

# A Study on Training and Development Employee Welfare Seshasayee Paper & Boards Ltd in Erode

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**Abstract:** The research purpose is to determine the study of the employee welfare important of employees. Employees play a key role in the existence and growth of any organisation, therefore their welfare is essential. During the past few years, both public sector and private sector organisation have been contributing towards the employee's benefits and also increase their efficiency. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. If the organisation do not bother about the employees benefit, but expect efficient and high performance from them, it is a mere waste. So there is utmost need for the employee's welfare in any type of organisation. Organizations have to provide welfare facilities to their employees to keep their motivation levels high. A comparative study was undertaken to know the satisfaction level of the employees on the enforceability of various welfare measures in both the public and private sector organizations. The study also throws light on impact of welfare measures on the employees' performance. review of various literature that relates to the major variables involved in the research work especially employees productivity. The purpose of employee benefits is to increase the economic security of staff members, and in doing so, improve worker retention across the organization. As such, it is one component of reward management.

**Keyword:** Employee welfare, Employee productivity, Employee motivation, Employee satisfaction

## INTRODUCTION

Human resource is the most strategic resource as no other resource can be fully to generate income and wealth of a nation without the active involvement of this resource. In fact, the differences in the levels of economic development of the countries are largely a reflection of the differences in the quality of their human resources and their involvement in national building. Human resource is even the most critical factor for determining the efficiency and effectiveness of an organization because it is precisely the people who will decide when and how to acquire and utilize various resources, including human resources, in the best interest of the organization. The ultimate success and survival of an organization will invariably be determined by the quality and competence of its human resources.

## REVIEW OF LITERATURE

Mukhejee & Basu (2008) studied the relationship between happiness and ego functions. The Ego Functions Assessment Scale-Modified (Beliak et al., 1989), and The Oxford Happiness Questionnaire (Hills and Argyle, 2002) were administered individually to 100 adults (50 males and 50 females).

Pannells & Claxton (2008) explored the relationship between happiness, creative ideation, and locus of control. Participants included 171 university students. Three hypotheses were explored: First, happiness was predicted to be correlated to internal locus of control; second, creative ideation was predicted to be correlated to internal locus of control, and third, happiness was predicted to be correlated with creative ideation.

Mukhejee & Basu (2008) studied the relationship between happiness and meaning in life. The meaning In Life Questionnaire (Steger et al., 2006) and the Oxford Happiness Questionnaire (Hills and Argyle, 2002) were administered individually to 100 adults (50 males and 50 females). For statistical analysis, Product Moment Coefficient of correlation and stepwise multiple regression analysis were computed. Presence of Meaning in life has been found to be positively and significantly correlated with happiness.

Schiffirin et al. (2006) examined the relationship between perceived stress and happiness among 100 (72 females and 28 males) college students from a small public, liberal, art college in the mid-Atlantic region. Three questionnaires were used to assess participants' happiness levels: The Satisfaction with Life Scale, The Subjective Happiness Scale and The Authentic Happiness Inventory. Happiness and Life Satisfaction are significantly positively correlated. Negative Affect showed a significantly negative correlation with Grit, Happiness and Life Satisfaction.

Fisher (2010) He asserted the definition of workplace happiness as a construct that reflects pleasant judgments (positive attitudes), pleasant experiences (positive feelings, moods, emotions, flow states) or positive affective experience in the work place.

Pryce Jones' (2011) studied the Happiness at work that maximizing your psychological capital for success, workplace happiness was described as "a mindset which allows you to maximize performance and achieve your potential. You do this by being mindful of the highs and lows when working alone or with others."

McNulty,(2012) Happiness is not only decided by personal characteristics, but also the social environment. Workplace happiness has narrowed the social environment to the work places, which assesses mostly the happiness level influenced by their work and reflected in the work place. Psychological variables, attitudes are subject to change the early family experiences help to shape the attitudes of individuals. The attitudes of young children usually correspond to those of their parents. As children reach their teen years they begin to be more strongly influenced by peers.

## EMPLOYEE WELFARE

**DEFINITION:** Employees' welfare is efforts that are made to make life worth living for employees. It's a term that includes the benefits, services and facilities that are offered by employers to their employees for the purpose of providing comfort an improving their lives. Employee welfare is a term that encompasses a broad range of benefits and services that an employer may offer to its employees. It can include things like health insurance, dental insurance, vision insurance, life insurance, disability insurance, plans, and paid time off. Employee welfare can also include things like on-site daycare, fitness centers, and subsidized meals.

