

# A Study on Employee's Welfare and Safety Measures in Nithya Packaging Private Limited.

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## ABSTRACT

Employee welfare and safety are pivotal to enhancing workforce productivity and satisfaction. This study focuses on assessing the effectiveness of welfare measures implemented in Nithya Packaging Pvt. Ltd. Key findings highlight the importance of statutory and non-statutory safety measures, regular health check-ups, and robust training programs to reduce risks and improve morale. The research underscores the significance of safety programs in fostering a safer, healthier, and more productive workplace.

**Keywords:** Employee Welfare, Workplace Safety, Retention, Health Measures, Productivity.

## 1. INTRODUCTION

Organizations must prioritize workplace safety and welfare to maintain high employee morale and efficiency. This study explores welfare provisions like health check-ups, safety training, and adequate working conditions, analyzing their impact on job satisfaction and retention.

### 1.1 OBJECTIVE

- To analyze awareness levels of welfare facilities among employees.
- To assess satisfaction levels with existing safety and welfare measures.

## 2. REVIEW OF LITERATURE

**Meenakshi Yadav (2020)** in his paper 'welfare measures'-A study on analysis of workers reveals the welfare measures in the corporate sector. The factor analysis model has various issues for labor welfare into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies.

**Srinivasa Rao and Vidyanath (2019)** have carried comparative "Study to examine the effectiveness of statutory welfare measures fulfillment in sugar mills at Krishna District of Andhra Pradesh". The researchers critically evaluated the canteen facility satisfaction among the selected employees of sugar mills. The researchers framed hypothesis test to explore the association between age and statutory welfare measures fulfillment across the different sugar mills selected for the study.

**Seetha and Aruna (2019)** has conducted a study on "Employees Welfare Measures: Importance, Statutory Provisions and Various Agencies Protecting the Welfare of Employees". The study explains

about the Employees welfare includes various facilities, services and amenities provided for improving their health, efficiency, economic betterment and social status of the workers.

**G.Aarthi, & P. Srinivasan (2018)** conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations.

**Sethuram and Shiva Sankari, (2018)** unconcealed that the availability of labour welfare measures has a sway on job performance. the workers ar assets of the organization. The management has the duty to protection and uphold these possessions. The management mustn't solely befits the statutory welfare obligations however ought to transcend what has been provided within the statute. The higher than analyses demonstration that greatest of the exercises on health actions consume remained in agreement call at the community and sequestered initiatives. handling etc. Betterment is requiring within the work of co-operative societies that runs by the organisation.

**Sai Anil Kumar and Anil Kumar (2018)**, has conducted a study on “Labour Welfare Measures in Singareni Collieries Company Limited.” The study clearly states that Labour is an important element in any Industry. Labour Welfare measures are made by the employers to their labour to improve the standard of living, which effects the productivity of the worker in a positive way. This article reviews the welfare measures implemented by the company. The areas covered under review are canteen facility, education, housing, Singareni Seva Samithi (SSS). It also examines the terminal benefits like coal mine provident fund and pension scheme.

**Thiruvengktra and Thangapandian (2017)** has conducted a study on “Employee satisfaction on welfare facilities.” This study aims to find out the satisfaction of the employee, whether the company is providing welfare facilities. The welfare schemes in every organization facilitate impetus for employee and employer relations. It’s besides removing dissatisfaction help to develop loyalty in workers towards the organization. Welfare facilities help in motivating and retaining employee within the organization.

**Yousif Salam Saeed (2017)** The aim of this analysis is to spot and assess the protection management in construction comes to minimise and management health and safety (H&S) of construction staff. form is employed to collected a good vary of opinions from fully fledged professionals operating in several construction sites for comparison between them. The reviews of the connected literature are the primary step Journal of Interdisciplinary Cycle Research in getting data from antecedental connected studies. The literature reviews offer a theoretical background concerning safety management that target-hunting the look of the form.

**A.Saravanakumar & DR.S Akilandeswari (2017)** in their work- A study on Employees’ Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to physical, mental and emotional wellbeing of the individual. So in future, the management can well think of improving the welfare by consulting with employees.

**Ramamoorthy, Thooyamani, et al. (2017)** who has conducted a study on effectiveness of welfare measures and employee morale in TV Sundar amiyengar & sons limited, Madurai. It was observed to determine the employee satisfaction about the facilities given by the company and to assess the impact of

welfare measures on employee morale. Findings was employees were satisfied by the welfares given by the company the study did not include the effect of employee welfare measures on productivity and employee satisfaction level was investigated.

### 3. RESEARCH METHODOLOGY

**Research Design:** This study uses a descriptive research design. Both primary and secondary data are utilized to gain a comprehensive understanding. A structured questionnaire surveyed 100 employees, supplemented by literature reviews.

#### 3.1 Collection of Data

For this research, the source of data for the purpose of study were both primary and secondary.

**Data Identification:** the data identified from the surveys, interviews, observations, books, journals, databases and previous studies.

**Data Collection:** Data was gathered from primary sources and secondary sources. Additional data was obtained from Nithya Packaging Private limited and other publicly available documents.

**Data Handling:** The collected data was manually reviewed for relevance and accuracy, and then digitized for analysis. The focus was on key analysis such as, Frequency analysis, Cross Tabulation, Chi-Square test.

**Data Analysis:** The data was analysed using sample size, sample units and sample techniques to understand the employee performance system in Nithya Packaging Private Limited.

### DATA ANALYSIS AND INTERPRETATION

**TABLE 1: TABLE SHOWING THE GENDER DISTRIBUTION OF RESPONDENTS**

GENDER	FREQUENCY	PERCENTAGE
Male	53	53%
Female	47	47%

**INTERPRETATION:**

A slight majority (53%) of the respondents were male, while 47% were female

**TABLE 2: TABLE SHOWING THE AWARENESS OF SAFETY AND WELFARE MEASURES**

AWARENESS LEVEL	FREQUENCY	PERCENTAGE
Highly Aware	30	30%
Moderately Aware	45	45%
Low Awareness	25	25%

**INTERPRETATION:**

Most respondents (45%) have moderate awareness of safety and welfare measures.

**TABLE 3: TABLE SHOWING THE TRAINING SATISFACTION LEVELS**

SATISFACTION LEVEL	FREQUENCY	PERCENTAGE
Highly Satisfied	30	30%
Satisfied	27	27%
Neutral	25	25%

Dissatisfied	13	13%
Highly Dissatisfied	5	5%

**INTERPRETATION:**

A majority (57%) of respondents are satisfied or highly satisfied with the training provided.

**5. FINDINGS**

- **Awareness Levels:** Employees exhibit moderate awareness of safety measures, with gaps in knowledge about certain statutory provisions.
- **Cleanliness & Hygiene:** 61% of respondents expressed dissatisfaction with cleanliness standards.
- **Training Programs:** 57% of employees were satisfied with the training provided for dangerous machinery.
- **Health Check-Ups:** Regular health check-ups are conducted, with 65% of respondents receiving them at least quarterly.
- **Safety Measures:** Commonly followed safety measures include the use of safety shoes and gloves.
- **Employee Satisfaction:** 58% of employees are satisfied with the working environment, indicating a need for targeted improvements.

**6. CONCLUSION**

This study highlights the critical role of safety and welfare measures in improving workforce well-being and organizational productivity. Regular training, health initiatives, and adherence to safety standards can significantly enhance employee satisfaction and retention.

**7. REFERENCE**

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