

SYNOPSIS

Title: EMPLOYEE WELFARE MEASURES AIRTEL

ABSTRACT

The present study was under taken with such a task in mind and it aims at unearthing the strengths and weakness of the welfare measures in **Bharathi Airtel Hyderabad** that is prevalent in the organization that sponsored this project work.

Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. The assessment of how successful employees have been at meeting their individual goals, therefore, becomes a critical part of Human Resource Management. This leads us to the topic of **Employees Welfare measures.**

This project aims at knowing “Welfare System”. In this project the work atmosphere and the welfare measures provided by the organization has studied.

It also aims at finding out the employee’s relationship with the management.

This survey is done within the organization. The sample size is 110. The data was collected by administering questionnaire and by adopting direct personal contact method. The persons met are all employees of the concern.

Collections of data were analyzed and tabulated in a sequential manner and the interpretations are given along with the tabulation. The conclusion and suggestions are also given in this report for the improvement of this system in the organization.

INTRODUCTION

“Welfare is comfortable living and working conditions”. Employee welfare means the efforts to make life worth living for workman.

“Welfare is comfortable living and working conditions”. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/overhauling, etc.

While the cost on training, development, etc., can be recorded separately and to be within the eventual, the expenditure on welfare activities can be added to the ‘investment’ and the returns judged. Unlike other assets which have depreciation value as year’s passes by, value of human assets appreciates with passing years. The value can depreciate by aging process which is generally hastened up by worries, unhealthy conditions, etc. once this process is slowed down, or at least if the employee is made to feel ‘young in spirits’ the value of this asset appreciates considerably.

Any investment constitutes the assets of a company and therefore, any investment for welfare of labor would constitute an extra investment in an asset. Industrial progress depends on a satisfied labor force and the importance of labor welfare measures was stressed as early as 1931, when the Royal Commission on labor stated ‘the benefits which go under this nomenclature, are of great importance to the worker and which he is unable to secure by himself. The schemes of labor welfare may be regarded as a “wise investment” which should and usually does bring a profitable return in the form of greater efficiency.

The basic features of labor welfare measures are as follows:

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.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor 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. The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.

The concept of 'labor welfare' is flexible and elastic and differs widely with times, regions, industry, country, social values and customs, degree of industrialization, the general socio-economic development of the people and the political ideologies prevailing at particular moments. It is also according to the age group, socio-cultural background, marital status, economic status and educational level of the workers in various industries.

NEED OF THE STUDY

- ⊙ To know about the Constitutional provisions in Bharathi Airtel .
- ⊙ To find whether Labor welfare helps in providing good industrial relations .
- ⊙ To know about the employees satisfaction towards welfare measures.
- ⊙ To find out the facilities entitled by Bharathi Airtel

IMPORTANCE OF THE STUDY

- It helps in improving recruitment.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- It improves moral & loyalty of workers.
- It reduces labor turnover & absenteeism.
- It helps in increasing productivity & efficiency by improving physical & mental health.
- It helps in improving industrial relation & industrial peace.

SCOPE OF THE STUDY

- The present study has been undertaken to study find out effectiveness of employee welfare measures in Bharathi Airtel.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
- Through the study, company would be able to know the satisfaction level of employee on welfare measures.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

To study the employees welfare measures in Bharathi Airtel(AIRTEL).

SECONDARY OBJECTIVES:

- To identify the various welfare measures provided to the employees.
- To know their satisfaction towards the welfare measures
- To understand how welfare measures improve the motivation of the Employees.
- To find out employees preference regarding welfare measures which they like to have in future.

RESEARCH METHODOLOGY

Definition of Research

“The manipulation of things, concepts or symbols for the purpose of generalizing to extend, correct or verify knowledge, whether that knowledge aids in construction of theory or in the practice of an art.”

- **D.Slesinger and M.Stephenson**

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 welfare measures and diagnostic design helps in determine the frequency with which something occurs or it's 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.

DESCRIPTIVE RESEARCH

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.

SAMPLE DESIGN

A sample design is a definite plan determined before any data are actually collected for obtaining a sample from a given population. Sampling is used to collect data from limited numbers whereas census is used for large numbers. For the research, sampling method was used.

There are different types of sample design based on two factor namely the representation basis and the element selection technique .There are two main categories under which various sampling method can be put. There are

1. Probability sampling
2. Non probability sampling

In this particular research the A study is on probability sampling. And in the simple random sample is used.

PROBABILITY SAMPLING:

Probability sampling is based on the concept of random selection; the sample may be either unrestricted or restricted. When each sample elements is drawn individually from the population at large, then the sample so drawn is known as ‘unrestricted sample’, Where as all other forms of sampling are covered under the term ‘restricted sample’.

