Effectiveness of Employee Welfare Measures in AVR Manufactures Pvt Ltd

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Abstract: Welfare helps in keeping the confidence and inspiration of the representatives high in order to hold the workers for longer span. The welfare estimates need not be in money related terms just but rather in any sort/structures. Representative welfare incorporates checking of working conditions, making of modern congruity through foundation for wellbeing, mechanical relations and protection against ailment, mishap and joblessness for the laborers and their families.

Keywords: Welfare, mechanical relations

I. INTRODUCTION

Work welfare has been characterized in different ways, however sadly no single definition has discovered widespread acknowledgment. The Oxford Dictionary characterizes work welfare as "endeavors to make life worth living for specialist" Chamber's Dictionary characterizes welfare as "a condition of faring or progressing admirably; opportunity from catastrophe, happiness regarding wellbeing, thriving." The ILO report alludes to work welfare as "and amiable environment and furnished with pleasantries helpful for such administrations, offices, and civilities, which might be set up in, or in the region of endeavors to empower people utilized in that to play out their work in sound great wellbeing and high assurance" The venture depends on welfare offices. The subject of the investigation was "an examination on representative welfare measures with extraordinary reference to AVR Manufacturers. [2],[4],[6]

II. METHODOLOGY

Table 1: Table Showing Increment System in AVR Manufactures

| Particulars                | Number of Respondents | Percentage |
|----------------------------|-----------------------|------------|
| Increment System is Good Enough | 118                   | 98         |
| Not Enough                 | 0                     | 0          |
| Needs to improve more      | 0                     | 0          |
| Needs to improve little    | 1                     | 1          |
| Total                      | 120                   | 100        |

Chart 3: Chart Showing Whether Working Condition Influence Motivation
TABLE 3: TABLE SHOWING COMFORTABLE WORK SHIFT TIMING

| Particulars           | Number Of Respondents | Percentage |
|-----------------------|-----------------------|------------|
| 08.00am to 04.00pm    | 72                    | 60         |
| 04.00pm to 12.00am    | 20                    | 17         |
| 12.00am to 08.00am    | 20                    | 25         |
| Total                 | 120                   | 100        |

Table 4: Table showing loans and allowance for the family given by AVR Manufacturers:

| Particulars                  | Number Of Respondent | Percentage |
|------------------------------|----------------------|------------|
| Housing allowances           | 15                   | 13         |
| Educational loans            | 25                   | 21         |
| Medical insurance & allowance| 82                   | 66         |
| All the above                | 21                   | 17         |
| Total                        | 120                  | 100        |

Table 5 showing Working Condition And Nature Of The Job

| S. No. | Particulars                                                                 | SA | A | N | DA | SD | TOTAL |
|--------|------------------------------------------------------------------------------|----|---|---|----|----|-------|
| 1      | Your work is very challenging one                                           | 72 | 6 | 2 | 8  | 2  | 129   |
| 2      | I feel too much work to do                                                  | 64 | 5 | 4 | 10 | 2  | 125   |
| 3      | Working hours are convenient for me I'm happy with my work place            | 62 | 7 | 5 | 13 | 0  | 125   |
| 4      | Adequate rest materials are given                                           | 96 | 2 | 2 | 12 | 0  | 125   |
| 5      | Management is helpful and maintains good relationship                       | 105| 10| 7 | 6  | 0  | 125   |
| 6      | Provided with sufficient tools and equipments needed for my daily work      | 103| 10| 7 | 6  | 0  | 125   |
| 7      | I’m satisfied with the safety measures provided by my company               | 95 | 10| 7 | 6  | 0  | 125   |
| 8      | I'm mentally and physically exhausted at the end of a day at work            | 94 | 12| 7 | 6  | 0  | 125   |

INFERENCES

This table shows that
- 86% of the respondents said that they are provided with adequate tools and materials that are needed to complete the work.
- 69% of the respondents are satisfied with the welfare measures provided by AVR Manufacturers.
- 53% of the respondents said that they are totally exhausted at the end of their work.

Table 6: Table Showing Pay And Promotion
Fig 7 showing income variation

Degree of Freedom= (r-1) * (c-1) 
= 3*3=9

Calculated value = 159.826
Tabulated value = 16.919

Z = Z cal > Z tab
Z= 159.826 > 16.919

Hence, the Alternate hypothesis [H1] is accepted

**INFERENCE:**
Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the income and experience.

**ONE-WAY ANOVA CLASSIFICATION**

Null hypothesis (H0):
There is a significance difference between the marital status and comfortable work shift timing. [7],[ 9],[11]

Alternate hypothesis (H1):
There is no significance difference between the marital status and comfortable work shift timing.

Table 8: showing marital status[13],[15],[17]
III. RESULTS

- Most of the data are more number of respondent at the age 31-40. [14],[16],[18]
- Most of the data are many respondent in female gender.
- Based on the data number of respondents are married.
- Most of the data are more number of respondents income is between Rs.5501-Rs7500. [1],[3],[5]
- Most of the data are more experienced person fall above 5 years.
- Most of the respondents cleanliness maintained in AVR Manufacturers is up to the satisfaction level and good. [19],[21],[23]
- Most of the data are more number of respondents are satisfied with the increment provided in AVR Manufacturers.
- Most of the data are more number of respondents are influenced by the working condition in AVR Manufacturers.
- Most of the data are more number of respondents are comfortable with the timing between 8.00 am to 4.00 pm.
- Most of the data are more number of respondents are benefited with medical insurance and allowance.
- 61% of the respondents said that their work is a challenging one.
- 53% of the respondents feel that they have too much of work to do. [25],[27],[29]
- 88% of the respondents said that the management is maintain and building the work relationship.
- 86% of the respondents said that they are provided with adequate tools and materials that are needed to complete the work.
- 69% of the respondents are satisfied with the welfare measures provided by AVR Manufacturers.
- 53% of the respondents said that they are totally exhausted at the end of their work.
- 68% of the respondents are paid fair amount for their work.
- 79% of the respondents are provided with good salary.
- 86% of the respondents are satisfied with the allowance provided by the company.
- 93% of the respondents are satisfied with the promotional policy provided by the company.
- 76% of the respondents are rewarded for innovative ideas.
- 68% of the respondents are provided with adequate transport facility.
- 83% of the respondents are provided with adequate medical facility.

IV. CONCLUSION

As indicated by Factories act 1948 welfare offices are obligatory to the association. Welfare offices will influence the worker work fulfillment in association. [31],[33]

The laborers of the firm are progressively fulfilled contrasting with the staffs. Thus more center ought to be given in the fulfillment level of the workers in the staffs level. The investigation on representative's welfare measures AVR Manufacturers Private Limited is done with full co-activity of the workers and the board. Quite far with in as far as possible the investigation is finished with the fulfillment of numerous people groups. Thus workers are the foundation of the association development and advancement.

From the examination the analyst reason that the vast majority of the representatives of "AVR Manufacturers Private Limited" are happy with welfare offices given by the association.

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