

# A Study on Employee Welfare Measures with Reference to the Garments Industry

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## Abstract

The goal of the current study is to identify the employee welfare strategies used by the IT sector. Anything done for the comfort and betterment of employees beyond the payment of wages—which is not a requirement of the industry—is referred to as employee welfare. The main goal of employee welfare is to maintain and improve the quality of life for employees. Half of an employee's time is spent either arriving at work or departing from it. When they are comparatively worry-free, they feel that they are contributing to the organization, and when they are having issues, they believe that the organization should be helping them. Individuals have the right to be regarded as complete human beings with unique needs.

**Keywords:** Employee welfare, Facilities, Work satisfaction

## Introduction

Textiles and Garments industries plays a very important role in Indian Economy by employing millions of people and contributing to consumer needs and current fashion trends. Generally, the small- and medium-sized manufacturing sectors produce textiles and clothing. Clothing manufacturing is typically a labor-intensive industry, employing millions of people. It involves a number of steps, from the fabrication of fabrics to the assembly of garments, and a wide range of goods, from casual wear to haute couture. The garment industry is a volatile and dynamic sector with significant implications for the economies and societies of the world. It is influenced by consumer preferences, cultural trends, and the intricacies of supply chains. The world is quickly moving toward more natural products, which is increasing demand for apparel made of cotton. The soft feel and comfort of hosiery have led to a rapid increase in demand for these clothes.

The 19th century saw the continued handiwork of clothing, with women in the home either making it for the family or hiring tailors and seamstresses to create luxury pieces. Ready-to-wear clothing was first produced in response to the demands of miners, slaves, and sailors. The early ready-to-wear business, while still handcrafted, set the stage for its enormous growth and mechanization. The ready-to-wear industry expanded dramatically between the 1860s and the 1880s for numerous reasons.

## Literature Review

**Dr. K Lalitha and T Priyanka (2014)** : Human Resource Domain is very important department in any organization and labour welfare schemes covered under this department. The efficiency of the industry

is depend upon the labours and these employees are happy with the facilities. The main focus of employees welfare measures is to improve the calibre of life for the staff and makes them happy because their satisfaction towards the management was very important to work in that organization.

**Dr Usha Tiwari (2014) :** Dr Usha Tiwari study the workers welfare measures, schemes and how these measures influence on the people and work at Vindhya Telelinks Ltd and these study explains the people welfare measures impact on employees seems to be good. It is determined that the many of the organization's labours are completely content with the facilities and offers which the company provides for them but still there is hope to improve more by the company or organization.

**Manasa Vadnala and P buela Prasanna Kumari (2017):** Employee welfare means anything that can be given by the company to their employees for their health, safety and well being of employees. This study is done to understand their impact of amenities provided by the company to their workers work satisfaction. This study finds that the many of the people working in BHEL organization are satisfied with the opportunities given by the organization to employees health, safety and welfare.

**B R Manasa and Dr. C N Krishnanaik (2015):** According to them labour welfare measure means efforts by the industry to keep their employees healthy, to be safety and lead a good life. The organization provide welfare facilities to motivate employees and to get high productivity. It is conclude that the organization providing various facilities rules of the government and central government because it enhance the business's output as measured by quality and quantity.

**S Jayanthi and Dr. Ilangoan (2019) :** The motive of the study is to find how the private organisations are provided the welfare measures to their employees in order to satisfied their expectations towards the organization how these measures are effects on the functionality of employees. And this study helps employees to service better for their workers by framing effective guidelines and protocols and providing even more facilities and keep them motivated and get high productivity from their employees.

**Chikati srinu and Thatikayala Kumarswamy:** Labour welfare refers to comfortable living and working condition. Labours who are executing the work in organization are asset of an business. According to search it was reveal that legal and non statutory welfare facilities given by the organisation is quite impressive and satisfied by the those who have employed in this organisation.

**R Mohanapriya, G Allwyn and T Dhinakaran(2019):** Employees welfare needed everything that are offering by the business or the employer for the advancement Of the employee and to encourage employees to perform better in the industry to increase productivity. By this studies it was discovered the Vimpro Tech has to enhance its environment by providing clean drinking water and by providing proper transportation facility.

