

## A STUDY ON EFFECTIVENESS OF EMPLOYEE'S WELFARE MEASURES IN NEYVELI LIGNITE CORPORATION LIMITED

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### ABSTRACT

*The present study was under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in NLC Limited, Neyveli .that is prevalent in the organization that sponsored this project work. Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to the topic of Employees Welfare measures. It also aims at finding out the employee's relationship with the management. This survey is done within the organization. The sample size is 150. The data was collected by administering questionnaire and by adopting direct personal contact method.*

**Key words :** Welfare measure, level of satisfaction regarding the welfare facilities.

### INTRODUCTION

Welfare measures aims at providing several facilities and amenities which would enable the workers in industry to perform their work in health congenial surrounding conducting to good health and high morale. Welfare includes anything that is done for the physical intellectual for the employee in working place. As an employer there are implicit responsibilities that may not be covered by Employment legislation nor referred to in the contract of employment, but Nevertheless are necessary to support the employee/employer relationship and ensure the “Welfare” of the employee. Welfare or welfare work consists of actions or procedures, especially on the part of governments and institutions, striving to promote the basic well-being of individuals in need. These efforts usually strive to improve the financial situation of people in need but may also strive to

improve their employment chances and many other aspects of their lives including sometimes their mental health. In many countries, most such aid is provided by family members, relatives, and the local community and is only theoretically available from government sources.

### SCOPE OF THE STUDY

This project entitled “*A study on effectiveness of employee’s welfare measures in NLC Limited*” is a study particularly done at the in NLC Limited. The total workforce of the organization was around 19,000 consisting of industrial workers, technicians, operators, office staff, secretaries, field staff, technical executives and non – technical executives, managers. The corporation comprises six major production units viz.,

- MINE – I
- MINE – IA
- MINE – II
- THERMAL POWER STATION – I
- THERMAL POWER STATION – I EXPANSION
- THERMAL POWER STATION – II

Almost all the officers are situated in the industrial premises, with a sample size of ONE HUNDREDEN FIFTY respondents, who ate employees of in NLC Limited. This study further will useful for the organization in analyzing the perception or opinion of employees with respect to the welfare measures provided to them in NLC Limited.

### NEED OF THE STUDY

- To understand how welfare measures impact on employees.
- To identify the satisfaction level of employee through the welfare facilities.
- Whether the welfare facilities will improve the physical and psychological health of employee.

### OBJECTIVES OF THE STUDY

- To find out the welfare measures provided in NLC Limited.
- To identify the level of satisfaction regarding the welfare facilities extended to the employee at present.
- To analyze the strength and weakness with regard to existing welfare measures provided to the employees by NLC Limited.

- To provide further suggestions to improve the welfare measures of NLC Limited.

## METHOD OF DATA COLLECTION

### PRIMARY DATA

The primary data are those which are collected afresh and for the first time and those happen to be original in character. A primary data either through observation or through direct communication with respondents in one form or another or through personal interviews.

### SECONDARY DATA

The Secondary data on the other hand, are those have already been collected by someone else and which have already been passed through the statistical process.

### LIMITATIONS OF THE STUDY

- ❖ The sample size of the study, which consists of one hundred and fifty employees, cannot be generalized and applied for general public.
- ❖ Opinions are dynamic; hence, the results of the study based on these opinions are: likely to differ.
- ❖ The above-mentioned study is carried out in only one particular company and so the observations and results are not applicable for any other company.
- ❖ The results also depend upon the integrity of respondents in giving true and fair opinion and their level of knowledge in the subject under study.
- ❖ Data of similar companies were not available for comparison.

### DATA ANALYSIS AND INTERPRETATION:

**TABLE-1 SHOWING MONTHLY INCOME OF RESPONDENTS**

Monthly Income	Frequency	Percentage
Below 20000	37	25
20001-30000	80	53
30001-40000	14	9
above 40001	19	13
<b>TOTAL</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table reveals that, 37(25%) of the respondents are Below 20000, 80(53%) of the respondents are 20001-30000, 14(9%) of the respondents are 30001-40000 and 19(13%) of the respondents are Above 40000

**TABLE-2 SHOWING SATISFACTION LEVEL OF PART OF NLC FAMILY**

<b>Proud part of NLC family</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Neither satisfied nor dissatisfied</b>	<b>5</b>	<b>3</b>
<b>satisfied</b>	<b>63</b>	<b>42</b>
<b>Highly satisfied</b>	<b>82</b>	<b>55</b>
<b>TOTAL</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table reveals that, 5(3%) of the respondents are neither satisfy Nor Dissatisfy, 63(42%) of the respondents are Satisfied and 82(55%) of the respondents are Highly Satisfied.

**TABLE-3 SHOWING SATISFACTION LEVEL OF TRANSPORT FACILITIES**

<b>Transport facilities</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Neither satisfied nor dissatisfied</b>	<b>7</b>	<b>5</b>
<b>satisfied</b>	<b>76</b>	<b>50</b>
<b>Highly satisfied</b>	<b>67</b>	<b>45</b>
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table reveals that, 7(5%) of the respondents are Neither Satisfy Nor Dissatisfied, 76(50%) of the respondents are Satisfied and 67(45%) of the respondents are Highly Satisfied.

## FINDINGS AND SUGGESTIONS

### FINDINGS:

- 80(53%) of the respondents are getting monthly income of Rs. 20,001 to 30,000.
- 100(67%) of the respondents are satisfied in the providing welfare.
- 99(66%) of the respondents are satisfied in the clean and working environment.
- 75(50%) of the respondents are satisfied in the sitting arrangement.
- 82(55%) of the respondents are highly satisfied in the rent allowances.
- 76(50%) of the respondents are satisfied in the transport facilities.

### SUGGESTIONS:

- Even though the management of NLC limited improve new schemes of welfare measures.
- Most of the employees feel that they need additional welfare schemes from the existing ones in NLC limited.
- Employees of NLC limited need locker room facilities.
- Training and development programs are needed to improve in all departments.
- Finally an overall welfare measure extended by NLC limited to its employees is good. And they must adopt some of the new welfare measures for improving the organization.

### CONCLUSION:

To conclude welfare activities by any organization are very necessary for improving overall growth. Even though the NLC limited takes very much necessary steps to improving the welfare measures to the employees and also NLC limited offers wide range of amenities for workers in order to improve their efficiency and quality of work in the way of motivation.

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