

“A STUDY ON WELFARE MEASURES PROVIDED BY GESTAMP AUTOMOTIVE CHENNAI PRIVATE LIMITED

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ABSTRACT

“Welfare”, it is the term derived from the French word, which means happiness or prosperity of the individuals. It Include 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 employee for longer duration.

KEYWORDS: Welfare, Wages, Organization & Improvement

INTRODUCTION

The welfare measures need not be in monetary terms only, but in any kind/forms. Employee welfare 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. It includes physical, moral, mental, emotional well being of the individual. It includes Labor welfare, that entails all those activities of the employer, which are directed towards providing the employee with certain facilities and services, in addition to wages or salaries.

OBJECTIVES OF WELFARE MEASURES

- To create & improves sound industrial relations.
- To boost up employee morale.
- To motivate the employees, by identifying & satisfying their unsatisfied needs.
- To provide qualitative work environment & work life.
- To provide security to the employees, against social risks likes old age benefits.
- To protect the health of the employees & to provide safety to employees.
- To promote employee welfare by providing a welfare measure like recreation
- To create a sense of belongingness among employee and to retain them.

NEED OF THE STUDY

- This study helps to analyze the working environment of Gestamp Limited
- The study helps to understand the level of satisfaction of workers towards the job.
- The study helps to understand how the employees are positively motivated towards the jobs.

SCOPE OF THE STUDY

- It helps to understand how the employees are positively motivated toward their work.
- It helps to understand how the employees are satisfied with the welfare measures provided by the organization.
- This study helps to understand the working environment of Gestamp Limited
- It helps to understand the various welfare measures provided to workers in Gestamp Limited

OBJECTIVE OF THE STUDY

- To learn the various welfare amenities that are provided to workers by Gestamp Limited
- To study the welfare measures that are provided to the workers under the Factories act 1948.
- To study how the employees are motivated positively towards the work.
- To offer suitable suggestions based on the study.

LIMITATIONS OF THE STUDY

- Time provided for the study is very limited.
- The sample size is confined to 100 employees, thus the results, cannot be generalized in the correct manner.
- The information collected may be biased, as the perception may differ time to time.

RESEARCH METHODOLOGY

It refers to the specific methods and procedure for acquiring the target needed. It is the frame work and procedure for carrying the study and for collection of data.

This includes the overall research design, the sampling procedure, the data collection method and analysis procedures.

Before the intimation of the study, the researcher must be in a position such that he/she must be aimed with the research problems.

DATA AND ITS NATURE

For gaining the information, to research the final interpretation, there is very much need of gathering the data from all sources available to the researcher.

Two types of data are available:

- Primary data
- Secondary data

Primary Data

Primary data will be collected through the questionnaire, interview method, survey method and observation method.

Questionnaire Method

In this study I have used Questionnaire method, it is the effective tool for the data collection, and it contains lists of questions which we send to the respondent of different groups to know the opinion regarding the work environment (or) about the company. Here the questions are predesigned for which the answers to be obtained and various conclusions are drawn. In this method I have framed 30 questions, which were distributed to 100 respondents and they were asked to answer the questions.

Secondary Data

Secondary method will be gathered and collected through secondary sources as below:

- Company website
- Books
- Journals
- Magazines
- Company records

SAMPLING METHOD

Sampling is the process of gaining the information by examining a part of an entire population, which is collected randomly through the survey method.

SAMPLING SIZE

In this study, sample size is 100.

SAMPLE DESIGN

Survey method of sampling is used for choosing the respondents.

TARGET POPULATION

In this study, the target population is employees of Gestamp Limited.

Table 1: Distribution of Respondents by Age

Age	No. of Respondents	Percent
20-25 yrs	16	16%
26-30 yrs	20	20%
31-40 yrs	24	24%
41 & above	40	40%
Total	100	100%

Interpretation

As can be seen from the above table, 40% of the respondents are between the age group of 40 and above, 24% are between the ages 31-40 years, 20% are between the age 26-30 years, and 16% of the respondents are 20-25 years.

