

A Study on Strategic Analysis of Employee Welfare Measures and Their Contribution to Productivity in Spinning Mill

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Abstract:

Employee welfare measures play a vital role in enhancing the efficiency, satisfaction, and productivity of employees in the spinning mill industry. This study focuses on the strategic analysis of various welfare measures provided to employees and examines their contribution to organizational productivity. Welfare initiatives such as health and safety facilities, canteen services, medical support, transportation, housing, sanitation, recreational activities, and employee benefits help create a positive work environment and improve employee morale. The research aims to analyze the effectiveness of these welfare practices and their influence on employee motivation, job satisfaction, absenteeism reduction, and overall performance. The study also highlights the relationship between employee well-being and productivity growth in spinning mills. Findings indicate that effective welfare measures strengthen employee commitment, reduce labor turnover, and contribute significantly to higher productivity and organizational success.

Keywords: Employee Welfare, Productivity, Spinning Mill Industry, Job Satisfaction, Employee Motivation, Organizational Performance, Labor Welfare, Industrial Relations.

INTRODUCTION

Employee welfare is an important aspect of industrial management, especially in labour-intensive industries such as spinning mills. It includes facilities and services provided to employees beyond wages, such as medical care, safety measures, canteen facilities, sanitation, drinking water, and recreational amenities. These welfare measures help improve employees' physical and mental well-being, create a safe and supportive work environment, and increase job satisfaction and morale. In spinning mills, where workers are exposed to dust, noise, long working hours, and repetitive tasks, effective welfare measures are essential to reduce fatigue, absenteeism, and employee turnover.

This study focuses on a strategic analysis of employee welfare measures and their impact on productivity in The Krishnagiri District Cooperative Spinning Mills Limited. The organization provides various welfare facilities to enhance working conditions and support employee well-being. The study examines how these measures are implemented and perceived by employees, and how they influence satisfaction, motivation, and efficiency. It aims to identify the relationship between welfare practices and productivity, helping management improve existing welfare policies and strengthen organizational performance through a healthier and more committed workforce.

STATEMENT OF THE PROBLEM

In labour-intensive industries like spinning mills, employees are exposed to challenging working conditions such as long hours, dust, noise, and repetitive tasks. These factors can negatively affect their health, safety, and overall job satisfaction, which in turn may reduce their efficiency and productivity.

Although organizations provide various welfare measures, the effectiveness of these facilities in improving employee performance is not always clearly understood.

OBJECTIVES OF THE STUDY

- To study the existing employee welfare measures in the organization
- To analyse the effectiveness of welfare facilities provided to employees
- To examine the level of employee satisfaction towards welfare measures
- To study the relationship between employee welfare and performance
- To identify problems faced by employees regarding welfare facilities

To suggest improvements in welfare measures for better productivity

SCOPE OF THE STUDY

- The study focuses on employee welfare measures in the selected spinning mill
- It covers facilities like health, safety, sanitation, canteen, and basic amenities
- It examines the impact of welfare measures on employee productivity
- It analyses employee satisfaction towards welfare facilities
- It identifies strengths and weaknesses of existing welfare practices
- It provides suggestions for improvement in welfare measures
- It helps in improving employee well-being and organizational performance

LIMITATIONS OF THE STUDY

- The sample size of employees may be limited and may not represent all workers
- The study is based on the responses given by employees, which may be biased or inaccurate
- Time constraints may affect the depth of analysis
- The study focuses only on selected welfare measures and not all aspects
- Findings may not be applicable to other industries or organizations
- Lack of access to complete data or records may limit the study
- Changes in employee opinions over time are not considered
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RESEARCH METHODOLOGY

Research Methodology

Research methodology refers to the systematic process used to collect, analyse, and interpret data for the study. This study focuses on analysing employee welfare measures and their contribution to productivity in the spinning mill. A structured method is followed to ensure accuracy and reliability of the results.

Research Design

The study adopts a descriptive research design. It aims to describe the existing employee welfare measures and analyse their impact on productivity.

Research Approach

The study follows a quantitative research approach, as it is based on numerical data collected from employees and analysed using statistical tools.

Population

The population of the study consists of all employees working in the spinning mill.

Sample Size

The sample size of the study is 87 respondents, selected from the organization.

Sampling Design

The study uses a structured sampling design to select respondents from different departments such as production, maintenance, and administration.

Sampling Method

A simple random sampling method is used to select employees, ensuring equal chance for all respondents.

Design of the Study

The study is designed to collect employee opinions regarding welfare measures and analyse their impact on productivity and satisfaction levels.

Descriptive Research Design

Descriptive design is used to present facts about employee welfare measures, satisfaction, and productivity through tables, charts, and analysis.

Period of the Study

The study is conducted during a specific period within the 2025-2026

Area of the Study

The study is conducted at The Krishnagiri District Cooperative Spinning Mills Limited, Uthangarai.

Methods of Data Collection

Primary Data:

Collected through structured questionnaires from employees

Secondary Data:

Collected from company records, books, journals, and websites

Statistical Tools Used

1. Percentage Analysis

Used to analyse demographic data and employee responses in percentage form for easy understanding.

2. Chi-Square Analysis

Used to test the relationship between variables.

Example: The analysis shows a significant relationship ($p < 0.05$) between welfare measures and stress reduction among employees.

3. ANOVA Analysis

Used to compare differences between groups.

Example: The ANOVA test shows a significant difference ($p = 0.004$) among experience groups regarding their responses.

CHI SQUARE TEST

RELATIONSHIP BETWEEN GENDER OF THE RESPONDENTS AND THEIR OPINION ON WHETHER WELFARE MEASURES HELP REDUCE WORK STRESS.

