

Research Article

A Study on Employee Satisfaction with Safety and Welfare Measures at Therkutheru

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Abstract: This research examines employee satisfaction concerning welfare and safety measures in the workplace, focusing on a sample size of 120 respondents. The study employs a structured data collection process, including surveys and interviews, to assess employees' perceptions and experiences of organizational support for their well-being and safety. Using statistical methods to derive meaningful insights, the analysis explores key factors influencing satisfaction, such as workplace policies, health and safety provisions, and employee benefits. Findings aim to provide organizations with valuable recommendations for enhancing employee welfare, strengthening safety protocols, and fostering a more supportive work environment. This project contributes to understanding the impact of these measures on employee morale, productivity, and retention. The study emphasizes the importance of continuous monitoring and adaptation of welfare and safety programs to align with employees' needs, ensuring compliance with regulations while improving overall job satisfaction.

Keywords: Employee's Satisfaction with Safety and Welfare Measures, Benefits.

I. INTRODUCTION

Employee satisfaction is a key point in the success and sustainability of any organization. It highlights the condition of the workforce and directly impacts productivity, morale, and overall organizational efficiency. This study focuses on evaluating the satisfaction levels of employees at Siva Foods, specifically regarding the safety and welfare measures implemented by the company. This project provides an opportunity to understand the practical steps of human resource management and how these measures contribute to employee satisfaction.

II. BENEFITS OF EMPLOYEE WELFARE MEASURES

A) Enhanced Job Satisfaction

Higher workplace satisfaction results from employee welfare initiatives like flexible work schedules, health benefits, and leisure opportunities. Employees are more likely to love their work and stick with the company when they feel appreciated and supported.

B) Increased Productivity

A well-structured welfare program can lead to increased productivity. Employees who are healthy, motivated, and satisfied with their work environment tend to perform better. Siva Foods' focus on employee welfare helps create a more engaged workforce, improving output and efficiency.

C) Reduced Turnover Rates

Investing in employee welfare can significantly reduce turnover rates. Employees who feel that their well-being is prioritized are less likely to seek employment elsewhere. This stability benefits Siva Foods by reducing recruitment and training costs associated with high turnover.

D) Improved Employee Health

Improved employee health results from health and wellness programs such as routine physicals, exercise campaigns, and mental health assistance. A healthier workforce eventually boosts morale and productivity, resulting in fewer sick days and cheaper healthcare expenses for the business.

III. NEED OF THE STUDY

- Employees have diverse needs and expectations regarding welfare and safety. A study can help identify these needs, allowing organizations to tailor their programs effectively.



- Employee welfare programs contribute to overall well-being. Understanding satisfaction levels can help organizations improve these programs, leading to healthier and happier employees.
- Satisfied employees are generally more productive. Organizations can implement changes that enhance productivity and efficiency by assessing satisfaction with welfare and safety measures.

IV. OBJECTIVES OF THE STUDY

A) Primary Objective

- To Promote physical, mental, and emotional health by providing access to medical facilities, recreational activities, and counselling support at Siva Foods Pvt Ltd, Therkuthuru.

B) Secondary Objectives:

- To Minimize risks and hazards by enforcing safety protocols, conducting regular inspections, and providing protective equipment in Siva Foods Pvt Ltd, Therkuthuru
- To study the secure and supportive work environment where employees can focus on their tasks without fear of harm or stress at Siva Foods Pvt Ltd, Therkuthuru

V. SCOPE OF THE STUDY

- The scope of a study on safety and welfare measures in a manufacturing company encompasses several critical areas to evaluate and enhance workplace conditions. The primary objective is to assess the effectiveness of existing safety protocols, such as using Personal Protective Equipment (PPE), machinery safety practices, and emergency procedures, alongside training programs that educate employees on safety and emergency response.
- The study targets permanent and contract employees across various departments of Siva Foods Company, including production workers, administrative staff, and supervisors.

VI. HYPOTHESIS OF THE STUDY

- A research hypothesis is a specific, clear, and testable proposition or predictive statement about a scientific research study's possible outcome based on a particular population property, such as presumed differences between groups on a particular variable or relationships between variables.
- **H₀:** There is no relationship between the employee welfare facility and their satisfaction with Siva Foods Pvt Ltd.
- **H₁:** There is a relationship between employee welfare facility and their satisfaction level in Siva Foods Pvt Ltd.

VII. RESEARCH METHODOLOGY

One strategy for methodically resolving the research challenge is research methodology. It could be viewed as a science that studies scientific research methods. In it, we examine the many approaches a researcher typically takes to investigate his research problem and the reasoning behind them. The researcher must be familiar with the methodology and the research methods procedures.

