

A STUDY ON EMPLOYEE SATISFACTION TOWARDS STATUTORY AND NON-STATUTORY WELFARE MEASURES IN KKP SPINNING MILL PVT LIMITED, NAMAKKAL

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Abstract—Employee welfare measures are important for increasing satisfaction, motivation, and productivity within an organization. These measures are divided into two types: statutory and non-statutory. Statutory measures are required by law, such as drinking water, sanitation, safety facilities, medical services, canteen facilities, and leave benefits. Non-statutory measures are optional, like transportation, insurance, training programs, recreational facilities, and other benefits provided by the company. This study looks at how satisfied employees are with these measures at KKP Spinning Mill Private Limited in Namakkal. It also finds out which factors affect employee satisfaction and examines how welfare measures influence employee morale. Data was collected through questionnaires from employees and from other sources like journals, books, websites, company records, and previous studies. The data was analyzed using percentages, chi-square tests, correlation, and other statistical methods. The results show that good welfare measures lead to higher satisfaction, more productivity, less absenteeism, and a better work environment. The study concludes that both statutory and non-statutory welfare measures are necessary for improving employee well-being and organizational efficiency.

Keywords: Employee Satisfaction, Statutory Welfare Measures, Non-Statutory Welfare Measures, Employee Welfare, Labour Welfare, Employee Motivation, Organizational Productivity, Spinning Mill Industry, Namakkal.

INTRODUCTION

Employee welfare is a key part of human resource management, focusing on improving the working and living conditions of employees. These welfare measures help employees work better and support the growth of the organization. In modern industries, employees are seen as valuable assets, and their satisfaction is important for productivity and success. Employee welfare includes various facilities, services, and benefits that employers offer to improve employees' physical, mental, social, and economic well-being.

Statutory welfare measures are those that companies are required to provide by law, such as drinking water, sanitation, washing facilities, restrooms, medical services, safety measures, canteen facilities, working hours, leave benefits, and first aid. These are necessary for ensuring the safety, health, and well-being of employees inside the workplace.

Non-statutory welfare measures, on the other hand, are those that companies provide beyond legal requirements, often to improve employee morale and satisfaction. These include transportation, incentives, insurance schemes, recreational activities, educational assistance, training programs, bonuses, and counseling services. These benefits help maintain good relations in the workplace and increase employee loyalty and commitment. In the textile and spinning mill industries, employees work in physically demanding conditions, which makes proper welfare facilities essential for their health, safety, and motivation.

Effective welfare measures can reduce stress, absenteeism, staff turnover, and dissatisfaction among employees. Employee satisfaction with these measures directly affects productivity, commitment, and work efficiency.

This study focuses on analyzing how satisfied employees are with both statutory and non-statutory welfare measures at KKP Spinning Mill Private Limited in Namakkal. It aims to evaluate the welfare facilities the company provides and understand employees' opinions on these measures. The research also examines the connection between welfare measures and employee satisfaction, helping managers identify areas where improvements are needed.

REVIEW OF LITERATURE

Anitha Rajathi and Sivaranjini (2023) conducted a study on employee welfare in textile industries and found that welfare facilities greatly influence employee satisfaction and work performance. The study showed that employees were satisfied with basic facilities such as drinking water, sanitation, medical services, and safety measures, but wanted improvements in transportation and recreational facilities.

Sharma and Gupta (2021) also did a study and found that welfare measures have a significant impact on employee satisfaction and productivity. They found that employees were highly satisfied with statutory measures like drinking water, sanitation, safety, and medical services.

Ramesh (2020) said that non-statutory measures such as transportation, incentives, insurance, and recreation positively affect employee morale and motivation. He concluded that these voluntary benefits help improve employee retention and commitment to the organization.

Patel (2022) observed that organizations providing good welfare facilities achieve higher productivity and better workplace relationships. He emphasized the importance of both statutory and non-statutory measures for employee well-being.

