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**A STUDY ON NON- STATUTORY WELFARE SCHEMES IN PRIVATE INSTITUTE
COLLEGES WITH SPECIAL REFERENCE TO KANCHIPURAM DISTRICT**

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Abstract

All the organization strives for increased productivity and profit. One of the existing key for this accomplishment is employee welfare which makes the employee to be more involved in his job. Employee welfare means anything done for the improvement and comfort of the labours over the salaries paid which is not a necessity of the industry.

The employee welfare schemes are divided into two types named Statutory and non-statutory schemes. The statutory schemes are the mandatory schemes to provide by an organization as per government regulation on companies. The non-statutory schemes enrich the life of employees by providing various offers like transportation, medical- claim, employee counselling program and it also various from organization to organization and from industry to industry.

This study is an attempt to identify the employee non-statutory welfare measure in teaching field and it is carried out to explore how the faculty members are continuously motivated at their work. Teaching field is one of the important industries which plays an important role in developing the young India Since colleges also considered as an individual organization this study helps to find out how employees are motivated and encouraged in private institutes for maximum output for this purpose the samples are taken from various colleges in Kanchipuram district.

Key words: *non-statutory welfare, organization, productivity*

I. INTRODUCTION

Teaching industry is one of the key driver of countries development and employment which will further gain in importance in the coming years. Employee Welfare has known as one of the vital measure of performance of any organization. An efficient, skilled and focused employee will be an asset to any organization if he is happy, he will concentrate on his job and better results can be achieved. Employee

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welfare is term which comprising various benefits, services, and facilities offered to employees by the employer.

Main objective of welfare schemes in organization:

- To provide better and satisfied life to the employees and families.
- To increase the employee involvement and thereby get the maximum output from the individual for the organization growth.

Enterprises provide welfare facilities to their employees to keep their motivation levels up. The statutory schemes are compulsory schemes should be provided to the employees to have better environment to work which includes canteen facilities, drinking water, changing rooms, latrines and urinals, rest room, spittoons etc. . Non statutory welfare scheme includes: personal health care, employee assistance programs, crèches, harassment policy, transport facility, Medical-claim insurance scheme. The non-statutory schemes widely various from organization to organization and from industry to industry. Few basic non – statutory welfare schemes and meaning of it is mentioned below

1. Regular medical check-ups: Organizing regular medical check up to ensure good health condition at work place.
2. Employee Assistance Programs: Arranging various external counselling service to employees and members of their family can get counselling on various matters.
3. Transportation: Providing any mode of transport facilities to their places from organization.
4. Harassment Policy: A written policy specifically stating that any form of harassment is restricted at the workplace to protect the employees.
5. Maternity & Paternity leave: Employee can avail maternity or Paternity leaves.
6. Medical – claim policy: This insurance schemes helps the employee to reclaim the amount spent during hospitalization due to ill or pregnancy.

Employee non statutory-welfare measures to improve the physical, social psychological and general well –being of the working people. Welfare schemes work in any industry irrespective of the field aims at providing the better working and living conditions of employees and their families.

II. IMPORTANCE OF THE STUDY

Analysing employee welfare is not a new phenomenon. Mostly these welfare measures are given to industries like automobile, IT, mining, etc. for increasing the employee involvement to get desirable result. Since colleges is also an organization this research work is carried out to know how these welfare measure keep the faculties retained, motivated and encouraged by the employers of private institutions.

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III. OBJECTIVE OF THE STUDY

This research is carried out with the following objectives:

- The primary objective is to study the non-statutory welfare measures for faculties in private institute colleges (Kanchipuram dist.)
- To find out the level of satisfaction with respect to the facilities provided to them.
- To know about the awareness level about the concept of “Non-statutory welfare schemes”.