The most frequently used probability samples are:

- Simple random sample
- Systematic sample
- Stratified sample (proportionate & disproportionate)
- Cluster sample

NON- PROBABILITY SAMPLING:

Non-probability sampling is that sampling procedure which does not afford any basis for estimating the probability that each item in the population has of being included in the sample.

- Judgment sampling
- Convenient sampling
- Quota sampling.
- Snowball sampling

SAMPLING METHOD

In this research systematic sampling method is used to collect the primary data by using questionnaire.

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.

POPULATION SIZE

The over all population size is 500 .

SAMPLE SIZE:

The total sample size of 110 has been taken for this study. Both male and female employees have been interviewed.

1.1.5.3 DATA COLLECTION METHOD

Primary Source of Data

Primary data is known as the data collected fro the first time through field survey. Such data are collected with specific set of objectives to assess the current status of any variable studied.

RESEARCH INSTRUMENT:

In this project, the data were collected through structured questionnaire.

QUESTIONNAIRE

A questionnaire is a schedule consisting of a number of coherent and formulated series of question related to the various aspects of the under study. In this method a pre – printed list of question arranged in sequence is used to elicit response from the important.

Types of questions

The following are the types of questions, which are used in research. They are:

- a) Open ended question
 - b) Close ended question
- a) Open ended questionnaire:

An open-ended question gives the respondents complete freedom to decide the form length and detail of the form.

b) Close ended questionnaire:

The close-ended question is of two types they are as follows:

i) Dichotomous question

This type has only two answers in the form of “YES” or “NO”, “TRUE” or “FALSE” etc...

ii) Multiple – choice question.

In this case the respondents are offered two or more choices and the respondent have to indicate which is applicable in the following cases.

STATISTICAL TOOLS APPLIED

- Percentage Analysis
- Weighted Average
- One-way ANOVA

PERCENTAGE ANALYSIS:

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, Pie charts in order to have better understanding of the analysis.

FORMULA:

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondent}} \times 100$$

WEIGHTED AVERAGE:

Mean in which each item being averaged is multiplied by a number (weight) based on the item's relative importance. The result is summed and the total is divided by the sum of the weights. Weighted averages are used extensively in descriptive statistical analysis such as index numbers. Also called weighted mean.

FORMULA:

$$\text{WEIGHTED AVERAGE} = \frac{\sum W X_i}{\sum W_i}$$

$\sum W X_i$ = The sum of weights (let $x_1, x_2, x_3 \dots x_n$)

$\sum X_i$ = occur with weights ($w_1, w_2, w_3 \dots w_n$)

ONE-WAY ANOVA:

Under the one-way ANOVA, we consider only one factor and then observe that the reason for said factor to be important is that several possible types of samples can occur within that factor .

Analysis of variance table for one-way ANOVA

SOURCES OF VARIATION	SUM OF SQUARES	DEGREES OF FREEDOM	MEAN SQUARE	F-RATIO
BETWEEN SAMPLES	$n_1(X_1 - \bar{X})^2 + \dots + n_k(X_k - \bar{X})^2$	(k-1)	$\frac{\text{SS BETWEEN}}{(k-1)}$	$\frac{\text{MS BETWEEN}}{\text{MS WITHIN}}$
WITHIN SAMPLES	$\sum (X_{ij} - \bar{X})^2 + \dots + \sum (X_{ki} - \bar{X})^2$	(n-k)	$\frac{\text{SS WITHIN}}{(n-k)}$	
TOTAL	$\sum_{i=1,2,\dots} \sum_{j=1,2,\dots} (X_{ij} - \bar{X})^2$	(n-1)		

This ratio is used to judge whether the difference among several means is significant or is just a matter of sampling fluctuations.

LIMITATIONS OF STUDY

- ❖ Time is the important limitation. Due to time constraints only limited population is taken for the study.
- ❖ Findings based on this study cannot be used in other organizations.
- ❖ There are chances of misrepresentation responses.
- ❖ The biased view of the respondent is another cause of the limitation

CHAPTERISATION

Detailed/final Project Report will include the following chapters

CHAPTER –I

- Introduction
- Significance of the study
- Need of the study
- Objective and scope of study
- Methodology
- Limitations
- Scope

(Details of methodology used in studying and collecting the data and issue will be described)

CHAPTER –II

- Literature review
- Theoretical study

CHAPTER –III

- Industry & company profile

CHAPTER –IV

Analysis of the topic & Interpretation

(Descriptive work on the topic, this chapter will include analysis and interpretation of data tabulation and categorization)

CHAPTER –V

- Recommendation
- Bibliography
- Appendix

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