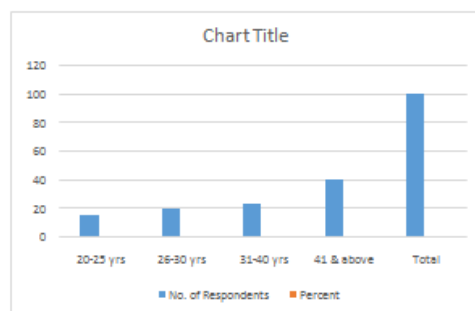


Table 2: Distribution of Respondents by Gender

Gender	No. of Respondents	Percent
Male	91	91%
Female	9	9%
Total	100	100%

Interpretation

As can be seen from the above table, the 91% of the respondents are male and 9% are female. The sample consists mainly of male as they are the majority.

Table 3: Distribution of Respondents by Work Experience

No. of years	No of Respondents	Percentage
1-5 years	31	31%
6-10 years	16	16%
11 and above	53	53%
Total	100	100

Interpretation

As seen from the above table 31% of respondents have the work experience between 1-5 years, 16% of respondents are between 6-10 years. 53% of the respondents have more than 11 years of work experience and above half of the people had, more than 11 years of experience.

Table 4: Distribution of Respondents by Drinking Water Facilities

Drinking Water Facilities	No of Respondents	Percentage
Excellent	12	12%
Good	56	56%
Need Improvement	32	32%
Total	100	100%

Interpretation

As can be seen from the above table 12% of the respondents felt that drinking water facilities are excellent, more than a half, that is 56% of the respondents felt it was good and 32% felt drinking water facilities have to be improved.

Table 5: Distribution of Respondents by Canteen Facilities

Canteen Facilities	No of Respondents	Percentage
Excellent	11	11%
Good	62	62%
Needs improvement	27	27%
Total	100	100%

Interpretation

As can be seen from the above table, 11% of the respondents felt that canteen facilities provided by the organization are excellent, 62% of respondents felt canteen facilities is good, and 27% felt it had to be improved.

Table 6: Distribution of Respondents by Sanitary Facilities

Sanitary Facilities	No of Respondents	Percentage
Excellent	04	04%
Good	35	35%
Needs improvement	61	61%
Total	100	100%

Interpretation

As can be seen from the above table 4% of the respondents has said sanitary facilities is excellent, 35% of respondent have said better, 61% of respondents have said sanitary facilities need to be improved.

Table 7: Distribution of Respondents by Working Environment

Working Environment	No of Respondents	Percentage
Excellent	7	7%
Good	41	41%
Need improvement	52	52%
Total	100	100%

Interpretation

As can be seen from the above table, 7% of the respondents felt working environment of Gestamp is excellent. 41% of the respondents felt good, 52% of the respondents felt it had to be improved.

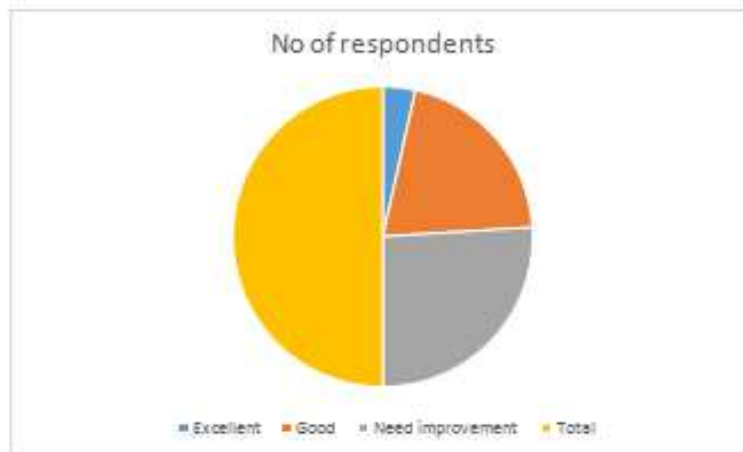


Table 8: Distribution of Respondents by Availability of Safety Tools

Availability of Safety Tools	No of Respondents	Percentage
Excellent	7	7%
Good	66	66%
Need improvement	27	27%
Total	100	100%

Interpretations

As can be seen from the above table, 7% of the respondents felt availability of safety tools is excellent, 66% of the

respondents felt it was good, and 27% of the respondent felt it had to be improved.