IV. RESEARCH METHODOLOGY

- Type of data : Primary data and secondary data’s are used for this study.
- Data collection: Primary data is collected by issuing questionnaire, and the secondary data is collected through various sources like internet, books and journals.
- Sample size: The sample size is 67 and the data’s are collected through questionnaire.
- Sampling method: convenience sampling method is used for this study.
- Area of study: The area of study is confined to Kanchipuram district...
- Tools for data analysis and presentation: Collected data are analysed by the use of various statistical tools like: Percentage analysis, correlation, Chi – square test

V. DATA ANALYSIS AND INTERPRETATION

This study describes the factor that leads to the workers welfare measures of textile industries in Kanchipuram district, Tamil Nadu. Here this research was conducted to find out the Information about the factor and to spotlight the areas that need the management’s attention. For this study 15 engineering and Arts College were selected and the total number of sample participants is 67 out 80 issued questionnaire. Analysis involved estimating the value of unknown parameters of the population and testing of hypothesis for drawing inferences. The statistical tools like chi-square and percentage analyses are used.

Table: 5.1: The distribution of the respondents based on their ages.

Serial number	Factor	Frequency	Percentage
1	20-29	28	41.8
2	30-39	22	32.8
3	40-49	7	10.4
4	above 50	10	14.9
	Total	67	100.0

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INTERPRETATION

This table shows that 41.8% of the employees are belong to the age group of 20-29 and 32.8% respondents are from 30-39 age group. 10.4% are from 40-49 age group. 14.9% of the employees are from above 50 age.

Table: 5.2: The distribution of the respondents based on the gender.

Serial number	Factor	Frequency	Percentage
1	Male	39	58.2
2	Female	28	41.8
	Total	67	100.0

INTERPRETATION

This table shows that 58.2% of the employees are male and 41.8% are the female employees.

Table: 5.3: The distribution of the respondents based on their opinion about awareness of welfare measures

Serial number	Factor	Frequency	Percentage
1	Strongly Agree	16	23.9
2	Agree	37	55.2
3	Neutral	5	7.5
4	Disagree	9	13.4
	Total	67	100.0

INTERPRETATION

This table shows that 23.9% of the strongly agree that they aware of welfare schemes in the college. 55.2 % of the employee agree with the awareness of welfare measures. 7.5% of the employees neutral about the welfare awareness and 13.4% employees disagree with the employee awareness.

Table: 5.4: The distribution of the respondents based on their opinion about working hours in college

Serial number	Factor	Frequency	Percentage
1	Strongly Agree	14	20.9
2	Agree	34	50.7
3	Neutral	9	13.4

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4	Disagree	10	14.9
	Total	67	100.0

