage of Employee benefits.

IV. SCOPE OF THE STUDY

• To know about the Employee benefits

• To know the different types of Employee benefits.

• To recognize the satisfaction level of the Employees.

V. LIMITATIONS OF THE STUDY

• The survey was taken from the employees of BMW

• The time required for survey is more.

• Few employees are hesitated to give there feedback.

VI. REVIEW OF LITERATURE

Savery (1989) featured the activity fulfillment of medical attendants in Perth, Western Australia. The activity fulfillment level of the medical attendants was predominantly because of intriguing and testing work which was trailed by a sentiment of accomplishment wherein, he even said compensation was positioned as a low satisfier. The activity fulfillment level expanded as the individual developed old where in the factors like sex, time in emergency clinic, position held were controlled [12-17]. Associations ought to consistently concentrate on fulfilling the three fundamental needs (Individual sparks, Employee connections and individual connections) of a worker which will consequently help the

Revised Manuscript Received on July 22, 2019.

Magdalene Peter, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, Tamilnadu, India

S. Fabiyola Kavitha, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, Tamilnadu, India

G. Thilrukshan, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, Tamilnadu, India

representatives in accomplishing work fulfillment.

Melvin (1993) expressed that the ecological plan of an association assumes a significant job in occupation fulfillment simultaneously it likewise assumes a significant job in workers high employment contribution.

The creator even refers to that it is the duty of the administration to structure nature in such a way, that it diminishes the disappointment where in the work undertakings, working examples are appropriately referenced [18-22].

MacDermid(1999) contemplated the activity fulfillment level of compulsive workers. He said there are six factors of obsessive worker designs for example Obsessive workers, Enthusiastic Workaholics, Work Enthusiastic, Unengaged Workers, Relaxed Workers and Disenchanted Workers [23-25] The activity fulfillment level and profession fulfillment level was significantly more in Enthusiastic Workaholics , Work Enthusiastic, Relaxed Workers than Workaholics, Unengaged Workers and Disenchanted Workers on account of things to come vocation prospects, working inclusion, drive and work delight [26].

Beumont (1982) in his article highlights the job satisfaction level of general household in United States & Britain where in there is a close fit relationship in U.S than Britain. In the study he found that in U.S there is a positive relationship between Job Satisfaction and Age where as in Britain it was considerably low [27].

Savery (1987) features the impact of sparks on employment fulfillment. He states characteristic inspirations' aides in accomplishing work fulfillment. The manager helps in expanding the fulfillment level by offering a greater amount of inborn inspirations like testing work and vocation advancement to the subordinates and he is the person who gives the most unmistakable help to the subordinate[28, 29]. Singh and Jain (2013) features on workers work fulfillment and its effect on their presentation. Workers' disposition mirrors the lesson of the organization. Workplace is the key factor in occupation fulfillment. Great workplace and great working conditions prompts work fulfillment simultaneously helps in expanding representative work execution, benefit, consumer loyalty just as maintenance [30].

VII. RESEARCH METHODOLOGY

A. RESEARCH DESIGN

The research design used in this study was descriptive research design.

B. DATA COLLECTION

- Primary data was collected through structured questionnaire.
- Secondary data was gathered from Books & Magazines [31,32]

C. SAMPLING METHOD

Sampling Method used for this study was non probability purposive sampling

D. STATISTICAL TOOLS

- Statistical tools used for this study was Percentage analysis [33].

VIII. RESULTS AND DISCUSSION

TABLE NO: 1 TABLE SHOWING FEEDBACK ON LEAVE POLICIES

	Leave policies	No of persons responded	% of responded
Bad	0	25	0
Neither nor	2	25	8
Good	23	25	92

INFERENCE:

Nearly 92% of the employees feedback is Good, 8% of the employees feedback is Neither nor.

CHART NO: 1 CHART SHOWING THE FEEDBACK ON LEAVE POLICIES

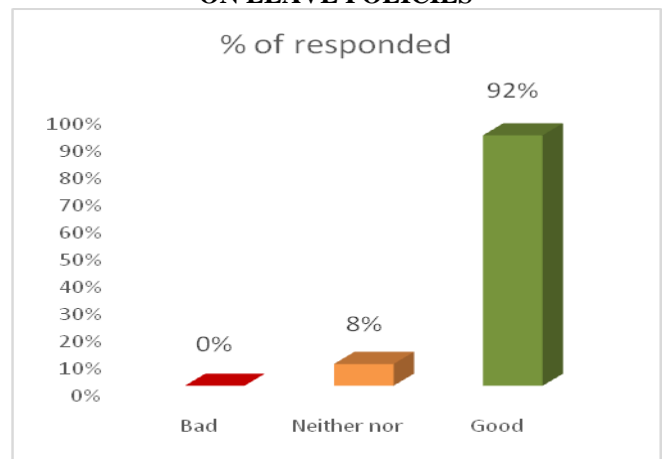


TABLE NO: 2 SHOWING FEEDBACK ON WORKING HOURS

	Working hours	No of persons responded	% of responded
Bad	0	25	0
Neither nor	0	25	0
Good	25	25	100

INFERENCE:

100% of the of the employees feedback is Good.