A) Research Design

The formidable problem that follows the task of defining the research problem is the preparation of the research design, popularly known as the "research design." A research design is the arrangement of conditions for the collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such, the design includes an outline of what the researcher will do, from writing the hypothesis and its operational implications to the final data analysis.

B) Analytical Tools for the Study

The data collected through questionnaires were analyzed the data. The content analysis procedure determines the relationship between the subject's answers.

- Simple Percentage Method
- Chi-Square Method

VIII. LIMITATION OF THE STUDY

- The data was collected during work hours when employee were busy with their routine work, so they were less responsive.
- Accurate information is not received by as from the company.
- Some of the respondents were not clear with the answer
- Inadequacy of time.

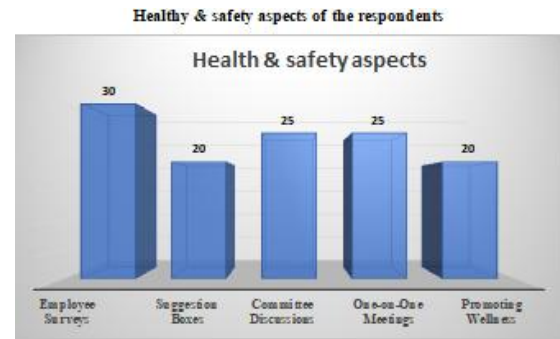
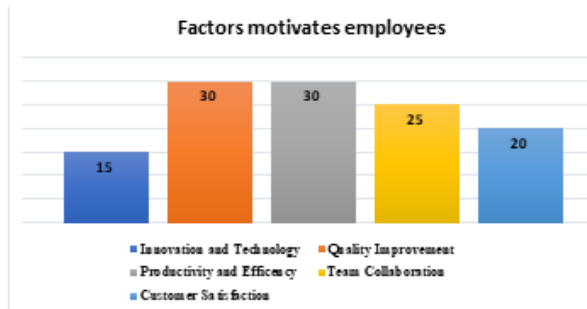
IX. COMPANY PROFILE

Siva Foods is a renowned confectionery manufacturer based in Madurai, Tamil Nadu, India. Established in 2007, the company is recognized for its innovative approach to producing high-quality, affordable confectionery products under its flagship brand, "Flubbers." Its mission is to make delicious treats accessible to everyone while maintaining uncompromising quality and

safety standards. The company specializes in unique products such as jellies and puddings made with Nata de Coco—a pioneering concept in the Indian market. Siva Foods operates a state-of-the-art manufacturing facility equipped with advanced machinery, ensuring consistent quality and adhering to international food safety standards; with a strong foothold in South India and an expanding presence in global markets, Siva Foods continues to grow, driven by its commitment to innovation, customer satisfaction, and sustainability. The company aims to delight its consumers with a diverse range of products while fostering a reputation for excellence in the confectionery industry. It has a strong presence in South India and steadily expands its footprint across India and international markets. Its innovative approach and focus on affordability have made it a household name in the confectionery segment. The company is led by its visionary Founder Chairman, Mr. Kathiresan Annamalai, a chemical engineer with degrees from NIT Trichy and IIT Chennai. Under his leadership, Siva Foods has achieved significant milestones, including becoming the largest-selling jellies and pudding brand in South India.

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS



CORRELATION

Correlations

		experience	Adequate facilities during break hours
Experience	Pearson Correlation	1	.884**
	Sig. (1-tailed)		.000
	N	120	120
Adequate facilities during break hours	Pearson Correlation	.884**	1
	Sig. (1-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (1-tailed).

X. SUGGESTIONS

- Recreation facilities can be improved to increase the morale of the employees and reduces the stress of the employees.
- More training classes should be conducted to enhance the efficiency of the employees.
- Improving Welfare Facilities Improve break-time amenities and upgrade washrooms and drinking water facilities based on employee feedback.
- Management will set up additional programs to raise employee understanding of welfare measures, working circumstances, and social security programs.
- Since the company is a manufacturing company, there is expected to be a large number of male employees. However, the company could hire a few more women to make the workplace more comfortable for the few female employees.
- Better Recognition Strategies introduce reward systems and performance-based incentives to improve work appreciation and reduce dissatisfaction.

XI. CONCLUSION

The study indicates that while employees feel motivated, recognized, and satisfied with workplace conditions, certain areas require attention. Safety measures, welfare provisions, performance monitoring, and gender diversity need further improvements to create a supportive, safe, and inclusive work environment. Organizations can increase employee engagement, boost productivity, and promote overall well-being by implementing targeted enhancements.

While employees express general satisfaction with workplace policies and safety measures, some areas need further attention. Organizations should focus on enhancing workplace diversity, improving welfare facilities, reinforcing safety standards, fostering innovation, and creating stronger recognition programs. These improvements will elevate employee satisfaction and contribute to higher productivity, better engagement, and long-term success.

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