

A STUDY ON EMPLOYEE HEALTH AND WELFARE MEASURES AT TNPL, KARUR

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Abstract— *Employee health and welfare measures are important for improving employee satisfaction, workplace safety, productivity, and organizational performance. This study focuses on the health and welfare measures provided by Tamil Nadu Newsprint and Papers Limited. The research aims to analyze employee satisfaction regarding medical facilities, safety measures, sanitation, canteen facilities, transportation, and other welfare services. Primary data were collected from 180 employees using structured questionnaires. Statistical tools such as Percentage Analysis, Chi-Square Analysis, Correlation Analysis, and ANOVA were used for interpretation. The findings reveal that employees are generally satisfied with the welfare facilities provided by TNPL, especially medical and hygiene facilities. The study concludes that effective welfare measures improve employee morale, productivity, and industrial relations.*

Keywords: *Employee Satisfaction, Workplace Safety, Productivity, Organizational Performance, Health and Safety Measures.*

INTRODUCTION

Employee welfare and health measures play a significant role in Human Resource Management because they help maintain employee well-being, safety, and motivation. Industrial organizations provide welfare facilities such as medical support, sanitation, canteen facilities, transportation, insurance, and safety measures to improve employee satisfaction and productivity.

Tamil Nadu Newsprint and Papers Limited is one of the leading paper manufacturing companies in India. The organization uses eco-friendly production methods and focuses on employee welfare, safety, and environmental sustainability. TNPL regularly conducts health checkups, safety awareness programs, and welfare activities to maintain a safe working environment.

STATEMENT OF THE PROBLEM

Employees working in manufacturing industries are exposed to workplace hazards such as machinery, chemicals, noise, heat, and dust. Lack of adequate welfare measures may reduce employee motivation and productivity. Employees may also face dissatisfaction regarding sanitation, canteen facilities, medical services, and safety equipment. Therefore, it is necessary to evaluate the effectiveness of employee health and welfare measures provided by TNPL, Karur.

OBJECTIVES OF THE STUDY

Primary Objective

To study employee health and welfare measures at TNPL, Karur.

Secondary Objectives

- To study the welfare measures provided to employees.
- To examine the effectiveness of medical and safety facilities.

- To identify the impact of welfare measures on productivity.
- To analyze employee satisfaction regarding welfare facilities.
- To provide suggestions for improving employee welfare measures.

RESEARCH METHODOLOGY

The study adopted a descriptive research design. Primary data were collected from 180 employees using structured questionnaires. Secondary data were collected from company records, journals, books, websites, and reports.

Sampling Method

Simple Random Sampling Method

Statistical Tools Used

- Simple Percentage Analysis
- Chi-Square Analysis
- Correlation Analysis
- ANOVA

Sample Size

180 Employees

REVIEW OF LITERATURE

- Armstrong (2006) stated that welfare measures improve employee satisfaction and productivity.
- Aswathappa (2012) explained that employee welfare helps maintain physical and mental fitness.
- Dessler (2013) emphasized the importance of health and safety programs in industries.
- Mamoria and Gankar (2011) highlighted the importance of labor welfare in improving work life quality.
- Gupta (2017) concluded that welfare measures improve organizational development and employee retention.

DATA ANALYSIS AND INTERPRETATION

The study found that:

- 51.7% of respondents are male and 48.3% are female.
- Most employees belong to the age group of 36–45 years.
- 90% of respondents stated that the workplace is maintained hygienically.
- 90.6% confirmed that medical facilities are available during emergencies.
- Medical facilities were ranked as the most important welfare measure.
- Employees showed positive opinions regarding sanitation and crèche facilities.
- Poor canteen quality was identified as the major problem faced by employees.

Chi-Square Analysis

The significance value (0.544) is greater than 0.05, indicating that there is no significant relationship between gender and employee welfare measures.

Variables	Chi-Square Value	Significance Value	Result
Gender and Welfare Measures	3.086	0.544	Not Significant

Correlation Analysis

The significance value (0.004) is less than 0.05, showing a significant relationship between welfare measures and employee productivity.

Variables	Correlation Value (r)	Significance Value	Result
Welfare Measures & Productivity	-0.212	0.004	Significant

ANOVA Analysis

The significance value (0.000) is less than 0.05, indicating significant differences among departments regarding welfare measures.

Variables	F Value	Significance Value	Result
Department Opinion on Welfare Measures	56.880	0.000	Significant

FINDINGS OF THE STUDY

Employees are generally satisfied with welfare facilities provided by TNPL.

Medical facilities and workplace hygiene are highly appreciated.

Safety training programs are considered effective.

Welfare measures positively influence employee productivity.

Employees expect improvement in canteen quality and safety equipment.

SUGGESTIONS

- Improve food quality and hygiene in canteen facilities.
- Increase awareness programs regarding welfare benefits.
- Strengthen safety measures and provide additional protective equipment.
- Conduct regular employee health checkups.
- Improve emergency healthcare response systems.

CONCLUSION

The study concludes that Tamil Nadu Newsprint and Papers Limited provides satisfactory employee health and welfare measures. Employees are mostly satisfied with medical facilities, sanitation, workplace hygiene, and welfare support. Effective welfare measures improve employee satisfaction, productivity, and industrial relations. Continuous improvement in welfare practices will help TNPL achieve better organizational efficiency and employee well-being.

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