**E Siva Kalyan Kumar, C H Lathasri and M Sirisha(2019):** Labour welfare regarded the all efforts put by the management or employer to make them employees happy by providing proper health facility, safety measurement and improve the career of employees by providing career and development programs and to be situated in good position and to this job easy percentage analysis method is utilised to understand the satisfaction of employees. Finally in this research it concluded that every of employees are satisfied by the facility by the RINL.

**Ms Y V Nagakumari and Ms CH N S Pujitha (2021) :** The employee welfare measures provides employees a better life other than salaries and wages, these facilities helps them to lead a better life and rises their standard of living. It was determined that the welfare resources made available offered by the industry looks highly agreed by the moany of the workers and also it is positively effect on the employees work satisfaction.

**Dr. M Suratkumari and Bindurani R S :** This research was focus on the welfare given to the employees of South central railways. Workers welfare facilities are offer to increase the life of the labours and health, safety and well being of employees. And these labours are from the different stations in south India. This study assists us to get to know about how workers are complied by the facilities given by central railways.

### **Problem description**

The most important asset to any company is its human capital. In this instance, staff health initiatives fall under the purview of administration. If employees are happy with the suggested wellness programs, manufacturing will increase. Initiatives for the well-being of employees enhance their physical and mental conditions while fostering a secure work environment. By offering real estate, medical services, schooling, and activities for their households, they also contribute to improving the quality of life of the staff.

Because of the character of the workplace, welfare measures for workers must be put in place. Workers are increasingly becoming an essential part of an organization's growth. If we look closely at the living and working surroundings of manufacturing employees, it will become clear that we need to take action to ensure their welfare.

### **Objectives of the study**

1. To study the kinds of labour welfare services delivered by the organization.
  2. To analysis the impact of worker welfare meeasures on employees.
  3. To study the degree of happiness that employees has with welfare initiatives of Gilwood Fashion Pvt Ltd.
  4. To understand the expectation of employees towards the welfare schemes.
- To examine the how employe welfare activities impact the productivity

### **Need of the Research**

The significance of worker welfare in achieving job satisfaction makes the study necessary to be able to analyze employees' level of contentment with the state of affairs facilities; to gain an understanding of the various kinds of establishments offered through the company; and to encourage in-depth knowledge of the assistance centers used within the department. And how these programs for staff safety impact and influence workers at work day to day work.

### **Limitations**

1. The process of conducting research was time consuming because it has primary data collection.
2. It is also expensive as well.
3. The data which is collected from the population were limited.
4. Perception and opinion of employees may get change over time to time.
5. The information which is required for the study is not provided by the organization because it is confidential.
6. Organization provided limited time to collect data from employees.

### Scope

Primary goal of the analysis is to evaluate the efficacy of welfare facilities and labour satisfaction levels within the industry so that corporate can evaluate these resources and to raise the welfare facilities to retain or satisfy workers while also increasing the output of the company. Employee welfare helps maintain morale and motivation of employees so they retained for an extended period of time.

### Research methodology

To answer inquiries for studies or verify theories, quantitative or qualitative data must be gathered, analyzed, and interpreted using a systematic, scientific method known as research methodology. When selecting an appropriate research approach, There are a number of considerations, including possible moral dilemmas. additionally research limitations. The study's procedure section of a scientific paper describes the different analytical choices made, including the techniques for collecting and analyzing data.

### Hypothesis

**Null Hypothesis (Ho)** : There will be no significant difference between the work experience and satisfaction level of wages and salary of employees.

**Alternative Hypothesis (H1)** : There will be significant difference between the work experience and amount of contentment of wages and salary of employees.

### Primary Data

The data that are gathered are first handed directly from the source by a researcher or group of researchers for a particular project or objective. It is firsthand knowledge collected from the source or via the application of methods for gathering data, involving surveys, interviews, experiments, and observations. It is unique data that was not published or examined before. The number of responses is 100.