Singh (2021) stated that employee satisfaction is not only about salary but also about the welfare facilities and working conditions offered by the company. He found that welfare programs help build loyalty and improve organizational effectiveness.

Beloor (2020) did a study titled "A Study on Job Satisfaction and Employee Welfare in Garment Industries" and found that employee welfare measures strongly influence job satisfaction and performance. The study showed that employees were happy with medical services, safety, canteen facilities, and leave benefits, but needed improvements in transportation and recreational facilities.

The literature review suggests that statutory and non-statutory welfare measures are important for improving employee satisfaction, motivation, productivity, morale, and organizational commitment in textile industries.

IMPORTANCE OF THE STUDY

This study is important because employee welfare plays a major role in increasing satisfaction and improving organizational performance. These facilities help maintain the physical and mental health of employees, which in turn improves work efficiency and productivity. The study helps understand employees' opinions about the welfare measures provided by the company.

The findings will help management know what employees expect and make improvements to the welfare facilities accordingly. It also contributes to improving industrial relations, employee morale, and workplace satisfaction. The study offers useful suggestions for enhancing employee welfare practices in spinning mill industries.

STATEMENT OF THE PROBLEM

Employee welfare is important for keeping workers happy and the company productive.

In many factories, workers face issues like poor working conditions, lack of safety, poor health services, transportation problems, and other support services. If these facilities are not good enough, workers might get unhappy, take more time off, be less productive, and leave the job.

Even though companies offer some required and extra welfare services, workers might still not be satisfied. So, it's important to look at how satisfied workers are with the welfare measures at KKP Spinning Mill Private Limited in Namakkal and find areas that need improvement. This study will check workers' opinions about the welfare services and give suggestions to improve their satisfaction.

OBJECTIVES OF THE STUDY

Primary Objective:

To check how satisfied workers are with the statutory and non-statutory welfare services provided by KKP Spinning Mill Private Limited in Namakkal.

Secondary Objectives:

- To review the statutory welfare services given to workers at KKP Spinning Mill Private Limited.
- To look at the non-statutory facilities offered by the company to its workers.
- To find out the level of satisfaction regarding statutory and non-statutory welfare services.
- To identify the factors that affect worker satisfaction with these facilities.
- To compare satisfaction levels between statutory and non-statutory services.
- To find out the problems workers face with the welfare facilities.
- To give suggestions and recommendations to improve worker welfare and satisfaction at the organization.

SCOPE OF THE STUDY

This study mainly looks at the workers at KKP Spinning Mill Private Limited in Namakkal.

It examines how satisfied they are with the statutory and non-statutory welfare measures provided. The study looks at worker opinions on facilities like clean water, toilets, safety measures, medical care, canteens, transport, insurance, leave benefits, incentives, and leisure activities. It also finds out what influences their satisfaction and checks how welfare measures affect their motivation, productivity, happiness, and loyalty to the company.

LIMITATIONS OF THE STUDY

- The study only includes workers from KKP Spinning Mill Private Limited in Namakkal.
- The sample includes only some of the workers selected from the organization.
- The responses are based on personal opinions and satisfaction levels of the workers.
- Financial and time limits made it difficult to collect and analyze a large amount of data.
- Some workers might not have given accurate information about the welfare measures and facilities.

