

A STUDY ON EMPLOYEE WELFARE AND SAFETY MEASURES AT HYUNDAI PRIVATE LIMITED, CHENNAI

BHARANI ESWARI M¹ KHAMHALEE S.K²

¹Assistant professor, Department of MBA, Paavai Engineering College Anna University, Namakkal,
Tamil Nadu, India

²PG Student, Department of MBA, Paavai Engineering College Anna University, Namakkal,
Tamil Nadu, India

ABSTRACT : Representative wellbeing is a basic part of keeping a solid and useful workplace. This theoretical investigates the significance and advantages of carrying out representative wellbeing estimates in associations. It features how these actions add to diminishing mishaps, expanding efficiency, upgrading organization notoriety, accomplishing cost reserve funds, guaranteeing administrative consistence, and further developing worker fulfilment and maintenance. By focusing on worker wellbeing, associations show their obligation to the prosperity of their labour force and make a positive and secure work environment.

INTRODUCTION

Employee Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries

Wellness includes activities carried out for the betterment and comfort of employees and provided in addition

to wages. Happiness is a broad concept that refers to an individual's state of life in which accretion is the desired relationship with the global environment - ecological, economic and social.

Employee welfare includes both the social and economic content of well-being. According to Todd." "Employee welfare means anything done for the comfort and betterment, intellectual or social, of an employee other than wages paid which is not an essential need of the industry".

Benefits include all that is done for the comfort and betterment of the employee and provided in addition to wages. Wellbeing helps to keep employees' morale and motivation high to retain them longer.

Welfare measures need not only be in money, but in all forms. Employee benefits include controlling working conditions, creating social harmony through health infrastructure, industrial relations, and workers' sickness, accident and unemployment insurance.

FEATURES OF LABOUR WELFARE MEASURES

1. Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining

3. Labor welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
4. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency..
5. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce.
6. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization.

OBJECTIVES OF THE STUDY

- To learn about employee welfare measures at HYUNDAI MOTORS LTD
- To measure the effectiveness of employee welfare measures at Hyundai.
- Analysis of employee satisfaction with social activities at Hyundai.
- Proposing new health care measures.

SCOPE OF THE STUDY

This study aims to determine employee satisfaction, if the company provides the necessary measures of health, safety and well-being. organ. This study focuses on motivational practices in companies at different employee levels.

RESEARCH METHODOLOGY:

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements,

- Defining objectives
- Developing the information sources
- Collection of information.
- Analysis of information
- Suggestion

The methodology followed for collection, analysis under interpretation of data in are explained below.

• RESEARCH DESIGNS:

There are generally three categories of research based on the type of information. required, they are

- **Exploratory research**
- **Descriptive research**
- **Casual research**

The research category used in this project in descriptive research, which is focused on the accurate description of the variable in the problem model. Consumer profile studies, market potential studies, product usage studies. Attitude surveys, sales analysis, media research and prove surveys are the,

Examples of this research. Any source of information can be used in this study although most studies of this nature rely heavily on secondary data sources and survey research.

• 2. Primary Source:

Discussions with plant staff, Interviews, Questionnaire administered.

• 3. Secondary Source:

Journals Magazines and articles from prominent newspapers. Population and Sample: There are 140 Officers & Supervisors and 100 Managerial staff The questionnaire is administered to 100 Officers, Supervisory staff, and Managerial staff. Sample size is 100.

• 4. SAMPLE DESIGN

a) Sampling unit; the study is directed towards the executive of managerial level.

b) Sample size: sample size of 100 is taken in this study

DATA ANALYSIS

Simple analysis method is followed for analyzing the data pertaining to different dimensions of employees. Simple statistical data like percentage are used in the interpretation of data pertaining to the study. The results are illustrated by means of bar charts