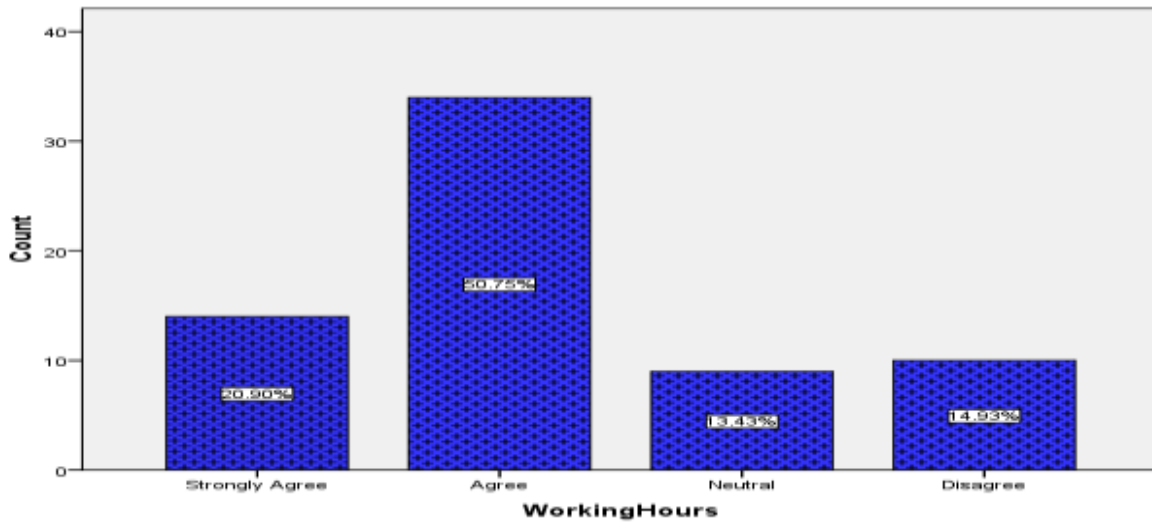


Figure 1: The distribution of the respondents based on their opinion about working hours in college

INTERPRETATION

This table shows that 20.9% of the employee strongly agree with the working hours in the college. 50.75 % of the employee agree with the working hours. 13.43% of the employees neutral with the working hours and 14.93% employees disagree with the working hours.

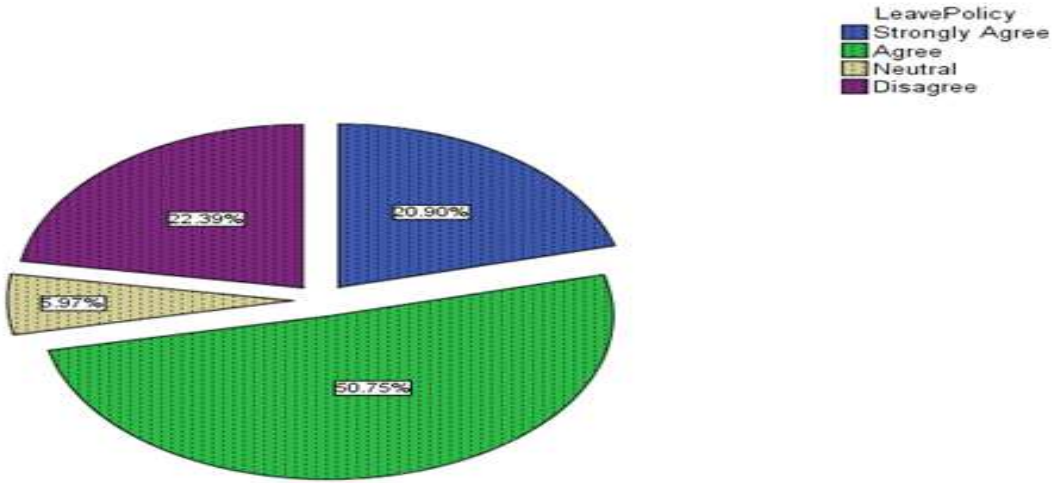


Figure 2: The distribution of the respondents based on their opinion about Leave Policy system.

INTERPRETATION

This chart shows that 20.90% of the employees are strongly agree with employee’s leave procedure. 50.75% of the employees are agree with it. 5.97 % of the employees have neutral opinion with it. 22.39% of the employees are disagree with it.