RESEARCH METHODOLOGY

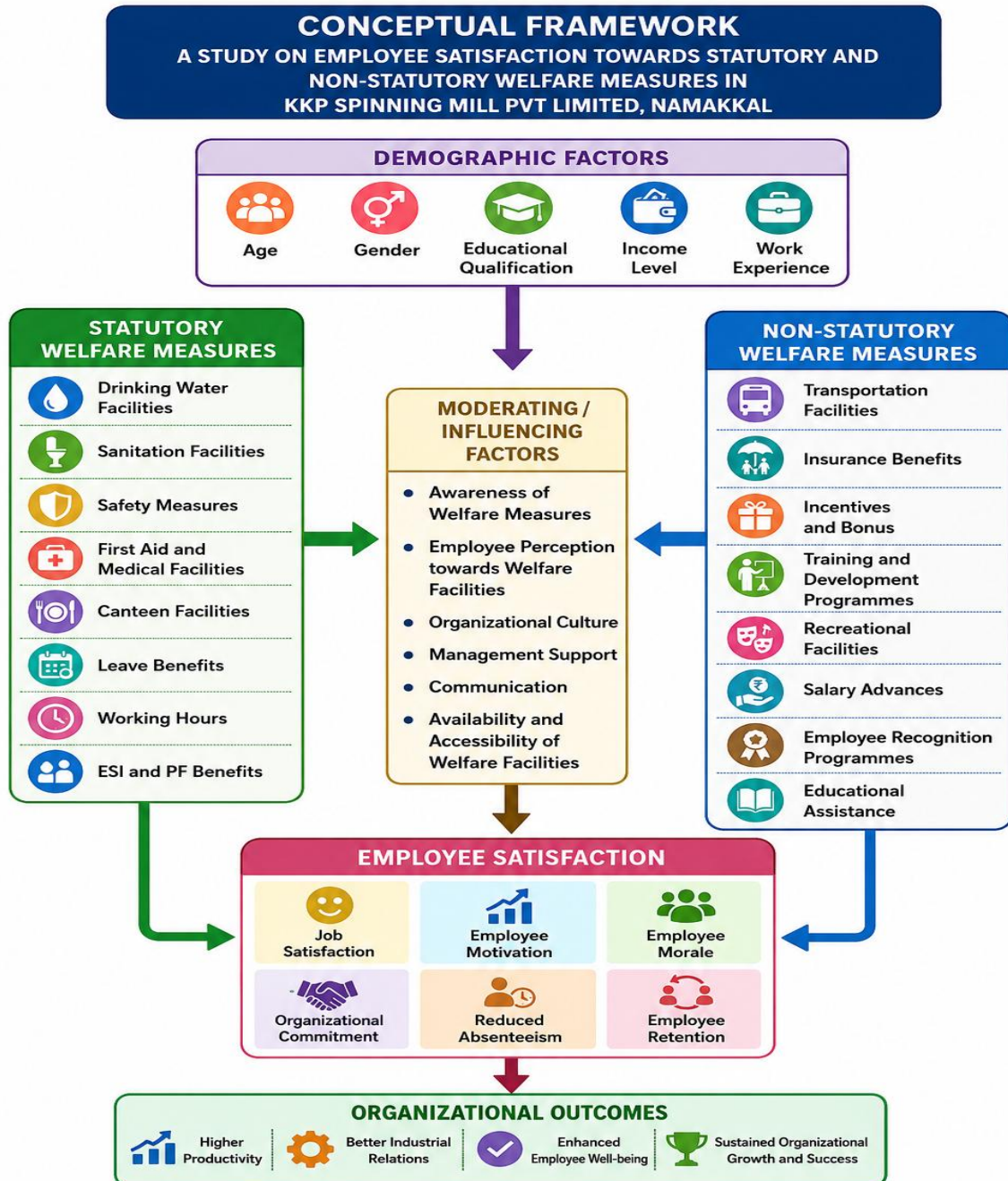
This study uses a descriptive research approach to understand and analyze the level of worker satisfaction with statutory and non-statutory welfare services at KKP Spinning Mill Private Limited in Namakkal. This method helps to understand workers' views, attitudes, and satisfaction levels concerning the welfare services provided. The study uses both primary and secondary data. Primary data were collected from workers using a questionnaire designed based on the study's objectives. Secondary data were gathered from books, journals, websites, research articles, and reports on worker welfare and industrial practices. A probability sampling technique, specifically simple random sampling, was used to ensure every worker had an equal chance of being selected. The total number of workers in the study is about 800, and 120 were selected for the study. Data were collected using questionnaires given to workers at KKP Spinning Mill Private Limited in Namakkal. The responses were carefully recorded for further analysis and interpretation. The collected data were analyzed using tools like percentage analysis, chi-square test, correlation analysis, regression analysis, and paired sample test, along with charts and graphs to better interpret and present the findings. The study mainly looks at the relationship between worker satisfaction and welfare measures, where factors like awareness, perception, and use of welfare facilities influence satisfaction. The main variable being studied is worker satisfaction towards welfare measures. The study period ran from January 2026 to April 2026, which allows for a systematic completion of the research.