The Data is gathered by

- Questionnaire Method
- Observation Method
- Personal method
- Online survey method

### Secondary data

Data that has not gathered directly from the researcher but has instead been gathered, processed, and published by another party. Data from sources including :

- Government publications,
- Scholarly journals,
- Market research reports, and
- Other already-existing datasets may be included in this.

**Data analysis and Interpretation**

**Chi-square Test**

$$X^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where

O<sub>i</sub> = Observed Value

E<sub>i</sub> = Expected value

How does workers are satisfied with their present pay or wages differ across various levels of job experience in Gilwood Fashions Pvt Ltd.

Work experience\Salary Satisfaction	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied	Total
Below 1 year	7	5	3	5	2	22
1-5 years	10	7	2	4	8	31
5-10 years	9	5	4	3	4	25
Above 10 years	6	4	6	4	2	22
Total	32	21	15	16	16	100

To calculate the Expected value the formula is

$$E_{ij} = \frac{\text{Row total} \times \text{Column total}}{\text{Total}}$$

Work experience\Salary Satisfaction	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied	Total
Below 1 year	7.04	4.62	3.30	3.52	3.52	22
1-5 years	9.92	6.51	4.65	4.96	4.96	31
5-10 years	8.00	5.25	3.75	4.00	4.00	25
Above 10 years	7.04	4.62	3.30	3.52	3.5	22
Total	32	21	15	16	16	100

**Chi-square calculation**

**Null Hypothesis (H<sub>0</sub>)** : There will be no significant difference between the work experience and satisfaction level of wages and salary of employees.

**Alternative Hypothesis (H<sub>1</sub>)** : There will be significant difference between the work experience and amount of contentment of wages and salary of employees.

**Formula**

$$X^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Work experience\Salary Satisfaction	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied	Total
Below 1 year	0.001	0.031	0.027	0.622	0.656	1.337
1-5 years	0.001	0.036	1.510	0.186	1.863	3.596

5-10 years	0.125	0.012	0.017	0.25	0.00	0.404
Above 10 years	0.154	0.083	2.209	0.065	0.643	3.154
Total	0.281	0.162	3.763	1.123	3.162	<b>8.491</b>

Degree of Freedom

$$df = (\text{number of rows}-1) \times (\text{number of columns}-1)$$

$$=(4-1) \times (5-1)$$

$$=12$$

Critical value conclusion

By the chi square distribution table with df is 12, and a significance level of 0.05, the critical value is approximately 21.026.

Since the calculated Chi square test is less than the critical value (8.491 < 21.026).

Therefore reject the null hypothesis.

There will be no significant difference between the job experience and satisfaction level of salary and wages of employees.

### Conclusion and suggestions

Employee benefits are the resources an organization offers its staff for their own well-being, health, safety and welfare. It also motivates employees for high productivity and to retain in the organization. As per the study the Gilwood Fashions Pvt Ltd provided various facilities to their employees including both Statutory measures and voluntary measures to their employees.

It is mandatory for the business to furnish all employees with satisfactory facilities so that they find satisfaction in the employee welfare offerings. Along with raising quantity and quality, it also raises productivity. As a results, it is imperative should include some measures for improving the welfare establishments in order to boost worker satisfaction and performance. It results in increased positive impacts on the organization's profitability and output. In conclusion, the company's provision of employee welfare facilities appears to have satisfied its workforce, which is praiseworthy; But there's still space for improvement. to improve productivity, efficacy, and efficiency to been able to meet organizational objectives.

Suggestions are in order to the areas in which the The HR department and upper management should concentrate and concentrate more to make employees happy, healthy and safety and improve their lifestyles.

The organization should concentrate about workplace safety of employees. Organization should keep the surroundings clean and healthy. The company ought to offer flexible scheduling hours to their employees to maintain their work-life balance. Quality food, canteen facility should be improved. Regular health check-ups should be conducted. They have to improve their current salary, wages and reward system to motivate employees and also increase their standard of living. They have to improve the retirement benefits and they add up extra benefits for that.

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