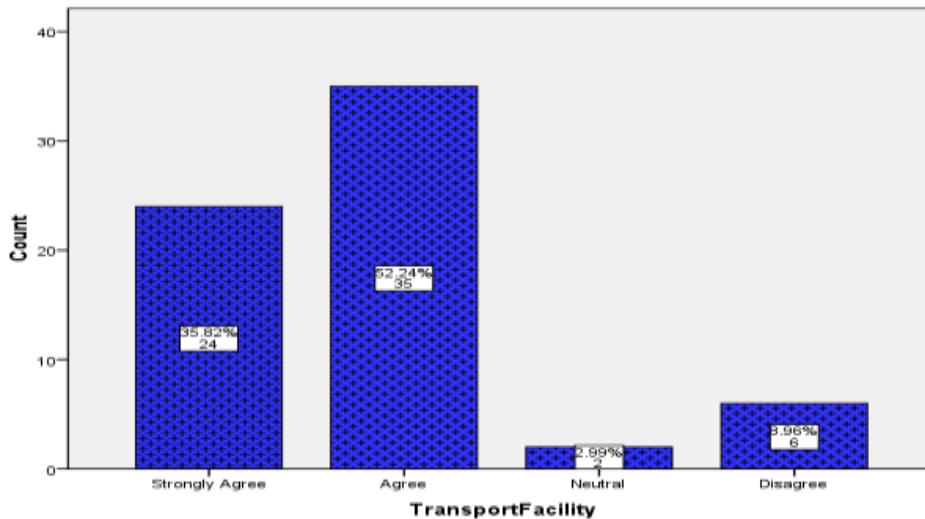


Figure 3: The distribution of the respondents based on their opinion towards transport facility

INTERPRETATION

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This chart shows that 35.82% of employee the strongly agree with the transport facility provided in the college. 52.24 % of the employee agree with the transport facility. 2.99% of the employees neutral with the transport facility and 8.96% employees disagree with the transport facility.

Table: 5.5: The distribution of the respondents based on their opinion towards regular medical check-up

Serial number	Factor	Frequency	Percentage
1	Strongly Agree	2	3.0
2	Agree	30	44.8
3	Neutral	11	16.4
4	Disagree	22	32.8
5	Strongly Disagree	2	3.0
	Total	67	100.0

INTERPRETATION

This table shows that

- 3% of the employees are strongly agree with the regular medical check-up at workplace.
- 44.8 % of the employees are agree with the regular medical check-up at workplace.
- 16.4 % of the employees are neutral with the regular medical check-up at workplace.
- 32.8% of the employees are disagree with the regular medical check-up at workplace.
- 3% of the employees are strongly disagree with the regular medical check-up at workplace.

Table: 5.6: The distribution of the respondents based on their opinion towards medi-claim Policy

Serial number	Factor	Frequency	Percentage
1	Strongly Agree	4	6.0
2	Agree	29	43.3
3	Neutral	5	7.5
4	Disagree	25	37.3
5	Strongly Disagree	4	6.0
	Total	67	100.0

INTERPRETATION

This table shows that 6% of the employee strongly agree with the medi-claim policy in the college. 43.3 % of the employee agree with the medi-claim policy.7.5% of the employees neutral with the medi-claim

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policy and 37.3% employees disagree with the medi-claim policy. 6%employees strongly disagree with the medi-claim policy.

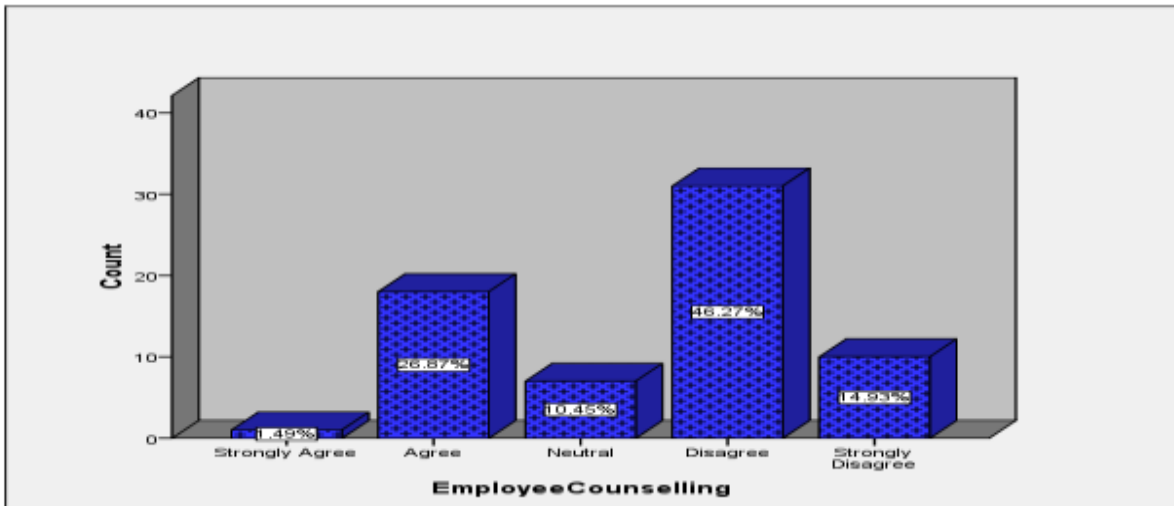


Figure 4: The distribution of the respondents based on their opinion towards Employee Counselling