Table 9: Distribution of Respondents by Health and Medical Facilities

Health & Medical Facilities	No of Respondents	Percentage
Excellent	13	13%
Good	55	55%
Needs improvement	32	32%
Total	100	100%

Interpretation

As can be seen from the above table, 13% of the respondents have said health and medical facilities provided by Gestamp is excellent. More than the half of the respondents have said, it is good and 32% have said it have to be improved.

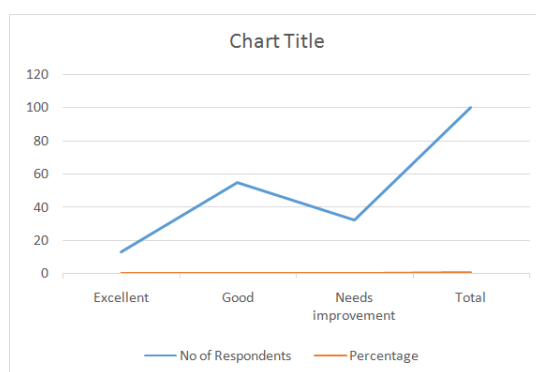


Table 10: Distribution of Respondents by Transport Facilities

Transport Facilities	No of Respondents	Percentage
Excellent	10	10%
Good	75	75%
Needs improvement	15	15%
Total	100	100%

Interpretation

As can be seen from the above table, 10% of the respondents felt transport facility provided by Gestamp is excellent. The majority of the respondents that is 75% of the respondents felt that it is good and 15 % felt that they need improvements.

Table 11: Distribution of Respondents by Leave Facilities

Leave Facilities	No of Respondents	Percentage
Excellent	15	15%
Good	80	80%
Needs improvement	5	5%
Total	100	100%

Interpretation

As can be seen from the above table, 15% of the respondents have said leave facilities in Gestamp is excellent. Majority, which is 80% have said it is good. And 5% said it needs improvement.

Table 12: Distribution of Respondents By Promotion Policies and Procedures

Promotion Policies & Procedures	No of Respondents	Percentage
Excellent	5	5

Table 12: Contd.,

Good	47	47
Needs improvement	48	48
Total	100	100

Interpretation

As can be seen from the above table, 5% of the respondents felt promotion policies and procedures at Gestamp, is excellent. 47% of the respondents felt it was good and 48% of the respondents felt it need improvement.

Table 13: Distribution of Respondents by Job Security

Job Security	No of Respondents	Percentage
Excellent	50	50
Good	46	46
Needs improvement	4	4
Total	100	100

Interpretation

As can be seen from the above table, 50% of the respondents said job security at Gestamp is excellent, 46% of the respondents said it is good, 4% of the respondent said it needs improvements.

FINDINGS

- Employees are satisfied with the job security provided by Gestamp Limited.
- The employees are satisfied with the perks and incentives provided in Gestamp Limited.
- Employees feel good towards the recreation facilities.
- The employees feel they need improvement, in sanitary facilities provided by Gestamp.
- The employees feel the drinking water facilities can be improved.
- The management should try to improve the working environment of Gestamp.
- Employees would be satisfied if they are provided a cash reward for the pursuing higher qualification.
- Employees feel good towards the educational allowance provided by Gestamp Limited.

SUGGESTIONS

- As Gestamp is good towards providing welfare measures provided, but the perception may differ time to time, the worker thought also varies. As per dual factor and Hertzberg theory employees are not made dissatisfied by welfare measures provided by the organization, but cannot be made satisfied.
- The management should try to improve its sanitary facilities.
- The management can make efforts in providing awesome drinking water.
- The management should also encourage the employees by providing cash awards when they pursue additional qualifications.

CONCLUSIONS

Gestamp is good in providing employee welfare, thus the only reasons, why the workers stick on to the job for more years. It would be good only when the above suggestions are considered and implemented properly.

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