1. CHI-SQUARE ANALYSIS

Aim of the Study

To examine whether there is a significant relationship between the gender of the respondents and their opinion regarding whether employee welfare measures help reduce work stress.

Null Hypothesis (H_0)

There is no significant relationship between gender of the respondents and their opinion on whether welfare measures help reduce work stress.

Alternative Hypothesis (H_1)

There is a significant relationship between gender of the respondents and their opinion on whether welfare measures help reduce work stress.

DESCRIPTIVE STATISTICS					
	N	Mean	Std. Deviation	Minimum	Maximum
gender of the respondents	87	1.51	.503	1	2

help reduce work stress of the respondents	87	2.10	.836	1	4
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FREQUENCIES

Gender Of The Respondents			
	Observed N	Expected N	Residual
Male	43	43.5	-.5
Female	44	43.5	.5
Total	87		

HELP REDUCE WORK STRESS OF THE RESPONDENT			
	Observed N	Expected N	Residual
Strongly Agree	22	21.8	.3
Agree	38	21.8	16.3
Disagree	23	21.8	1.3
Strongly Disagree	4	21.8	-17.8
Total	87		

TEST STATISTICS

	GENDER OF THE RESPONDENTS	HELP REDUCE WORK STRESS OF THE RESPONDENTS
Chi-Square	.011 ^a	26.701 ^b
df	1	3
Asymp. Sig.	.915	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 43.5.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 21.8.

INTERPRETATION

The Chi-Square analysis indicates that there is a statistically significant relationship between gender and employees’ opinions regarding the effectiveness of welfare measures in reducing work stress. This result suggests that male and female employees differ in how they perceive the stress-reducing impact of welfare facilities. Therefore, employee welfare measures have a meaningful influence on work stress, and perceptions vary significantly across respondents.

ANOVA ANALYSIS

RELATIONSHIP BETWEEN THE OPINIONS OF RESPONDENTS BELONGING TO DIFFERENT EXPERIENCE GROUPS REGARDING EMPLOYEE WELFARE MEASURES.

Aim of the Study

To determine whether there is a significant difference in respondents’ opinions across different experience groups regarding the effectiveness of employee welfare measures.

Null Hypothesis (H₀)

There is no significant difference in the opinions of respondents belonging to different experience groups regarding employee welfare measures.

Alternative Hypothesis (H₁)

There is a significant difference in the opinions of respondents belonging to different experience groups regarding employee welfare measures.

DESCRIPTIVES								
age group of the respondents								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Below 1 year	19	2.05	1.079	.247	1.53	2.57	1	4
1-5 year	54	2.65	.756	.103	2.44	2.85	1	4
6-10 years	14	3.07	.997	.267	2.50	3.65	1	4
Total	87	2.59	.922	.099	2.39	2.78	1	4

TEST OF HOMOGENEITY OF VARIANCES			
age group of the respondents			
Levene Statistic	df1	df2	Sig.
4.773	2	84	.011

ANOVA					
age group of the respondents					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	8.913	2	4.456	5.832	.004
Within Groups	64.191	84	.764		
Total	73.103	86			

Interpretation

The ANOVA results reveal a statistically significant difference in the opinions of employees with different levels of work experience regarding employee welfare measures. Employees with greater experience tend to have different perceptions compared to less experienced employees. This indicates that experience influences how employees evaluate the welfare facilities provided by the organization.

FINDINGS OF THE STUDY

The findings of the study conducted at The Krishnagiri District Cooperative Spinning Mills Limited reveal that the majority of respondents are middle-aged employees, with an almost equal representation of male and female workers. Most employees possess HSC-level education, have between one and five years of work experience, and are primarily employed in the production department. Employees are generally aware of the welfare measures provided by the organization, with supervisors and co-workers serving as the main sources of information. The overall response indicates that employees consider the welfare facilities to be sufficient and express a high level of satisfaction with workplace safety, hygiene, water and sanitation, medical services, restroom facilities, and safety equipment. Welfare measures are perceived to have a positive influence on reducing work stress, increasing motivation, improving work efficiency, strengthening job commitment, lowering absenteeism, and enhancing teamwork and morale. At the same time, certain facilities such as canteen services, transportation, housing and accommodation, and grievance handling require further improvement. Employees have suggested that management should strengthen existing facilities, introduce new welfare schemes, and increase awareness about available welfare measures to further improve employee satisfaction and organizational productivity

SUGGESTIONS

- The Krishnagiri District Cooperative Spinning Mills Limited should improve canteen facilities by enhancing food quality, hygiene, affordability, and menu variety to increase employee satisfaction.
- Transportation and housing facilities should be strengthened by adding more transport routes, improving punctuality, and providing accommodation support for employees traveling from distant areas.
- The grievance handling system should be made more transparent, confidential, and responsive to ensure employee concerns are addressed quickly and fairly.
- The organization should introduce additional welfare initiatives such as educational assistance, insurance benefits, family welfare programs, counseling services, and awareness programs about available facilities.
- Regular health camps, stress management workshops, recreational activities, and employee satisfaction surveys should be conducted to reduce stress, improve morale, and enhance productivity.

CONCLUSION:

The study conducted at The Krishnagiri District Cooperative Spinning Mills Limited concludes that employee welfare measures have a significant positive impact on job satisfaction, motivation, productivity, and organizational commitment. Employees are generally satisfied with facilities such as workplace safety, medical care, sanitation, and safety equipment, which contribute to improved morale and efficiency.

However, areas such as canteen services, transportation, housing, and grievance handling require further improvement. Overall, the study confirms that effective welfare measures reduce stress, enhance employee performance, and serve as a valuable investment for achieving higher productivity and organizational success.

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