INTERPRETATION

This table shows that 1.49% of the employee strongly agree with the employee counselling facility at the college. 26.87 % of the employee agree with the employee counselling.10.45% of the employees neutral with the employee counselling and 46.3% employees disagree with the medi-claim policy. 14.9%employees strongly disagree with the employee counselling.

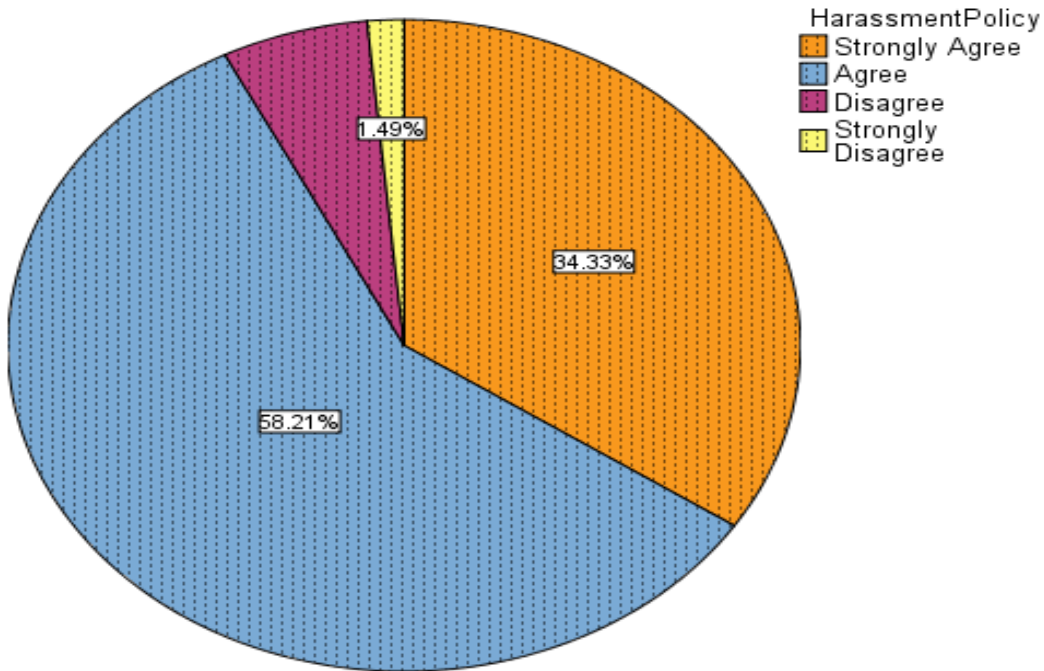


Figure 5: The distribution of the respondents based on their opinion towards Harassment Policy

INTERPRETATION

This chart shows that 34.3% of the employee strongly agree with the employee harassment policy. 58.2 % of the employee agree with the employee harassment policy.6.0% employees disagree with the employee harassment policy. 1.5%employees strongly disagree with the employee harassment policy.

Table: 5.7: The distribution of the respondents based on their opinion towards recreational activities

Serial number	Factor	Frequency	Percentage
1	Strongly Agree	9	13.4
2	Agree	36	53.7
3	Neutral	4	6.0
4	Disagree	14	20.9
5	Strongly Disagree	4	6.0
	Total	67	100.0

INTERPRETATION

This table shows that 13.4% of the employee strongly agree with the recreational activities in the college. 53.7% of the employee agree with the recreational activities.6% of the employees neutral with the

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recreational activities. 20.9% employees disagree with the recreational activities and 6% employees strongly disagree with the recreational activities.

