

## Staff Benefit Methods Are Key to Improve Efficiency of the Staff at Engineering Colleges: A Case Study

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### Abstract—

**E**ducation institutions play a vital role in human life. They are one of the important service sectors of India for providing education to the thousands of young Indians and giving employment to lakhs of workers. Because of being a highly labour intensive sector, it needs to concentrate more in the area of employee welfare. In this study we selected Engineering Colleges in Anna University, Tirunelveli region in Tamil Nadu, India for identifying various methods and also to identify the effectiveness of the methods. The study shows that 15% of the employees are highly satisfied with their benefit methods. 22 % of the employees are satisfied with their benefit methods .39 % of the employees are average with their benefit methods. 16% of them are in highly dissatisfied level. Benefit methods plays important role in employee satisfaction and it results in improved quality of work life and efficiency of work. This study throws light on the impact of benefit methods on efficiency among the employees of engineering colleges in Tirunelveli district. The researcher has developed two hypotheses to understand the relationship between experience and overall satisfaction of the employees and relationship between recreational facilities and age of employees. The result of the research is clearly shows the mind of the employees and a warning bell for the employers.

**Keywords—** Benefit Methods; Quality of work life; Efficiency of the Staff; Engineering Colleges; Tirunelveli District

### I. INTRODUCTION

The term welfare suggests the state of well being and implies wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral and emotional factor of a person. Adequate levels of earnings, safe and humane conditions of work and Access to some minimum social security benefits are the major qualitative dimensions of employment which enhance quality of life of workers and their productivity. Institutional mechanisms exist for ensuring these to workers in the organized sector of the economy. Employee welfare includes various facilities, services and amenities provided to staff for improving their health, efficiency, economic betterment and social status. They are in addition to regular wages and other economic benefits available to staff due to legal provisions and collective bargaining. Benefit methods may be introduced by the employers, government, employees or by any social or charitable agency.

The purpose of employee welfare is to bring about the development of the whole personality of the staff to make a better workforce. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied employee force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. They provide better physical and mental health to staff and thus promote a healthy work environment. Facilities like housing schemes, medical benefits, and education and recreation facilities for staff families help in raising their standards of living. This makes staff to pay more attention towards work and thus increases their productivity. Employers get stable employee force by providing welfare facilities. Staffs take active interest in their jobs and work with a feeling of involvement and participation. Staff benefit methods increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.

### II. BACKGROUND AND SIGNIFICANCE OF THE STUDY

Tirunelveli, the penultimate southern most district of Tamil Nadu, is described as a microcosm of the State, owing to its mosaic and diverse geographical and physical features such as lofty mountains and low plains, dry Teri structures, rivers and cascades, seacoast and thick inland forest, sandy soils and fertile alluvium, a variety of flora, fauna, and protected wild life. According to Census 2011, Tirunelveli district has population of 3,077,233 of which male and female were 1,520,912 and 1,556,321 respectively. In Tamilnadu, the Engineering colleges are affiliated to Anna University and it is bifurcated into three regions namely, Chennai, Coimbatore and Tirunelveli. Southern parts of Tamilnadu come under Tirunelveli region. Seventy five colleges affiliated to Anna University, Tirunelveli.

This study helps for improving recruitment. Employers get stable labour force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation. If adequate welfare facilities are provided then that improves moral and loyalty of workers. And also it reduces the labour turnover and absenteeism. It enhances efficiency and increase productivity by physical and mental health. It helps in improving industrial relation and industrial peace.

### III. STATEMENT OF THE PROBLEM

In Tirunelveli district, the management of engineering colleges are providing many benefit methods for their employees. The paper is analysing the effectiveness of the benefit methods and their impact on the employees'. This study is conducted to know about the employee's satisfaction level towards the benefit methods. And also to find out the additional measures can be adopted. Thus this study is made to find out the level of satisfaction of the employees towards the benefit methods existing in the organization and the needs and expectation of employees towards benefit methods of the organisation.

