

A STUDY ON EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO ARINGAR ANNA SUGAR MILL, KURUNGULAM, THANJAVUR

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Abstract—*The success of any organization largely depends on the satisfaction, health, and well-being of its employees. Employee welfare measures play a crucial role in enhancing employee morale, motivation, and productivity. This study aims to assess the effectiveness of the welfare facilities provided at Aringar Anna Sugar Mill, Kurungulam, Thanjavur. It focuses on various welfare aspects, including health and safety measures, recreational activities, canteen facilities, housing provisions, and social security schemes available to the employees. The research methodology involves a structured questionnaire, administered to a representative sample of employees across various departments. Data collected was analyzed using statistical tools to interpret the satisfaction level and expectations of employees regarding existing welfare measures. The study findings reveal that while the management has made commendable efforts in providing welfare amenities, certain areas require improvement to meet the evolving needs of employees. Based on the findings, the study suggests recommendations to enhance welfare measures further, aiming to foster a more supportive and efficient work environment at Aringar Anna Sugar Mill.*

Keywords: *Welfare Measures, Motivation, Employee Morale, Productivity, Safety Measures.*

INTRODUCTION

Employee welfare is seen as a critical component impacting an organization's overall success and sustainability in today's cutthroat industrial world. Employers can improve their workers' quality of life at work and raise their living standards by implementing employee welfare measures. Welfare measures go above and above what is required by law in order to create a workplace that is secure, healthy, and joyful. One of Tamil Nadu's significant government-owned sugar factories is the Aringar Anna Sugar Mill, which is situated in Kurungulam, Thanjavur district. Being a sizable manufacturing facility, it employs a sizable workforce that immediately boosts the company's output and profitability. Knowing this mill's employee wellness initiatives offers important insights on how a company can understanding employee welfare measures at this mill provides valuable insights into how an organization can maintain workforce satisfaction, reduce absenteeism, and enhance operational efficiency.

The purpose of this study is to appraise the welfare facilities offered by Aringar Anna Sugar Mill, gauge employee satisfaction with these programs, and recommend actions for future development. Analyzing the effects of welfare policies on worker morale, loyalty, and productivity is the main goal.

NEED FOR THE STUDY:

The study's necessity in contemporary enterprises, the significance of employee welfare has increased dramatically. It is well known that when workers feel valued, their commitment, morale, and productivity all significantly rise. Welfare measures are even more important in ensuring the well-being of employees in businesses like sugar mills, where working conditions can be physically taxing. The study is required to:

- Determine if the needs of employees are met by the welfare measures currently in place.
- Examine how employees view and comment on welfare programs.

- Offer management guidance on how to enhance wellness facilities, which will increase overall organisational performance.

OBJECTIVE OF THE STUDY PRIMARY OBJECTIVES

1. To assess the impact of employee welfare activities on employee satisfaction and motivation.
2. To evaluate the effectiveness of existing employee welfare programs
3. To study the level of satisfaction of various employee welfare measure with special Reference to social security in Aringar Anna Sugar Mills.

SECONDARY OBJECTIVES

1. To identify the most valued employee welfare benefits.
2. To examine the relationship between employee welfare activities and employee retention.
3. To identify areas for improvement in employee welfare activities.

SCOPE OF THE STUDY

The study focuses exclusively on the employees of aringar anna sugar mill, kurungulam, thanjavur. It covers various welfare measures such as:

- Health and medical facilities
- Housing provisions
- Canteen services
- Safety and sanitation
- Recreational and educational facilities
- Social security measures (insurance, gratuity, pension)

The study is limited to the perspectives of employees currently working in different sections of the mill.

RESEARCH METHODOLOGY

RESEARCH MEANING

Research is an art of scientific investigation. According to Redman and Mary defines research as a “systematic effort to gain knowledge”. Research methodology is way to systematically solve the research problem. It is a plan of action for a research project and explains in detail how data are collected and analyzed. This research study is a descriptive research study.

RESEARCH DESIGN

A research design is a plan that specifies the objectives of the study, method to be adopted in the data collection, tools in data analysis and hypothesis to be framed. “A research design is an arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure.

Research design is the framework of research methods and techniques chosen by a researcher to conduct a study. The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success.

DATA COLLECTION METHOD

For collecting primary data, questionnaires method was followed. The questionnaires were issued to collect the data. Interaction with the employees was also done in an informal way. So as to gather information about the feeling of the respondent with regard to the topic under investing.

SOURCE OF DATA:**PRIMARY DATA:**

The primary data has been collected by means of a questionnaires method to the employees of Aringar Anna Sugar Mills.

SECONDARY DATA:

The secondary data has been collected from various public sources. Books, journals, and various websites.

SAMPLING DESIGN:

The population for this study consists of the entire workforce of Aringar Anna Sugar Mills, Thanjavur. This includes employees from various departments and hierarchical levels. The individual employees of Aringar Anna Sugar Mills form the sampling units for this research.

SAMPLE SIZE:

The sample size taken for the current study is 100.