Employee welfare Benefits Improved employee morale and productivity - When employees feel appreciated and have their basic needs met, they are more likely to be productive and happy at work. Reduced staff turnover - Happy employees are less likely to leave their jobs, which can lead to reduced staff turnover and increased stability within the company. Enhanced company image - A company that takes care of its employees is often seen as more compassionate and caring, which can improve its image in the eyes of the public. Cost savings - Investing in employee welfare can actually save the company money in the long run, through decreased staff turnover and increased productivity.

Special Considerations Welfare are given by an organization to its employees in addition to the salaries and wages. These can be overtime payments, medical insurance coverage, vacation days, incentive schemes, retirement plans, etc. These are separate from the compensation an employee receives, which includes the taxes and costs of their benefits. The motive behind compensation and benefits in India is to convey to the employees that the organization cares about them and their long-term health, stability, and happiness. Furthermore, an attractive employee benefits plan is key to attracting and retaining skilled and experienced personnel. In the long run, the company will be able to safeguard its future and build a team dedicated to the company's goal.



## HUMAN RESOURCE DEPARTMENT

Company target is to place the right person to right job, to evaluate efficiently our human resources, to contribute to training and development, to increase loyalty and pave the way to career opportunities.

Equal opportunity policy we treat everybody equally regardless of religion, language, race, gender, age, ethnicity distinction. By providing equal opportunities to all candidates in our recruitment process, we aim to employ the right person for the right job. Recruitment Policy: The recruitment policy is to provide equal opportunities to candidates and allow and process of the company and their process of the opportunity to accurate way to employee. Human resource management is very useful in this company of the organization. Training and Development Policy: Education is an important element in the development of our employees and our company; we continuously invest in our human resources. Our education policy, our employees, is to support training needs to enable them to continue their task with high motivation and performance. With this approach personal development training and job.

### SCOPE OF THE STUDY

The focuses on measuring out the employees' happiness index. It identifies the extent to which the employees are happy at their work and integration towards the SPB Erode. This study seeks to bring out the various happiness index practices which Paper industry sector has undertaken to increase its work and contribute its proportion in employee's development. Which it operates, and the country at large. This study will therefore help enlighten management of various paper industry sector of the various effects of happiness index practices on the performance of employees in an organization.

- To understand the employee happiness in day to day family life and work environment.
- To understand the important output that employees work for organization.

### OBJECTIVES OF THE STUDY

#### PRIMARY OBJECTIVE:

To study on measuring the employees happiness index and integration at Ordnance Papering Factory Erode.

#### SECONDARY OBJECTIVE:

- To analyze the employees happiness in doing job and work satisfaction in Ordnance Paper Factory Erode.
- To understand the employees welfare and safety activities undertaken by the SPB Erode.
- To identify the relationship between employer and employee in SPB Erode.
- To know the employees happiness on the company's HR Activities.
- To study the employee's happiness towards their work in SPB Erode.
- To identify the work happiness and integration towards the Ordnance Paper Factory Erode.
- To study the personal life satisfaction of supervisor level employees in identify the work happiness and integration towards the Ordnance Paper Factory Erode.

### RESEARCH METHODOLOGY

#### Introduction

This chapter describes the methodology that was used by the researcher to carry out the study. It presents the research design, the study location and target population, the sample size and selection method, data collection and analysis procedures.

#### Research Design

The study adopted a descriptive survey design. A descriptive study is concerned with determining the frequency with which something occurs or the relationship between variables Bryman & Bell (2003). Thus, this approach was appropriate for this study, since the researcher intended to collect detailed information through descriptions and was useful for identifying variables and hypothetical constructs. This method provided descriptions of the variables in order to answer the research questions in the study. Survey design also allows comparisons between respondents giving the right perspective on their opinion towards the fringe benefits effects on productivity. The choice of this technique was guided by the fact that the case study aims at generating findings, which would facilitate a general, understanding and interpretation of the problem.

- (i) Percentage Analysis: It is a method which is used for finding the average of collected information. Percentage analysis can be calculated as follows:

First the number of respondents is noted in a tabular form and then the percentage is calculated by dividing the number of respondents by total number of respondents which is then multiplied by hundred.

$$\text{Percentage of respondent} = \frac{\text{No.of respondents favourable}}{\text{Total no.of respondents}} \times 100$$

From the above formula, we can get percentages of the data given by the respondents.