CHART NO: 2 CHART SHOWING THE FEEDBACK ON WORKING HOURS

INFERENCE:

100% of the of the employees feedback is Good.

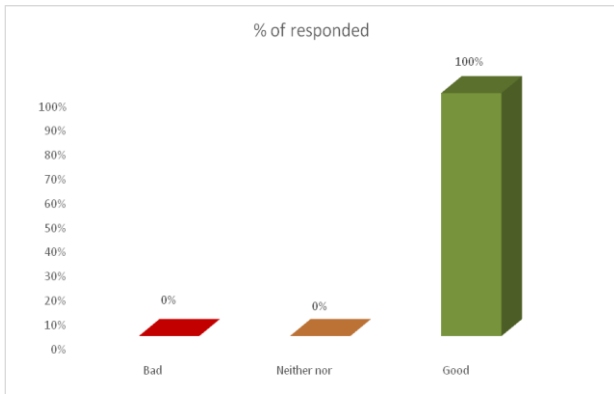


CHART NO: 3 CHART SHOWING FEEDBACK ON INCENTIVES

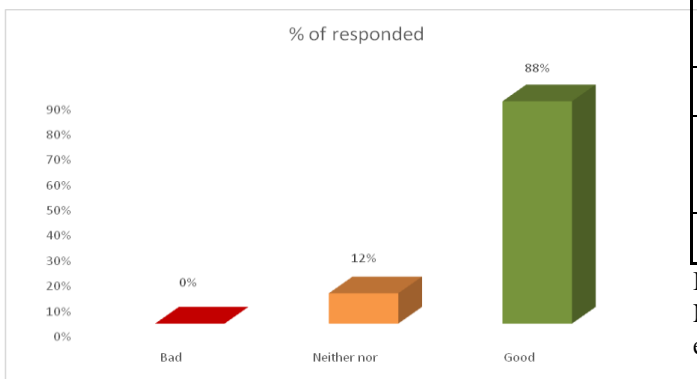


TABLE NO: 3 TABLE SHOWING FEEDBACK ON BONUS

	Bonus	No of persons responded	% of responded
Bad	0	25	0
Neither nor	2	25	8
Good	23	25	92

INFERENCE:

Nearly 92% of the employees s feedback is Good, 8% of the employees feedback is Neither nor.

CHART NO: 4 CHART SHOWING FEEDBACK ON BONUS

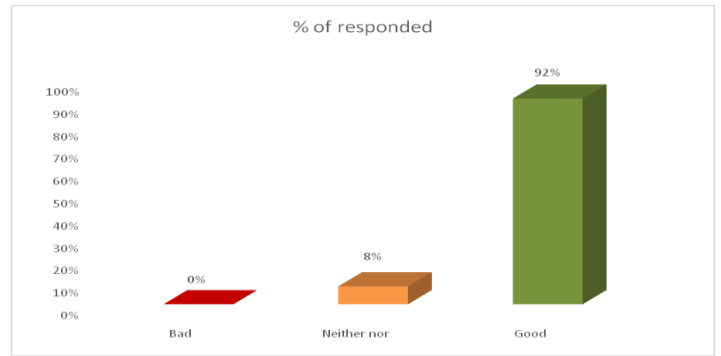


TABLE NO: 4 TABLE SHOWING FEEDBACK ON INCENTIVES

	Incentives	No of persons responded	% of responded
Bad	0	25	0
Neither nor	3	25	12
Good	22	25	88

INFERENCE:

Nearly 88% of the employees feedback is Good, 12% of the employees feedback is Neither nor.

TABLE NO: 5 TABLE SHOWING FEEDBACK ON PROVIDENT FUND

	Provident fund	No of persons responded	% of responded
Bad	0	25	0
Neither nor	0	25	0
Good	25	25	100

INFERENCE:

100% of the of the employees feedback is Good.