### IV. OBJECTIVES OF THE RESEARCH

We have defined two types of objectives to carry out our research. The primary objective of the research is to understand the existing employees benefit methods provided by the engineering colleges. The secondary objectives are to study the employees level of satisfaction towards the benefit methods, to analysis the level of motivation regarding the benefit methods of employees and to find out employees preference regarding benefit methods which they like to have in future.

### V. RESEARCH DESIGN

"A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure" Regarding this project, descriptive research design concern with describing the perception of each individuals or narrating facts on benefit methods and diagnostic design helps in determine the frequency with which something occurs or it associated with something else. These two research design help in understand the characteristic in a given situation. Think systematically about aspects in given situation, offers idea for probe and research help to make certain simple decision.

*5.1 Methods and Instruments of Data Collection:* In this research it deals with descriptive research type. It includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

*5.2 Types of Data:*

*5.2.1 Primary Data:* Primary data means the information which is collected directly. It is also called first-hand information. The main aim of researcher is to collect fresh information so primary data is more suitable for research, because it has accurate and simply fixable information. The information is therefore collected from direct beneficiaries to avoid ambiguity during the study. Primary data was collected through various methods.

- Interviews- Comprehensive interview of job holders and their immediate bosses were conducted ascertaining purpose of job, job profile, reporting structure, number of subordinates interrelationships, external linkages, skills requirement for higher performance and training needs etc.
- Observation- Employees were observed as they perform their jobs and information is collected and analyzed. The observation method is most commonly used especially in studies relating to the behavioural sciences. Observation becomes the scientific tool and the method of data collection for the researcher, when it serves a formulated research purpose, is systematically planned and recorded and is subjected to checks and controls on validity and reliability.

*5.2.2. Secondary data:* Secondary data means data that are already available i.e., they refer to the data, which have already been collected, recorded and analyzed by someone else.

*5.3 Types of Sampling Procedure:* Systematic sampling: A Systematic sample is selected at random sampling. When a complete list of the population is available, this method is used. If a sample of 10 students is to be selected from 100 students, under this method kth item is picked up from the sample frame and k is the sample interval.

*5.3.1 Population Size:* The total number of employees is 150 i.e., population is 150.

*5.3.2 Sample Size:* The total number of samples taken for the study is 50.

*5.3.3. Sample Unit:* In sample surveys, primary sampling unit (commonly abbreviated as PSU) arises in samples in which population elements are grouped into aggregates and the aggregates become units in sample selection. The aggregates are, due to their intended usage, called "sample units".

*5.4. Statistical Tools Used*

*5.4.1 Percentage Method:* Percentage refers to a special kind of ratio. Percentage analysis test is done to find out the percentage of the response of the respondents. In these tool various percentage are presented by the way of Bar-diagram in order to have better understanding of the analysis

$$\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents}} \times 100$$

*5.4.2 Chi-Square Test:* This test allows us to determine whether two attributes are independent of each other. In this study chi-square has been used to test if there is an association between various variables and the overall level of satisfaction of safety and benefit methods.

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

**VI. DATA ANALYSIS AND INTERPRETATION**

Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, in different business, science, and social science domains. The purpose of the data analysis and interpretation phase is to transform the data collected into credible evidence about the development of the intervention and its performance. The data used for the analysis is primary data. Structured questionnaire is used to collect the data.

*6.1 Case 1: Experience and Overall Satisfaction of Respondents towards benefit methods*

This test allows us to determine whether there is any relationship between the age and recreational facility and whether they are dependent or not.