Chi-square test: Chi Square Test: is an important non parametric test in statistical work. The symbol  $\chi^2$  is used to describe the magnitude of the discrepancy between theory and observation. The formula computing chi-square is as follows.

$$\text{Chi-Square} = \sum((O-E)^2/E)$$

The calculated value of chi-square is compared with the table of chi square for the given degrees of freedom at the specified level of significance. If the calculated value is greater than the tabulated value then the difference between the observed frequency and the expected frequency are significant. The degrees of freedom is (n-2) where 'n' is number of observed frequencies and in case of contingency table the degrees of freedom is (C-1) (R-1) where C is number of columns and R is number of rows.

**Coefficient of correlation:** Correlation may be defined as a tendency towards interrelation variation and the coefficient of correlation is a measure of such a tendency, i.e.; the degree to which the two variables are interrelated is measured by a coefficient that is called the coefficient of correlation. It gives the degree of correlation and it is a measure of the closeness of a fit in a relative sense. Correlation coefficient lies between -1 and +1.

**Anova:** Analysis of Variance (ANOVA) is a statistical method used to test differences between two or more means. It may seem odd that the technique is called "Analysis of Variance" rather than "Analysis of Means." As you will see, the name is appropriate because inferences about means are made by analyzing variance.

**Independent Samples t Test:** The Independent Samples t Test compares the means of two independent groups in order to determine whether there is statistical evidence that the associated population means are significantly different. The Independent Samples Test is a parametric test.

**Hypothesis:** Hypothesis is some statement about a population parameter. It is being tested on the basis of outcome of a random sample. There are two types of Hypothesis,

- i. **Null Hypothesis(H<sub>0</sub>)**
- ii. **Alternative Hypothesis(H<sub>1</sub>)**

**Null Hypothesis:** The statement to be tested is designated as Null Hypothesis. The word null is used because the nature of testing is such that the researcher tries to nullify this hypothesis on the basis of the sample collected, and when the sufficient evidence from the sample to do so is not found, Null hypothesis is accepted. It is denoted by H<sub>0</sub>:H with zero as the subscript.

**Alternative Hypothesis:** The statement which is intended to be accepted if the null hypothesis is rejected is Alternative Hypothesis. It is denoted by H<sub>1</sub>.

Feedback from the open-ended questions of the study was qualitatively analyzed. The key aim of qualitative analysis is to provide or avail from the study, a complete, detailed description of the variables under study, as perceived by the study subjects. Qualitative data was coded along some common thematic areas, based on the frequency of the responses on issues under investigation. The analysis was mainly based on the commonly recurring themes which were carried out through narrative and descriptive analysis. Data Analysis and Presentation after collecting data from the respondents, the researcher started the process of data analysis by editing it and coding it along the main thematic areas to identify inconsistencies and establish uniformity. Data was compiled to facilitate entry of the responses into the computer. The process of analysis then proceeded whereby frequencies, percentages and charts were generated using a statistical package for social sciences (SPSS) and excel spreadsheets for quantitative data.

Quantitative analysis was carried out on those aspects of the study that are quantifiable. This comprised the use of statistics and statistical analysis techniques rather than the use of verbal materials, mainly applied in social sciences. It mainly includes the information obtained from closed-ended questions in the questionnaire. This was followed by a presentation of the quantitative findings in form of tables and percentages to enable easy interpretation by the readers accompanied by the requisite explanations and narrations. Feedback from the open-ended questions of the study was qualitatively analyzed. The key aim of qualitative analysis is to provide or avail from the study, a complete, detailed description of the variables under study, as perceived by the study subjects. Qualitative data was coded along some common thematic areas, based on the frequency of the responses on issues under investigation. The analysis was mainly based on the commonly recurring themes which were carried out through narrative and descriptive analysis.

## DATA ANALYSIS AND INTERPRETATION

TABLE-1: GENDER

S No	Gender	No.of.respondents	Percentage
1	Male	70	80%
2	Female	30	20%
	Total	100	100%

The above table show that 80% of them are Male candidates and remaining 20% of them are female candidates and 20% of the respondent's female. Majority of the respondents are Male categories 80%.

