

Employee Welfare Measures At Towards Bhavani Khandsari Sugars Ltd, Bidar

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Abstract- *We need to keep the employee connected to the association and towards this keep they glad to the degree conceivable. The drug is welfare measures. Welfare measures are well beyond the wages paid to employees. These incorporate improved working conditions, human services offices, protection for self and family, diversion offices, improved mechanical relations, etc. These measures may not be as money related advantages. Every one of these measures are gone for: Keeping the laborers glad and fulfilled, to handover best business sector and lessen pressure circumstances, and improve scholarly, social and materials conditions.*

Indexed Terms- *employee, welfare measures, working conditions, employee recruitment.*

I. THE STUDY OF OBJECTIVES

- To investigation the fulfilment of representatives towards the present worker welfare measures.
- To study how organization determine welfare requirement.
- To skill much time the harmed specialist is given treatment.
- To know employees opinion about the policy and administration in welfare activity.
- To study employees opinion about transportation facility.

II. THE STUDY OF SCOPE

- The examination is directed in Bhavani Khandsari Sugar Limited Baroor ,Bidar with test size of 50
- The fundamental content of study is concentrated upon the significance of the welfare and security of employees at work spots

- These investigation organizations to know the worker fulfilment towards present representative welfare measures.

1 Method of data collections

- Data of Primary.
- Data of Secondary.

2 Data of Primary

The information's have selected by Analyst Essential Information. It is gathering in Man for his own exacting use gets from discovery. It is Consider as direct Data. Their Information's which gathered by us to meet own Particular Reason. The information gathers by the method for survey overflowing in by the employees on deferent post of BKS Ltd.

3 Data of Secondary

Secondary Data are by now presented that is they submitted to data which have be exist collect & analyse some also Collected Data from the books, office, journals, branch reports and company policy.

4 The Research Approach

Survey Method

5 The Research instruments

Questionnaires

6 The respondent

Specimen is chosen for the study 50 employees.

7 Sampling Method

The Sample Size Is select for the revise is 50 Employees. The Techniques so Sample parts this Study are Convenience Sampling.

III. HYPOTHESES

H₀- Are you mindful of different welfare measures given by Bhavani Khandsari sugars ltd.

H₁- have you satisfied in house facility provided by company.

Null Hypothesis

There is relationship exist between sitting arrangement and satisfaction of BHAVANI KHANDSARI SUGARS LTD.

Alternative hypothesis

There is no relationship exist between sitting arrangement and satisfaction of BHAVANI KHANDSARI SUGARS LTD.

Chi-Square Test Formula is:

The value of Chi-Square is X² is the sum

Observed frequency: O

Expected frequency: E

(R-1) (C-1) = Degree of freedom

Chi-Square calculation is:

$$X^2 = \sum \frac{(o-e)^2}{e}$$

= 58.6

The Degree of freedom is (2-1) = 1

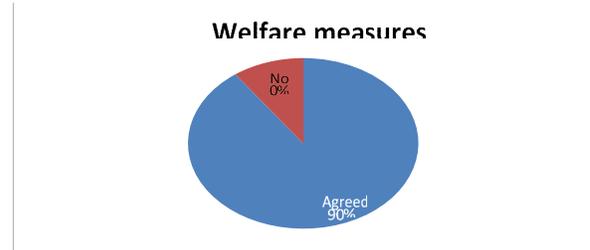
- Significance level is 5%
- Calculation of value is 58.6 & Chi square value is 3.841
- The value is higher than table answer, thus alternative of hypothesis accepted & null hypothesis is rejected

IV. THE STUDY OF LIMITATIONS

- Study is only limited to the question included in the questionnaire.
- Limited sample size.
- Questionnaire was only filled by selected persons in the department of BKS Ltd.

Table 1: Are you mindful of different welfare measures given by Bhavani Khandsari sugars ltd?

Welfare measures	Respondents	Percentage
Agreed	45	90%
Disagreed	5	10%
Total	50	100%



Analysis:

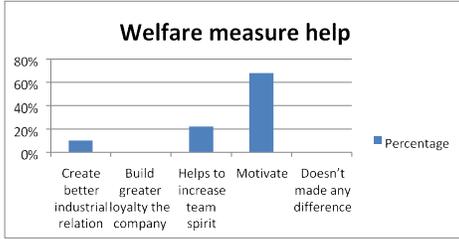
From the above table it is found that 90% of the employees said yes and zero of employees said no regarding the aware of different welfare benefits provided by Bhavani Khandsari Sugars Ltd.

