

EMPLOYEE WELFARE MEASURES WITH SPECIAL REFERENCE TO BANKING SECTOR IN SALEM DISTRICT

J. SELVAKUMARI¹ & P. RAJA²

¹Research Scholar, Department of Commerce, Govt. Arts College (Autonomous), Salem, Tamil Nadu, India

²Assistant Professor, Department of Commerce, Govt. Arts College (Autonomous), Salem, Tamil Nadu, India

ABSTRACT

Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, moral and emotional well-being of an individual. Moreover, the term welfare is a relative concept, relative in time and space. The concept of welfare therefore varies from time to time, country to country and region to region. Employee welfare facilities in the organization effects on the behavior of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and more effectively.

KEYWORDS: Welfare, Employee Welfare, Employers

INTRODUCTION

Welfare, also referred to as betterment work of employees or employee services, refers to taking care of the well being of workers by employers, trade unions, government and independent organization. It is rather difficult to define the term welfare, as mentioned earlier, is a comprehensive and relative concept.

Importance of Employee Welfare

The improvement in the conditions of their life and work will lead to high production and peace, which will ultimately lead to the national progress. To save the workers from the evils, to increase production efficiency of the workers and to make the country more prosperous.

Employee Welfare Activities

Employee welfare activities are broadly divided into three divisions.

- Statutory
- Voluntary
- Mutual

Welfare Measures Inside the Work Place

Conditions of the work environment

- Neighborhood safety and cleanliness, attention to approaches

- Control of effluents
- Distribution of working hours and provision for rest times, meal times and breaks

Conveniences

- Urinals and lavatories, wash basins, bathroom, provision for spittoons, waste disposal
- Provision and care of drinking water, water coolers
- Canteen services full-meal, mobile canteen

Welfare Measures Outside the Work Place

- Housing bachelor's family residences according to types and rooms
- Water, sanitation, waste disposal
- Road's, lighting, parks, recreation, Playgrounds
- Markets, co-operatives, consumers and credit societies

Statutory Provisions for the Welfare of Women Workers

- Equal pay for work of equal value
- Night work
- Maximum permissible weight of load
- Unhealthy employments
- Other welfare facilities

Social Security

According to the social security (Minimum Standards) convention adopted by the ILO in 1952 following are nine components of social security

- Medical Care
- Sickness Benefit
- Old-age Benefit
- Employment injury Benefit
- Family Benefit
- Maternity Benefit

Welfare Facilities Provided by the Government

The Government of India has enacted several laws from time to time

Safety Services

Accidents are the consequence of two basic factors. "Technical and Human", Technical factors, includes all engineering deficiencies, related to plants, tools, material and general work environment. Thus, for example, improper lighting, poor machine guarding and careless housekeeping etc., Human factors, includes all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness.

Counseling Services

An employee very often comes across problems, which have emotional content. Counseling may be done by anybody in whom the employer has confidence and trust. It is not limited exclusively to professionally trained individuals.

Health Services

The equally important segment is the employee's general health, both physical and mental. The factors, which influence the general health of the worker can be divide into two broad groups, namely.

Employees Family Pension Scheme-1971

The family pension seeks to provide some monetary relief to the family members of employee who dies in service that is before superannuation. In the event of an employee's death his family gets pension on a graded scale depending on the employee on the employee last salary grade.

Workmen's Compensation act-1923

In 1923 the Government of India passed the workmen's compensation act intended to provide for the compensation to those workman who sustain personnel injuries by the accidents arising out of and in the course of their employment

Objectives of the Study

In the modern industrial welfare Era, employee welfare in considered significant. Employee welfare measures depend on nature of institutions and employees of the organizations. This study is aimed at analyzing the employee welfare measures adopted by commercial, bank especially nationalized commercial banks. The main threats is on the in campus and external welfare measures provided by the study unit.