GRAPH-I: GENDER OF THE RESPONDENTS

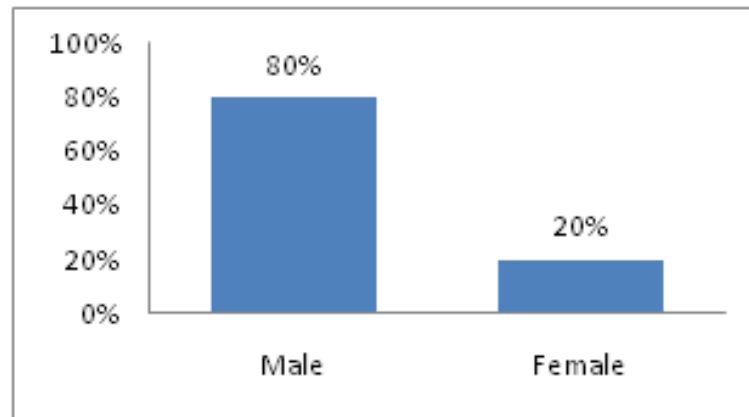
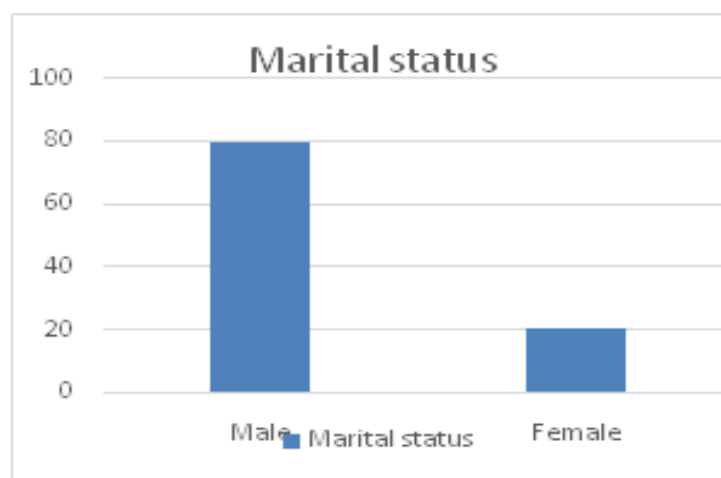


TABLE-2: MARTIAL STATUS OF THE RESPONDENTS

S No	Martial status	No.of.respondents	Percentage
1	Male	80	80%
2	Female	20	20%
	Total	89	100%

The above table show that 80%of them are Male candidates and remaining 20% of them are female candidates.

GRAPH-2: MARTIAL STATUS OF THE RESPONDENTS



**SUGGESTION**

- Research shows that the some of the respondents prefer no for the overtime work that are created by the Organization. Overtime work is not possible for all employees. Some employees prefer overtime
- Work because of some personal reason. Most of the employees prefer of or the overtime work.
- In this research all safety and welfare facilities are good. They give all kind of benefits to the employees in the organization.
- Research shows some prefer no for the medical and emergency facility for the employees and few respondents prefer sometimes option for the medical emergency facility.
- Some of the respondents show that they see some difficulties in the workplace and hostel. Few respondents prefer yes for the difficulties that are faced in the hostel.

**CONCLUSION**

In this Research, work place happiness results, difference can be the managerial strategies and Threat the validity and reliability of the research. Researchers are trying to improve the accuracy of further workplace happiness research and help employees to precisely perceive their own happiness level. This research helps to improve the company’s growth and productivity.

In this research, happiness results, it measuring the employees' happiness and it integration towards the Ordnance Papering Factory Erode. This Happiness index research adopted Chi-square, correlation and weighted average tool to model the relationship between genders of the employees and overtime work difference and other measures taken by the organization. The effective indicators were employees' happiness and their career prospects and free to be self to the individual. The conclusion of this study tends to offer a new possibility to the general solution to happiness difference problems. The research purpose is to determine the study of the benefits important of employees. Employee welfare are additions to compensation that companies give their employees. This research project is on Fringe Benefits and Employees productivity in public sector. This research work is generally about the Benefits and Employees productivity Public Sector. The project has undertook the general introduction into the research work led to the review of various literature that relates to the major variables involved in the research work especially employees productivity. The purpose of employee benefits is to increase the economic security of staff.

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