TOOLS USED FOR ANALYSIS:

To analyze and interpret collected data the following statistical tools were used.

- Percentage analysis
- Chi-square test
- Correlation

LIMITATIONS OF THE STUDY

- The study is limited to the Arignar Anna Sugar Mill and may not be generalized to other industries.
- Some employees may hesitate to provide honest feedback fearing repercussions.
- The findings are based on the perceptions of employees at the time of the survey

DATA ANALYSIS AND INTERPRETATION**CHI-SQUARE TEST****INFLUENCE ON DECISION TO STAY AND YEAR OF EXPERIENCE****NULL HYPOTHESIS:**

H0: there is no significant association between influence on decision to stay and year of experience.

ALTERNATIVE HYPOTHESIS

H1: there is a significant association between influence on decision to stay and year of experience.

Influence on Decision to stay * Years of Experience Crosstabulation

		Years of Experience				Total
Less than 1 year			4 to 5 years	6 to 10 years	More than 10 years	
Influence on Decision to stay	Not at all influential	1	0	1	5	7
	Slightly influential	1	3	9	17	30
	Moderately influential	2	5	13	21	41

	Highly influential	2	1	3	16	22
Total		6	9	26	59	100

Chi-Square Tests

Value	df	Asymptotic (2-sided)	Significance
Pearson Chi-Square	6.902a	9	.647
Likelihood Ratio	7.657	9	.569
Linear-by-Linear Association	.031	1	.859
N of Valid Cases	100		

a. 10 cells (62.5%) have expected count less than 5. The minimum expected count is .42.

Source: primary data

INTERPRETATION:

From the above chi-square table, it is found that the calculated chi-square value is 0.647, which is greater than 0.05. Thus, the null hypothesis is accepted. Hence, there is no significance difference between influence on decision to stay and year of experience.

FINDINGS

- The majority of employees (57%) are aged above 45 years, indicating an experienced workforce.
- 79% of the respondents are male, suggesting a male-dominated workforce.
- 59% of employees have more than 10 years of experience, reflecting long-term loyalty.
- 41% of employees fall within the salary range of ₹21,000–₹30,000, indicating a moderate pay structure.
- 41% of employees are fully aware of the welfare activities provided by the organization.
- 39% of employees rated the effectiveness of welfare activities as "Good," showing general satisfaction.
- A majority of employees are satisfied with the sanitary and transport facilities provided.
- 48% of employees agree that welfare activities have helped reduce workplace stress and improve motivation.
- 42% of employees are moderately aware of the social security welfare benefits.
- 44% of employees are satisfied with the social security benefits offered.
- 41% of employees reported that welfare activities somewhat improve their productivity.
- Salary and benefits are the most important factors influencing employees' decision to stay or leave.
- 44% of employees felt there is a high need to improve or introduce new welfare activities.
- Better medical facilities are the most suggested additional welfare measure by employees.

- Poor maintenance of existing welfare facilities is identified as a major challenge.
- Welfare measures make employees more likely to stay with the company.
- Chi-Square Test: There is a significant relationship between the effectiveness of welfare activities and employee motivation (Chi-Square test result significant).
- Chi-Square Test: There is no significant relationship between satisfaction with social security benefits and employee retention.
- Correlation: There is a moderate negative correlation between welfare activities improving productivity and the likelihood of employees staying.

SUGGESTIONS

- Management should focus on enhancing the effectiveness of welfare activities to further improve employee motivation.
- Awareness programs can be organized to educate employees about social security benefits.
- Salary and benefits packages can be reviewed periodically to retain experienced employees.
- Regular maintenance and upgrading of welfare facilities like sanitary areas, transportation, and restrooms is necessary.
- Additional welfare measures like better medical facilities and improved canteen services can be introduced.
- Monitoring systems can be set up to ensure the quality and maintenance of existing welfare facilities.
- Employee feedback mechanisms can be strengthened to understand evolving welfare needs.

CONCLUSION

The study on the effectiveness of employee welfare measures at Arignar Anna Sugar Mill, Kurungulam, Thanjavur, reveals that the organization has taken several positive steps to ensure the well-being of its employees. The majority of the workforce is experienced and has shown long-term commitment, which reflects a generally stable work environment. While many employees express satisfaction with existing welfare facilities such as sanitation, transport, and basic health provisions, there is still a considerable demand for improvement and expansion in certain areas—particularly medical services, social security awareness, and facility maintenance.

The analysis highlights a significant relationship between effective welfare activities and employee motivation, underscoring the importance of a supportive work environment in enhancing performance. However, issues such as inadequate awareness of benefits and poor maintenance practices continue to hinder the overall impact of welfare initiatives. Moreover, while welfare measures positively influence motivation, their direct impact on employee retention and productivity appears less conclusive.

To bridge these gaps, the study recommends improved communication, periodic review of welfare strategies, better facility upkeep, and increased involvement of employees in feedback processes. Implementing these recommendations will not only enhance employee satisfaction but also contribute to higher productivity, lower attrition, and a more positive organizational culture.

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