DATA ANALYSIS AND INTERPERTATION

TABLE NO -4.4

EDUCATION QUALIFICATION OF THE RESPONDENTS

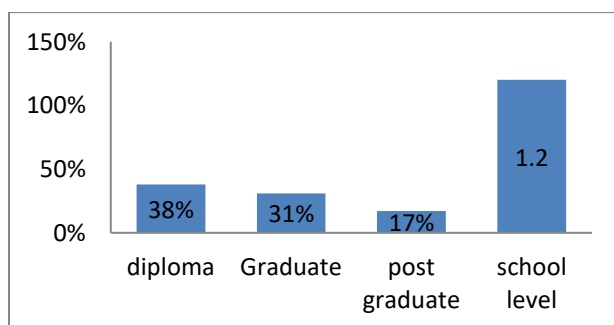
EDUCATION	NO,OF.RESPONDENTS	PERCENTAGE%
School level	8	14
Graduate	19	31
Diploma	23	38
Post graduate	10	17
Total	60	100

INTERPRETATION

The above table shows that Education Qualification of the respondents,38% of the respondents are diploma in education, 31% of the respondents are graduate in education ,17% of the respondents are post graduate in education, and 14% of the respondents are school level in education. Majority 38% of the respondents are diploma in education.

CHART NO - 4.4

EDUCATION QUALIFICATION OF THE RESPONDENTS



FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

1. Thus the majority 41% of the respondents are under the age group of 40 to 50.
2. Thus the majority 60% of the respondents are female in gender.
3. Thus the majority 65% of the respondents are married in marital status.
4. Majority 38% of the respondents are diploma in Education.
5. Majority 35% of the respondents are Above Rs.20, 000 in monthly income.
6. Majority 43% of the respondents are experience below 1 year in experience.
7. Majority 35% of the respondents are Strongly agree with safety benefits provided by the firm.
8. Majority 60% Of the respondents are yes in employee welfare measures is needed.
9. Majority 36% of the respondents are want life insurance in welfare measures benefits.
10. Majority 31% of the respondents agree in healthy facilities.
11. Majority 35% of the respondents are high satisfied in the healthy environment.
12. Majority 50% of the respondents are yes in the employee measures.
13. Majority 40% of the respondents are Normal is working condition.
14. Majority 35% of the respondents are feel good with first aid in safety measures.
15. Majority 35% of the respondent are happy in work environment.
16. Majority 41% of the respondents say friendly relationship with good management and co-ordination.
17. Majority 41% of the respondents say bonus in the service provided by the organization.
18. Majority 50% of the respondents say no stress in the organization while doing work.

SUGGESTIONS

The following are the suggestions to the company to improve the safety measures of the employees. The research suggests to the industry to check the machinery condition and make service at a periodical time and to control the environment by planting trees around the industry and nearby villages or areas. The study also suggests to the industry to concentrate in the working conditions like lightning, safety equipment, which is not to the satisfaction of the employees.

CONCLUSION

The study aimed at finding out the safety measures of workers in Hyundai Private Limited at Chennai. For this purpose, a sample size of 150 was taken and satisfied random sampling techniques was adopted to choose the respondents. Management requires to offer exact centers to all employees in order that personnel are glad with worker welfare centers. It will increase productiveness as well as pleasant and amount. Therefore, it is vital to arrange to enhance the facilities via the happiness of the employees, the increase in the overall performance of the employees. As a result, efficiency, effectiveness and productiveness can be progressed to obtain organizational desires.

BIBLIOGRAPHY

- P. Subba Rao, Personnel and Human Resources Management, Himalaya Publishing House, 2001.
- Biswajet Patnayak, Human Resources Management, Pentice-Hall Of India-2002.
- Patro, CS (2012). Worker government assistance sports inside the confidential region and their effect on nature of running ways of life. Worldwide Journal of Productivity Management and Evaluation Technology (IJPMAT), 1 (2), 19-30.
- Teti E. Also, Andriotto, M. (2013). The adequacy of social assurance bundles for laborers: contrasts in exact calling profiles. Worldwide Journal of Human Resource Management, 2 (17), 3232-326.
- Davis, A. Also, Gibson, L. (1994). Plan the social wellbeing system of faculty. Staff surveys.

- Osterman, P. (2000). Work revamping inside the period of rebuilding: Pervasive patterns and results on specialist bliss. Ilr Review, 53 (2), 179-196.

Websites:

www.themanagementor.com

www.hyundaiindia.com