Table: 5.8: The distribution of the respondents based on their opinion towards overall welfare scheme satisfaction.

Serial number	Factor	Frequency	Percentage
1	Strongly Agree	10	14.9
2	Agree	38	56.7
3	Neutral	7	10.4
4	Disagree	9	13.4
5	Strongly Disagree	3	4.5
	Total	67	100.0

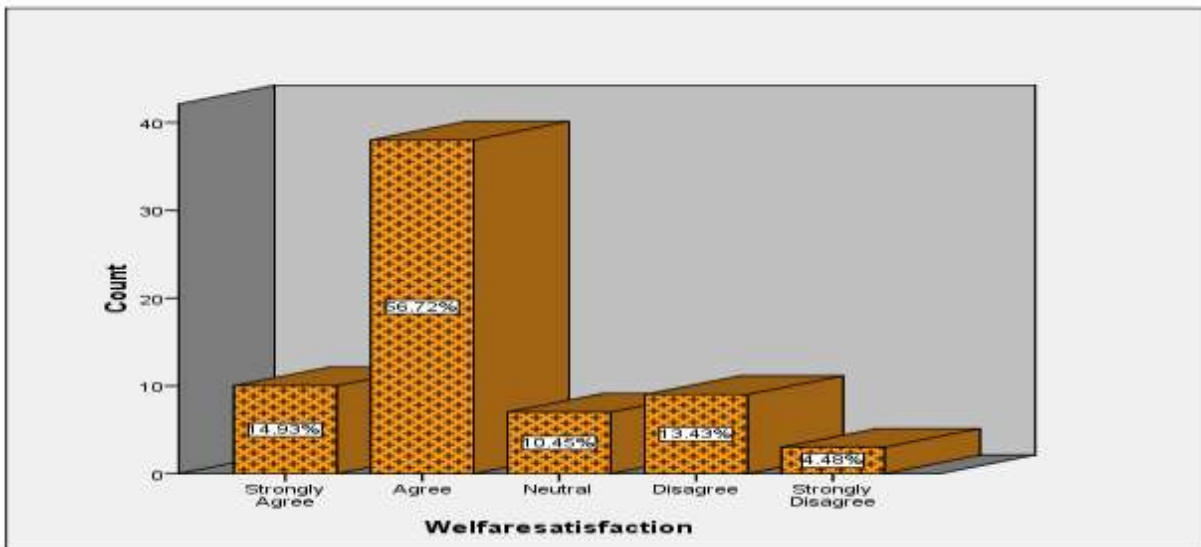


Figure 6: The distribution of the respondents based on their opinion toward over all welfare satisfaction

INTERPRETATION

This table shows that 14.9% of the employee strongly agree with the overall welfare scheme in the college. 56.7 % of the employee agree with the overall welfare scheme. 10.4% of the employees neutral with the overall welfare scheme and 13.4% employees disagree with the overall welfare scheme. 4.5% employees strongly disagree with the overall welfare scheme.

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Table 5.9: The respondents’ opinion about Welfare satisfaction and Leave Policy

		Welfare satisfaction	Leave Policy
Welfare satisfaction	Pearson Correlation	1	.569**
	Sig. (2-tailed)		.000
	N	67	67
Leave Policy	Pearson Correlation	.569**	1
	Sig. (2-tailed)	.000	
	N	67	67

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

This correlation table shows there is a significant positive relationship between Welfare satisfaction and Leave Policy. The inferred value is 0.569

Table 5.10: The respondents’ opinion about Welfare satisfaction and working Hour

Correlations

		Welfare satisfaction	Working Hours
Welfare satisfaction	Pearson Correlation	1	.653**
	Sig. (2-tailed)		.000
	N	67	67
Working Hours	Pearson Correlation	.653**	1
	Sig. (2-tailed)	.000	
	N	67	67

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

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This correlation table shows that there is a significant Positive relationship between welfare measures satisfaction and working Hours. The inferred value is 0.943.

