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ijirset@gmail.com

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Employees Welfare Measures in Sree Devi Engineering

Sowmiya, Dr.M.Bhuvaneshwari

P.G. Student, Department of Management Sciences, Hindusthan College of Engineering and Technology,
Coimbatore, India

Professor, Department of Management Sciences, Hindusthan College of Engineering and Technology,
Coimbatore, India

ABSTRACT: Ensuring employee welfare is essential for boosting organizational efficiency and guaranteeing the welfare of staff members. This abstract delves into the different welfare measures put in place at Sree Devi Engineering to foster a favourable work atmosphere and nurture the comprehensive growth of its employees. The report highlights strategies like health and safety initiatives, employee support programs, leisure activities, and career advancement prospects. These measures are designed not only to enhance employee contentment and motivation but also to bolster retention rates and overall organizational prosperity. Through its emphasis on employee welfare, Sree Devi Engineering demonstrates its dedication to cultivating a supportive and gratifying workplace environment.

KEYWORDS: Health and safety initiatives, employee support programs and career development

I. INTRODUCTION

The engineering industry thrives on its workforce. Employee satisfaction and well-being are crucial for a company's success. This project investigates the employee welfare measures implemented at Sree Devi Engineering. Sree Devi Engineering recognizes that its employees are its most valuable asset. In today's competitive engineering landscape, prioritizing employee well-being is not just beneficial, it's essential. This article explores the various initiatives Sree Devi Engineering has implemented to create a positive and supportive work environment for its staff. Sree Devi Engineering is dedicated to enhancing the well-being and satisfaction of its employees through a range of welfare measures. These initiatives extend beyond basic remuneration and encompass various programs and benefits aimed at improving quality of life, work-life balance, and overall job satisfaction.

II. OBJECTIVES OF THE STUDY

- 1.To know the employee satisfaction towards welfare measure.
2. To find out employee welfare measures helped them to work in effective manner.
- 3.To find out employee welfare play a motivational factor.

III. SCOPE OF THE STUDY

This study is about the welfare measures followed at Sree Devi Engineering Hosur, with regards to health, safety and welfare. This study aims at finding out the satisfaction level about the welfare measures provided by them.

IV. LIMITATIONS OF THE STUDY

Employees may not have given the right answers for the questionnaire because they do not want be favourable to the organization. There may be a chance of biased information. Due to time constraint, there was not able to collect the data.

V. METHODOLOGY

The approach to studying employee welfare measures at Sree Devi Engineering involves a multi-faceted methodology. This includes reviewing company documents, conducting surveys, and semi-structured interviews with key personnel and employees. The data collected will be analysed to gain a comprehensive understanding of the existing welfare programs. It is important to ensure a representative sample of employees participates in the surveys and interviews, maintain data confidentiality, and adhere to ethical considerations throughout the process.

Primary Data:

The primary data is collected by using questionnaire in Sree Devi Engineering from the employees

Secondary Data:

Secondary data is already collected or exists in the organization in the form of past records, websites and related journals, and the data was collected from the books, company website, google and other related records.

VI. RESEARCH DESIGN

Sampling method is the technique used to get the surveys from the employees. Because getting surveys from the overall employees is impossible. So, the propose research will use simple random sampling method using a questionnaire.

SAMPLE SIZE AND DESIGN:

Surveys were taken from the employees. The employees were connected on the basis of random sampling method.

VII. DATA COLLECTION METHOD

In this study, the data collection instrument used is the questionnaire method. It consists of primary and the secondary data collected for the study.

TOOLS AND TECHNIQUES:

1. Percentage analysis
2. Chi-square test
3. Annova
4. Correlation

VIII. FINDINGS AND STUDY

Demographic Table

	N	Minimum	Maximum	Mean	Std. Deviation
Income	22	1.00	3.00	2.2727	.55048
Age	22	1.00	4.00	2.0455	.99892
Service	22	1.00	3.00	2.0455	.65300
Gender	22	1.00	2.00	1.3182	.47673
Education	22	1.00	2.00	1.1818	.39477
Valid N (listwise)	22				

1. Majority of the employees age group between 26-35 years.
2. Majority of the employees are male.
3. Majority of the employees are degree and diploma graduates.
4. Majority of the employee's year of service are between 1-5 years.
5. Majority of the employee's salary are between 20000-30000.
6. Majority of the employees are satisfied by the welfare measures provided by Sree Devi Engineering.
7. Majority of the employees are satisfied with the medical facilities provided by SDE.

- Majority of the employees are aware about the welfare measures provided by SDE.
9. Majority of the employees are satisfied with the educational facilities provided by SDE.
10. Majority of the employees are satisfied with the canteen facilities provided by SDE
11. Majority of the employees are satisfied with the wash room facilities provided by the SDE.
12. Majority of the employees are highly satisfied with the drinking water facilities provided by the SDE.
13. Majority of the employees are highly satisfied with the seating arrangements provided by the SDE.
14. Majority of the employees are highly satisfied with the ventilation and environment by the company.
15. Majority of the employees are highly satisfied with the regularly cleaned workplace.

IX. SUGGESTIONS

When compared to male employees' female employees are less. To create a comfortable working environment, a greater number of women employees must be hired. Analyse the cost of a specific program and its benefits to both the employees and the company. This could show the return on investment (ROI) of the program.

X. CONCLUSION

Sree Devi Engineering fosters a positive work environment through employee recognition programs, professional development opportunities, and a strong focus on safety. The employee welfare measures at Sree Devi Engineering are adequate and meet industry standards. There is room for improvement in some areas of employee welfare, such as increasing parental leave benefits or offering more wellness programs.

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