CONCEPTUAL FRAMEWORK

The conceptual framework of the study explains how worker satisfaction is connected to welfare measures at KKP Spinning Mill Private Limited in Namakkal.

Worker satisfaction with statutory and non-statutory welfare measures is influenced by various factors. Demographic features like age, gender, education, income, and work experience play an important role in how workers perceive and feel about the welfare services in the company.

Statutory welfare measures such as safety measures, clean water, sanitation, first aid, and working conditions, along with non-statutory measures like transport, leisure facilities, bonuses, medical support, and other benefits, directly affect worker satisfaction.



RESULTS AND DISCUSSIONS

CORRELATION ANALYSIS BETWEEN STATUTORY WELFARE FACILITIES AND OVERALL EMPLOYEE SATISFACTION IN KKP SPINNING MILLS PVT. LTD.

Hypothesis:

Null Hypothesis (H₀): There is no significant relationship between statutory welfare facilities and overall employee satisfaction in the organization.

Alternative Hypothesis (H₁): There is a significant relationship between statutory welfare facilities and overall employee satisfaction in the organization.

Variables		TF	MF	HF	TP	WPS	OAS
TF	Correlation	1					
	Sig. (2-tailed)						
	N	120					
MF	Correlation	-.024	1				
	Sig. (2-tailed)	.793					
	N	120	120				
HF	Correlation	.079	.121	1			
	Sig. (2-tailed)	.393	.189				
	N	120	120	120			
TP	Correlation	.141	.058	-.145	1		
	Sig. (2-tailed)	.125	.531	.115			
	N	120	120	120	120		
WPS	Correlation	.130	.092	.190	-.199	1	
	Sig. (2-tailed)	.158	.315	.037	.030		
	N	120	120	120	120	120	
OAS	Correlation	.213	-.013	.005	.211	-.128	1
	Sig. (2-tailed)	.020	.886	.955	.021	.167	
	N	120	120	120	120	120	120

Correlation analysis was carried out to examine the relationship between welfare measures and overall employee satisfaction. The results showed that transport facilities ($r = 0.213$, $p = 0.020$) and training programs ($r = 0.211$, $p = 0.021$) had a positive and significant relationship with satisfaction, indicating these factors improve satisfaction levels. However, housing facilities, medical facilities, and workplace safety did not show a statistically significant relationship with overall satisfaction. Overall, the study concludes that transport facilities and training programs are the main factors positively influencing employee satisfaction in the organization.

REGRESSION ANALYSIS ON THE IMPACT OF STATUTORY WELFARE FACILITIES ON OVERALL EMPLOYEE SATISFACTION IN THE ORGANIZATION

Hypothesis:

Null Hypothesis (H₀): There is no significant impact of statutory welfare facilities on overall employee satisfaction in the organization.

Alternative Hypothesis (H₁): There is a significant impact of statutory welfare facilities on overall employee satisfaction in the organization.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.308 ^a	.095	.055	.605

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.981	.812		3.670	<.001
	transport facilities	.190	.085	.204	2.221	.028
	Medical facilities	-.006	.099	-.005	-.060	.952
	Housing facilities	.034	.073	.043	.462	.645
	Training programme	.185	.105	.165	1.762	.081
	Workplace safety	-.166	.122	-.128	-1.360	.177

a. Dependent Variable: Overall satisfaction

The regression analysis was done to look at how welfare measures affect employee satisfaction. The results show that the regression model is statistically significant ($p = 0.043$), meaning that the chosen welfare factors together have an impact on how satisfied employees are. Among these, transport facilities have a significant positive effect on satisfaction ($p = 0.028$). However, training programs, medical facilities, housing facilities, and workplace safety do not significantly affect satisfaction. Overall, transport facilities are seen as the main factor influencing employee satisfaction in the organization.