CHART NO: 5 CHART SHOWING FEEDBACK ON PROVIDENT FUND

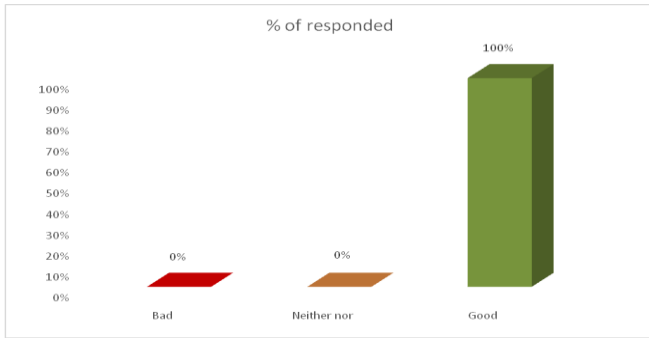


TABLE NO: 6 TABLE SHOWING FEEDBACK ON GRATUITY

	Gratuity	No of persons responded	% of responded
Bad	0	25	0
Neither nor	0	25	0
Good	25	25	100

INFERENCE:

Nearly 100% of the employees feedback is Good.

CHART NO: 6 CHART SHOWING FEEDBACK ON GRATUITY

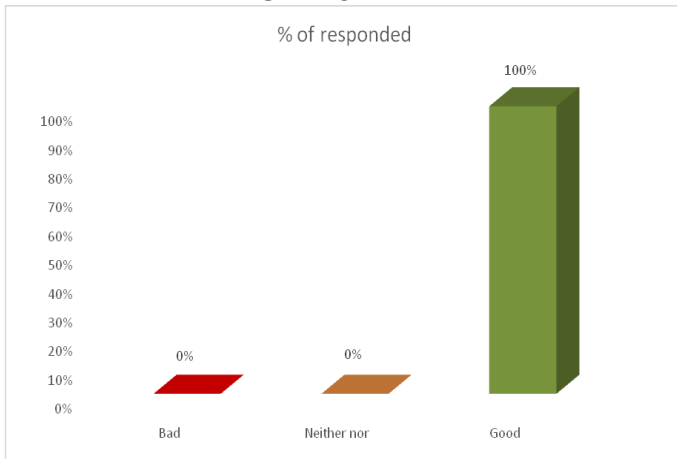


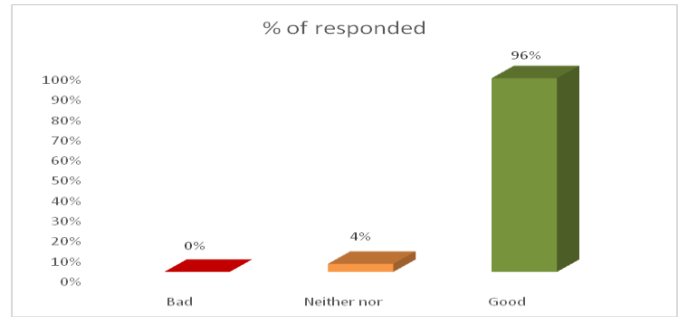
TABLE NO: 7 TABLE SHOWING FEEDBACK ON ESI

	ESI	No of persons responded	% of responded
Bad	0	25	0
Neither nor	1	25	4
Good	24	25	96

INFERENCE:

Nearly 96% of the employees feedback is Good, 4% of the employees feedback is Neither nor.

CHART NO: 7 CHART SHOWING FEEDBACK ON ESI



IX. FINDING

- 1) People are prefer to work in BMW Group because of Good employees welfare measures, Resanable salary packages and Brand name.

X. SUGGESTION

The suggestion for BMW Group is to maintain the Employee satisfaction level as best as possible, To increase the involvement and production.

XI. CONCLUSION

Success of BMW Group of companies is mainly due to the Employees best effective involvement in maintaining the quality as assured by them to the customers fullest satisfaction.

REFERENCES

1. BharthVajan R., Ramachandran S.,Psychographic dimensions of training,2016,International Journal of Pharmacy and Technology,V-8,I-4,P-23727-23729
2. Balakrishnan P., Bharthvajan R.,A study on human resource planning in hospitals in Chennai City,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7503-7507
3. Priyadarsini P., Bharthvajan R.,Role of emotional intelligence training programme in reducing the stress of the nurses,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7411-7421
4. Kerinab Beenu G., Bharthvajan R.,Empirical analysis on the cosmetic buying behavior of young women in South India,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7361-7366
5. Balakrishnan P., Bharthvajan R.,Whistling in the wind,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7586-7593
6. Krishnan B., Peter M.,Health hazards of Indian Bpo employee-an alarming issue,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7336-7341
7. Kerinab Beenu G.H., Peter M.,Role of insurance in economic development,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7532-7539
8. Balakrishnan P., Peter M., Priyadarsini P.,Efficiency of safety measures for wellbeing of employees in manufacturing