Scope of the Study

The study in confined to only one among the 19 nationalized banks namely. The area of the study is confined to the Salem city limits due to favorable climate for research in the study unit, the analysis pertains only to the employees of the Banking sector.

Research Methodology

This study systematically organized and scientifically analyzed the data. For the study, census method of sampling is applied. The received respondents were codified & tabulated to achieve the objective of the study

Limitations

Due to scarcity of time and paucity of funds, the researcher has confined the study within the limits of Salem city.

The individuals responses alone are considered for the purpose of analysis, since the study is based on the primary data, all the limitation of primary data analysis have crept in this study. The findings of the study cannot be generalized to the banking sectors, as a whole.

Table 1: Gender of the Respondents

S. NO	Gender	No. of Respondents	Percentage
1.	Male	32	64
2.	Female	18	36
Total		50	100

Source: Primary Data

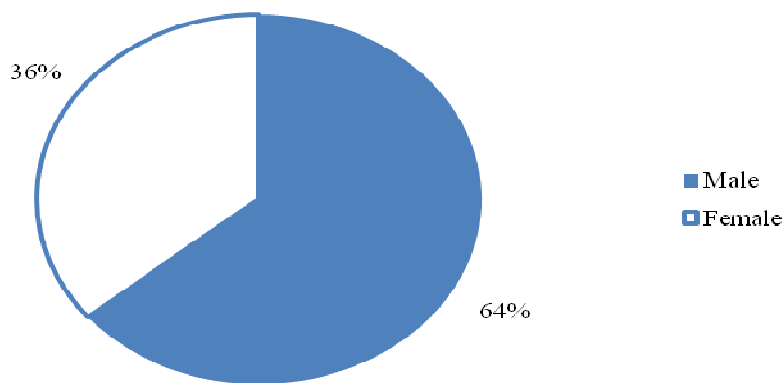


Chart 1: Gender of the Respondents

Table 2: Age of the Respondents

S. No	Age	No. of Respondents	Percentage
1.	Below 20 yrs	3	6
2.	21-25 yrs	8	16
3.	26-35	10	20
4.	36-45	12	24
5.	Above 45 yrs	17	34
Total		50	100