Interpretation:

From the graph it will understand that the maximum employees are aware about different welfare measures have provided by Bhavani Khandsari sugars Ltd.

Table2: Welfare measure helps to.

Welfare measure	Respondents	Percentage
Create better industrial relation	5	10%
Build greater loyalty the company	0	0%
Helps to increase team spirit	11	22%
Motivate	34	68%
Doesn't made any difference	0	0%
Total	50	100%



Analysis:

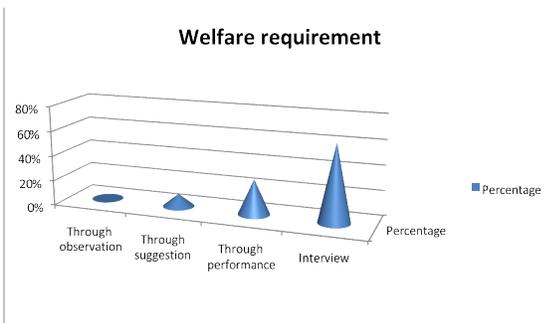
From the above table it is found that 70% of the employees said welfare helps as motivate, 22% of the employees said help to increase team spirit, 10% of employees said create better relation.

Interpretation:

The above graph it's understand that majority of employees said that welfare measures is act as a motivation tool to increase performance level of the employees.

Table3: How does the organization determine your welfare requirement?

Welfare requirement	Respondents	Percentage
Through observation	0	0%
Through suggestion	5	10%
Through performance	14	28%
Interview	31	62%
Total	50	100%



Analysis:

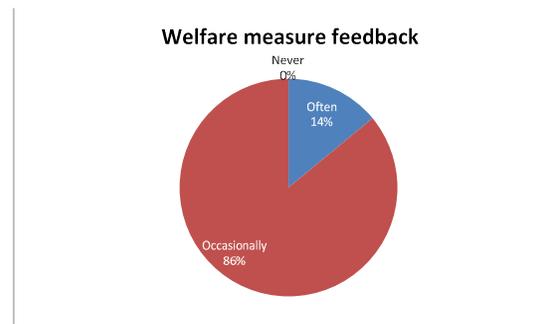
From the above table it is found that 62% of the employees said organization determines welfare requirement through interview, 28% of the

employees said through performance, 10% of employees said through suggestion.

Interpretation: From above graph it's understood that majority of employees said that organization determine welfare requirement through interview.

Table4: How frequently does association get the criticism from you towards the welfare measure?

welfare measure	respondents	percentage
Often	7	14%
Occasionally	43	86%
Never	0	0%
Total	50	100%



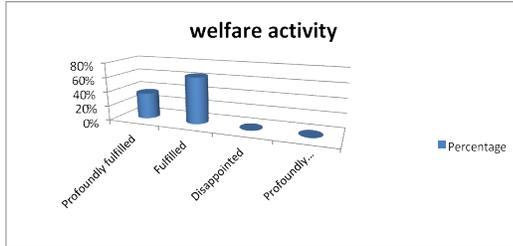
Analysis: From the above table it is found that 86% of the employees said organization gets the feedback towards the welfare measure occasionally, 14%, of the employees said often.

Interpretation: From the above graph it was found that organization get the feedback towards the welfare measure from the employees on occasionally basis.

Table5: How do you feel about the policy and administration of your company in welfare activity?

Welfare activity	Respondents	Percentage
Profoundly fulfilled	18	36%
Fulfilled	32	64%

Disappointed	0	0%
Profoundly disappointed	0	0%
Total	50	100%



Analysis: From the above table it is found that 64% of the employees are satisfied & 36% of employees are highly satisfied for policy and administration regarding welfare activity.

Interpretation: From the above graph it is understood that maximum employee are satisfied for company policy and administration in welfare activity.

V. FINDINGS

- Maximum employees are aware about various welfare measures provided by B.K.S Ltd.
- Welfare measure acts as a motivation tool to increase performance level of the employees.
- Organization determines welfare requirement through interviewer.
- Organization gets the feedback towards welfare measure from the employees on occasionally basis

VI. SUGGESTIONS

- Company must hire the doctor.
- Company should provide uniform for employees.
- Company should focus on housing facility.
- Welfare activity must be improved in transportation.

CONCLUSION

Human asset assumes a vital job in any association. Worker welfare offices are worry to this division, in the event that the representative content with welfare offices, at that point just the profitability of that association can be expanded

In light of the investigation of Employee Welfare Facilities in B.K.S Ltd. unmistakably the organization is exceptionally sharp in the advancing all the welfare offices given by B.K.S Ltd.

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