- industry,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7376-7382
9. Anbarasi M., Praveen Kumar S.,Online sales promotions of herbal products and its effectiveness towards tanisha.com,2019,Indian Journal of Public Health Research and Development,V-10,I-1,P-195-200
 10. Anbarasi M., Praveen Kumar S.,Various online marketing and promotions strategies to improve the validation towards the organic products in the pharmaceutical sectors,2019,Indian Journal of Public Health Research and Development,V-10,I-1,P-263-269
 11. Loganathan R., Praveen Kumar S.,Grievance handling a key factor for solving issues of employees in an organization,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7483-7491
 12. Loganathan R., Praveen Kumar S.,Study on preference of private label brands in super and Hypermarkets,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7327-7335
 13. Smitha M., Praveen Kumar S.,Understanding stress and its managementamong the nurses in Chennai city,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7560-7565
 14. Kerinab Beenu G.H., Praveen Kumar S.,A study on the investment behavior of Chennai investors in mutual fund schemes,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7520-7525
 15. Loganathan R., Praveen Kumar S.,Retention strategies key for organizational productivity,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7443-7447
 16. Pavithra J., Ganesan M., Brindha G.,State wise analysis of microfinance sector in India,2016,International Journal of Pharmacy and Technology,V-8,I-4,P-23417-23432
 17. Pavithra J., Ganesan M.,A comparative study on microfinance in India and abroad,2016,International Journal of Applied Business and Economic Research,V-14,I-8,P-5471-5476
 18. Pavithra J., Ganesan M.,A study on awareness and impact of micro-financial schemes,2016,International Journal of Applied Business and Economic Research,V-14,I-8,P-5449-5460
 19. Senthilmurugan P., Pavithra J.,Consumer preference towards organised retailing with reference to Big Bazaar,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7469-7475
 20. Senthilmurugan P., Pavithra J.,Implication of social media marketing in growing healthcare industry,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7448-7456
 21. Loganathan R., Pavithra J.,Consumer perception towards private label brand over other brands in super markets and hypermarkets,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7355-7360
 22. Kerinab Beenu G., Pavithra J.,Trade-off between liquidity and profitability in logistics industry,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7398-7401
 23. Kerinab Beenu G., Pavithra J.,A study on the prospective consumer's perception towards utility cars in Chennai city,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7526-7531
 24. Pavithra J., Dilli Babu P., Ambuli T.V.,A study on budgetary control at Maruti Service Masters, Chennai,2014,International Journal of Applied Business and Economic Research,V-12,I-2,P-151-161
 25. Pavithra J., Dilli Babu P., Ambuli T.V.,A study on customer satisfaction of retro Garments Pvt Ltd, Chennai,2014,International Journal of Applied Business and Economic Research,V-12,I-2,P-381-391
 26. Kerinab Beenu G.H., Pavithra J., Senthilmurugan P.,A study on the influence of promotional activities for TATA ARIA among consumers in Chennai,2014,International Journal of Applied Engineering Research,V-9,I-22,P-7572-7578
 27. Vijayaragavan S.P.,An investigative expert that's general FBG sensors,International Journal of Mechanical Engineering and Technology,V-8,I-8,PP-1500-1505,Y-2017
 28. Vijayaragavan S.P.,Equalization routing protocol for Wi-Fi sensor strategy,International Journal of Mechanical Engineering and Technology,V-8,I-8,PP-1662-1666,Y-2017
 29. Karthik B., Kiran Kumar T.V.U., Vijayaragavan P., Bharath Kumaran E.,Design of a digital PLL using 0.35µm CMOS technology,Middle - East Journal of Scientific Research,V-18,I-12,PP-1803-1806,Y-2013
 30. Kanniga E., Selvamarathnam K., Sundararajan M.,Kandigital bike operating system,Middle - East Journal of Scientific Research,V
 31. Jasmin M., Vigneshwaran T., Beulah Hemalatha S.,Design of power aware on chip embedded memory based FSM encoding in FPGA,International Journal of Applied Engineering Research,V-10,I-2,PP-4487-4496,Y-2015
 32. Jasmin M.,Optimization techniques for low power VLSI circuits,Middle - East Journal of Scientific Research,V-20,I-9,PP-1082-1087,Y-2014
 33. Jasmin M., Vigneshwaran T.,Fuzzy controller for error control of on - Chip communication,2017 International Conference on Algorithms, Methodology, Models and Applications in Emerging Technologies, ICAMMAET 2017,V-2017-January,I,PP-1-5,Y-2017

AUTHORS PROFILE



Magdalene Peter, Associate Professor, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, India



S. Fabiyola Kavitha, Associate Professor, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, India



G. Thilrukshan, Student, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai, India