PAIRED SAMPLE PROPORTION ANALYSIS OF STATUTORY AND NON-STATUTORY WELFARE FACILITIES IN RELATION TO EMPLOYEE SATISFACTION IN THE ORGANIZATION

Hypothesis:

Null Hypothesis (H₀): There is no significant difference between statutory and non-statutory welfare facilities in influencing employee satisfaction in the organization.

Alternative Hypothesis (H₁): There is a significant difference between statutory and non-statutory welfare facilities in influencing employee satisfaction in the organization.

Paired Samples Correlations

Variable		N	Correlation	Significance
				One-Sided p
Pair 1	Statutory & non statutory welfare	120	.448	<.001

Paired Samples Test

		Paired Differences					t	df	Significance	
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				One-Sided p	Two-Sided p
					Lower	Upper				
Pair 1	Statutory – non statutory	-.06070	.02787	.00254	-.06574	-.05567	-23.861	119	<.001	<.001

The paired-sample analysis was used to compare statutory and non-statutory welfare facilities among employees. The results show a significant difference between the two types of welfare measures, as the significance values from the McNemar test ($p = 0.034$) and Mid-p Adjusted Binomial test ($p = 0.039$) are both below 0.05. Therefore, the study concludes that employees are generally more satisfied with statutory welfare facilities compared to non-statutory ones.

FINDINGS OF THE STUDY

- Transport facilities and training programmes have a positive and significant relationship with overall employee satisfaction.
- Medical facilities, housing facilities, and workplace safety do not show a significant relationship with employee satisfaction.
- Regression analysis reveals that welfare measures collectively have a significant influence on employee satisfaction ($p < 0.05$).
- Among all welfare measures, transport facilities play a major role in improving employee satisfaction.
- The paired sample analysis indicates a significant difference between statutory and non-statutory welfare measures. Employees show comparatively higher satisfaction towards statutory welfare facilities.
- The Chi-Square analysis shows no significant association between gender and employee perception towards welfare measures, indicating that male and female employees have similar opinions regarding welfare facilities.
- Overall, employees are generally satisfied with the welfare measures provided by the organization, particularly statutory welfare facilities.

SUGGESTIONS / RECOMMENDATIONS OF THE STUDY

- The company should improve housing facilities and employee recognition programs to boost satisfaction.
- More attention should be given to enhancing educational support and welfare benefits for employees and their children.
- Regular feedback systems should be introduced to identify employee needs and improve welfare measures effectively.
- The organization should further strengthen non-statutory welfare schemes such as recreational and skill development programs.
- Awareness programs should be conducted to ensure employees are fully informed about available welfare measures.
- Safety and hygiene facilities should be continuously monitored and upgraded to maintain a healthy working environment.

CONCLUSION

Employee welfare measures are essential for improving satisfaction, motivation, and overall organizational performance. The study concludes that employees of KKP Spinning Mill Private Limited are generally satisfied with statutory welfare measures such as ESI, PF, safety provisions, leave policy, and working hours, which ensure job security and financial protection. It is also found that non-statutory welfare measures, including transportation facilities, medical support, training programs, salary advances, and insurance benefits, significantly contribute to employee wellbeing and productivity. However, certain areas such as housing facilities, employee recognition, and educational support require further improvement to enhance satisfaction. The study emphasizes that effective implementation and continuous improvement of both statutory and non-statutory welfare measures are essential for creating a positive working environment, increasing employee commitment, and achieving long-term organizational success.

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