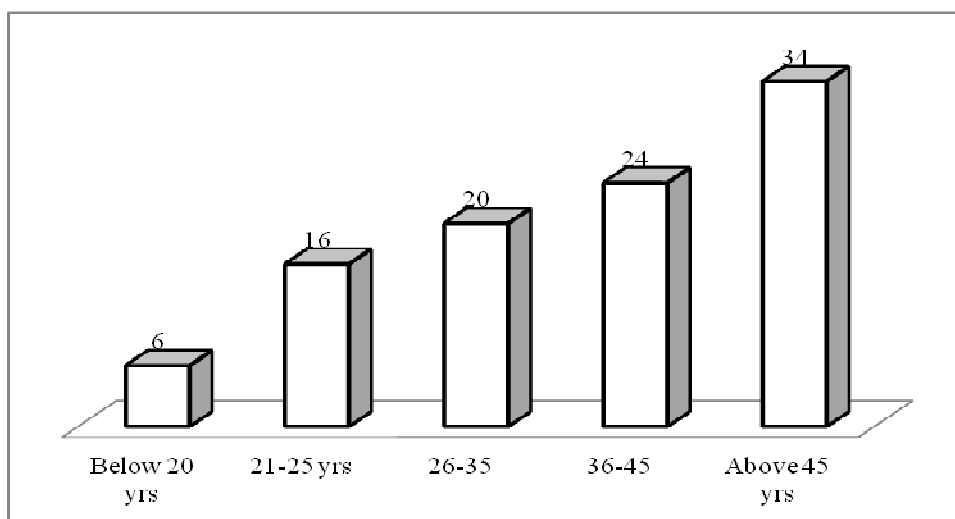
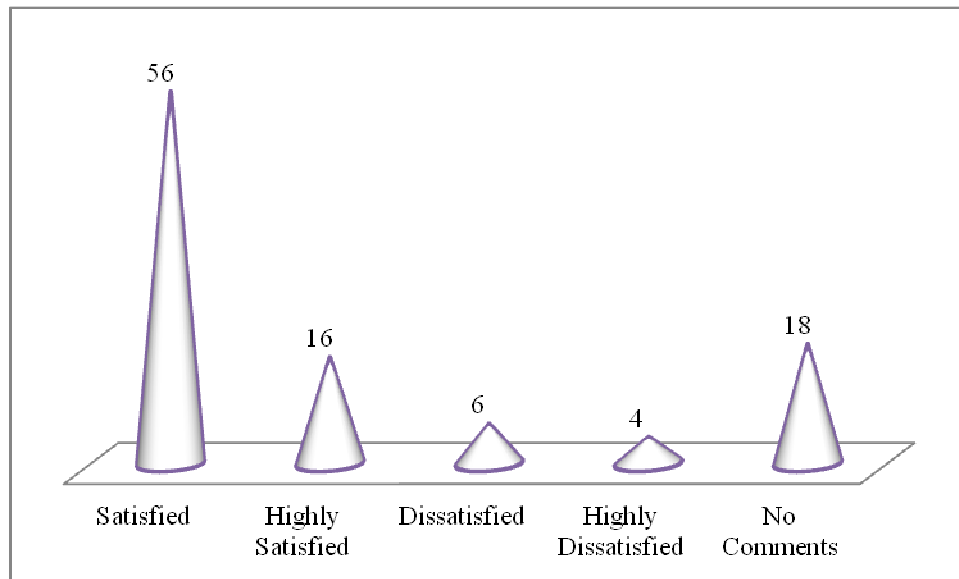


Chart 2: Age of the Respondents

Table 3: Opinion about Work of the Respondents

Opinion about Work	No. of Respondents	Percentage
Satisfied	28	56
Highly Satisfied	8	16
Dissatisfied	3	6
Highly Dissatisfied	2	4
No Comments	9	18
Total	50	100

**Chart 3: Opinion about Work of the Respondents****FINDINGS**

- Therefore it is concluded that the majority of the employees are male.
- Majority of the employees are in the age group of above 45 years
- Therefore Maximum numbers of employees are experience more than 20 years.
- The maximum numbers of employees are satisfied about training on safety.
- It is concluded that majority of the employees are satisfied about payment system adopter by the bank about reward and promotion

SUGGESTIONS

- Steps should be taken for training the employee to acquired better skills regarding their work & safety measure.
- Care should be taken to maintain the washing points, toilets, dustbin etc.
- The bank at the central level tried to amend the policy regarding promotion & reward to encourage the employee.
- The bank should be employee friendly towards the provision of financial assistance, whenever and where and wherever possible

- Death superannuating compensation compensations should be made flexible depending upon the particular employee's circumstances.
- For the last grade staff satisfactory service dress should be provide.

CONCLUSIONS

The above study is made under peculiar condition and circumstance the results of the analysis cannot be generalized. However the performance of the employees may be improved by adopting the above suggestion of coerces time and cost factors are the constrains forwards the achievement of the objectives of the study in particular.

REFERENCES

1. C. B. Memoria, "personnel Managemtn, Himalaya Publishing House Bombay 1994
2. Malhotr G. N. Industrial Relations in India, JarprakashNath& Co. Meerut, 1970
3. Arys. P. P, work satisfaction and its correlates, Indian Journal of Industrial relation, Vol 20, No.1, 1984 pp 89-100.
4. Guha. T. N., Job Satisfactions among shoe factory workers, productivity, Vol. 6, 1965, PP 89-94
5. Khaml. S. S. Organizational Bheaviour, S. Chand &Ssones, New Delhi, 2004.
6. www.google.com
7. www.employeewelfare.com