*Null hypothesis (H0):* There is significance relationship between experience and overall satisfaction of employees towards benefit methods and they are dependent

TABLE I THE RELATIONSHIP BETWEEN EXPERIENCES AND OVERALL SATISFACTION

O	E	O - E	(O - E) <sup>2</sup>	(O - E) <sup>2</sup> / E
1	0.88	.22	0.0484	0.055
1	1.44	-0.44	-0.1936	-0.1344
1	1.12	-0.12	-0.0144	-0.0128
1	0.56	-0.56	-0.3136	-0.56
5	3.96	1.04	1.0816	0.2731
7	6.48	0.52	0.2704	0.0417
4	5.04	-1.04	-0.8112	0.1609
2	2.52	-0.52	-0.2704	-0.1073
3	1.76	1.24	1.5376	1.044
3	2.88	0.12	0.0144	0.0005
1	2.24	-1.24	-1.5376	-0.6864
1	1.12	-0.12	-0.0144	-0.0128
1	3.52	-2.52	-6.3504	-1.8040
5	5.76	-0.76	-0.5776	-0.0001
8	4.48	3.52	12.3904	2.7657
2	2.24	-0.24	-0.0576	-0.0257
1	0.88	0.12	0.0144	0.0163
2	1.44	0.56	0.3136	0.2177
1	0.56	0.44	0.1936	0.44
$\sum_{O=50}$				$\chi^2=1.3792$

Source: Computed data.

The tabulated value for degrees of freedom 16 at 0.05% significance level is 26.296 Since the calculated value is much less than tabulated value, we accept the null hypothesis.

Inference: Therefore, the overall satisfaction of the employees on benefit methods and experience of employees is related or they are dependent.

*6.2 Case 2: Age and Recreational Facility*

This test allows us to determine whether there is any relationship between the age and recreational facility and whether they are dependent or not.

*NULL HYPOTHESIS (H0):* There is significant relationship between recreational facilities and age of employees and they are dependent.

TABLE II THE RELATIONSHIP BETWEEN AGE AND RECREATIONAL FACILITY

O	E	O - E	(O - E) <sup>2</sup>	(O - E) <sup>2</sup> / E
2	1.16	0.84	0.7056	0.60827
1	0.54	0.46	0.2116	0.3918
1	0.54	0.46	0.2116	0.3918
3	1.44	0.56	0.1685	0.1170
3	5.22	-2.22	-4.9284	-0.9441
1	1.235	-0.235	-0.05522	-0.0491
1	1.32	-0.32	-0.1024	-0.0775
4	3.52	0.48	0.2304	-0.06545
12	12.76	-0.76	-0.5776	0.04526
5	3.08	1.92	3.6864	1.1968
2	0.9	1.1	1.21	1.3444
1	0.9	0.1	0.01	0.0111
12	8.7	3.3	10.89	1.2517
1	0.32	0.68	0.4624	1.445

1	0.28	0.72	0.5184	1.8514
$\sum o=50$				$\chi^2=7.126$

The tabulated value for degrees of freedom 16 at 0.05% significance level is 26.296

Since the calculated value is much less than tabulated value, we accept the null hypothesis.

Inference: Therefore, the age of the employees and recreational facility is related or they are dependent.

#### VII. FINDINGS

- Since the calculated value (1.379) is much less than tabulated value (26.296), we accept the null hypothesis i.e., the overall satisfaction of the employees and their experience in work is related or dependent to each other.
- Since the calculated value (7.26) is much less than tabulated value (26.296), we accept the null hypothesis i.e. the age of the employees and the recreational facility is dependent to each other.

#### VIII. SUGGESTIONS

From the above study, it is found that relationship between experience and overall satisfaction of the employees and relationship between recreational facilities and age of employees are dependent each other. If the management of the Engineering Colleges, improves their employee benefit methods, it is will clearly help them to improve the efficiency of their employees.

#### IX. CONCLUSION

The paper entitled “staff benefit methods are key to improve efficiency of the staff at engineering: a case study” was carried out with a primary objective to understand about the organization’s benefit methods. The management provides all welfare facilities as per the factories act 1948. There is a direct relationship between experience and overall satisfaction of the employees and relationship between recreational facilities and age of employees. There are rooms to improve these benefit methods which will reflect in the efficiency of the employees.

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