Table 5.11: The respondents’ opinion about Welfare satisfaction and Employee counselling

H0 = There exists no significant relationship between level of welfare satisfaction and Employee counselling

H1= There exists significant relationship between level of welfare satisfaction and Employee counselling

Levels of welfare satisfaction

	Observed N	Expected N	Residual
Strongly Agree	10	13.4	-3.4
Agree	38	13.4	24.6
Neutral	7	13.4	-6.4
Disagree	9	13.4	-4.4
Strongly Disagree	3	13.4	-10.4
Total	67		

Levels of Employee Counselling

	Observed N	Expected N	Residual
Strongly Agree	1	13.4	-12.4
Agree	18	13.4	4.6
Neutral	7	13.4	-6.4
Disagree	31	13.4	17.6
Strongly Disagree	10	13.4	-3.4
Total	67		

Test Statistics

	Welfare satisfaction	Employee Counselling
Chi-Square	58.597 ^a	40.090 ^a
Df	4	4
Asymp. Sig.	.000	.000

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VI. FINDINGS

- Most of the employees are benefited with the non-statutory welfare schemes provided by their colleges.
- Majority of employees having above 5 years' experience are highly satisfied with the non – statutory welfare schemes.
- Most of the colleges provide proper transport facility to the employees.
- 60% of the employees satisfied with the harassment policies adhered by the organization.
- Majority of the employees are satisfied with the leave policy and working hours in the college.

VII. SUGGESTIONS

- Improvements are required in the areas of regular medical check-up and Medi-claim policies.
- Management can think of formulation of employee counselling committee for the better work place .This committee helps the employee from depressed or demotivated state because of work place or personal problems.
- Administration can show much more improvement in recreational activities.

VIII. CONCLUSION

- Now a days most of the colleges Provides the statutory welfare measures but only some of the colleges provides some more welfare facilities to employees so that the employee turnover will be low and increased quality of work life.
- By providing this better quality work life to the employee it results in increased employee involvement in the job and productivity of the organization.
- Finally this research shows that the employees of Private institute colleges in Kanchipuram district are satisfied with the welfare measure provided by their colleges.

IX. LIMITATION OF THE STUDY

- This study was limited to only Private colleges at Kanchipuram. There is a further scope for schools, medical colleges and other institutes in various regions.
- Eighty questionnaires were distributed among 15 engineering and arts colleges. In these eighty questionnaires 67 were returned.

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QUESTIONNAIRE

PART- A

Please answer the questions by typing the number of the option in the blank space

- 1) Age : ____
(1) 20 – 29 (2) 30 – 39 (3) 40 – 49 (4) Above 50
- 2) Gender: ____
(1) Male (2) Female
- 3) Experience in the Organization: ____
(1) 1-5 years (2) 6-10 years (3) 11-15 years (4) Above 15 years

PART-B

Kindly answer the following questions by typing the number in the respective column in order to find out the perception towards welfare measures at your college.

1-Strongly Agree 2-Agree 3-Neutral 4-Disagree 5-Strongly Disagree

S.NO	STATEMENTS	5 point Likert scale				
		1	2	3	4	5
6	I am aware of various welfare measures provided in my college.					
7	I am satisfied with the working hours of the college.					

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8	I am Satisfied with the leave policy of the Organization.					
9	Satisfied with the Transport facility provided by your college.					
10	Satisfied with the Regular medical checkups for all staffs in the college.					
11	How do you rate the medical benefits provided by the Organization for the employees & their families?					
12	Does the college provide any counselling service to the employees?					
13	Satisfied with the harassment policy for the employees.					
14	I am Satisfied with the recreational activities organized in my college					
15	I am satisfied with the overall welfare schemes at my college.					