

A STUDY ON THE EFFECTIVENESS OF EMPLOYEE BENEFITS OFFERED BY KARIMTHARUVI TEA ESTATE TO THEIR WORKERS

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INTRODUCTION

Tea plantation sector which requires labour throughout the year, the nature of work needs and the involvement of both the male and female labour force. Plucking of tea leaves is an important activity and is a specialised job done by the female workforce in India. The tea plantation workers come in the category of 'wage labourers' and they are distinctly different from peasants and other industrial wage labourers in these countries. The workers involved in tea plantations is basically migrant labour. Satisfaction level of the workers represents a combination of positive or negative feelings that workers have towards their work. The study aimed to ascertain the effectiveness of employee benefits offered by the karimtharuvi tea estate to their workers. Furthermore, the findings show that the majority of the respondents were illiterate, and were employed in the process of plucking the tea leaves, as this activity generates a major chunk of the revenue for the tea estates. Employee benefits and benefits in kind include various types of non-wage compensation provided to employees in addition to their normal wages or salaries. Instances where an employee exchanges wages for some other form of benefit is generally referred to as a "salary packaging" or "salary exchange" arrangement. Examples of these benefits include: housing employer-provided or employerpaid furnished or not, with or without free utilities; group insurance health, dental, life etc. Disability income protection, retirement, leave, vacation (paid and unpaid), security.

OBJECTIVES

- To identify the facilities provided to the workers in the tea plantation.
- To study about the employee benefits which attract and retain talent and enhance the organizational commitment of the employees.
- To find out various factors relating to employee benefits measures in the tea plantation

HYPOTHESIS

Testing of hypothesis:

1 NULL HYPOTHESIS[H0]:

There is no significant relationship between experience of the respondents and employees are aware about the employee benefits offered by the company.

ALTERNATE HYPOTHESIS[H1]: There is significant relationship between experience of the respondents and employees are aware about the employee benefits offered by the company.

Testing of hypothesis: 2

NULL HYPOTHESIS[H0]: There is no significant relationship between age and respondents' opinion on the type of health insurance enrolled in company.

ALTERNATE HYPOTHESIS[H1]: There is significant relationship between age and respondents' opinion on the type of health insurance enrolled in company.

REVIEW OF LITERATURE

Gideon (2001) in his book titled 'Motivating employees the right way' states that 'employment is a contract between two parties, one being the employer and the other being the employee. An employee may also be defined as: "A person in the service of another under any contract of hire, express or implied, oral or written, where the employer has the power or right to control and direct the employee in the material details of how the work is to be performed." An employee contributes labour and expertise to an endeavour of an employer and is usually hired to perform specific duties which are packaged into a job. In most modern economies, the term "employee" refers to a specific defined relationship between an individual and a corporation, which differs from those of customer or client. Other types of employment are arrangements such as indenturing which is now highly unusual in developed nations but still happens elsewhere. An employer's level of power over its workers is dependent upon numerous factors, the most influential being the nature of the contractual relationship between the two. This relationship is affected by three significant factors: interests, control and motivation. It is generally considered the employers' responsibility to manage and balance these factors in a way that enables a harmonious and productive working relationship. Employer and managerial control within an organization rest at many levels and has important implications for staff and productivity alike, with control forming the fundamental link between desired outcomes and actual processes. Employers must balance interests such as decreasing wage constraints with a maximization of labour productivity in order to achieve a profitable and productive employment relationship.

According to Simons (2005), employee benefits (also called fringe benefits, perquisites, perks or perks) are various non-wage compensations provided to employees in addition to their normal wages or salaries. In instances where an employee exchanges (cash) wages for some other form of benefit is generally referred to as a 'salary packaging' or 'salary exchange' arrangement. In most countries, most kinds of employee benefits are taxable to at least some 38 degree. Examples of these benefits include: housing (employer-provided or employer-paid), group insurance (health, dental, life etc.), disability income protection, retirement benefits, day care, tuition reimbursement, sick leave, vacation (paid and non-paid), social security, profit sharing, funding of education, and other specialized benefits. The purpose of employee benefits is to increase the economic security of staff members, and in doing so, improve worker retention across the organization. The term perks (also perks) are often used colloquially to refer to those benefits of a more discretionary nature. Often, perks are given to

employees who are doing notably well and/or have seniority. Common perks are take-home vehicles, hotel stays, free refreshments, leisure activities on work time (golf, etc.), stationery, allowances for lunch, and—when multiple choices exist—first choice of such things as job assignments and vacation scheduling. They may also be given first chance at job promotions when vacancies exist.

RESEARCH METHODOLOGY

Research methodology is a methodology for collecting all sorts of information & data pertaining to the subject in question. The objective is to examine all the issues involved & conduct situational analysis. The methodology includes the overall research design, sampling procedure & fieldwork done & finally the analysis procedure. The methodology used in the study consistent of sample survey using both primary & secondary data. The primary data has been collected with the help of questionnaire as well as personal observation book, magazine; journals have been referred for secondary data. The questionnaire has been drafted & presented by the researcher himself.

RESEARCH DESIGN

The study is descriptive in nature and hence designed as an empirical one based on the survey method. Several issues relating to the main aspects of the study had been discussed in detail with experts, researchers and other eminent personalities Tea planters to get an insight into the subject prior to the collection of data. A descriptive method of study followed to understand the whether the employees are satisfied with their work. Both primary and secondary data have been collected for the study.

SOURCE OF DATA COLLECTION

Both primary and secondary sources of data are collected for the study.

Primary data has been collected by distributing the structured questionnaire to the workers

Secondary Data

A detailed survey of literature has been undertaken in order to be familiarised with the various aspects of tea plantation. They normally conduct studies and publish articles about the role of tea industry in our economy. To evolve an appropriate methodology for the study and to formulate a conceptual framework for the study, the secondary data were immensely helpful, for these purposes, various secondary sources like books and periodicals, research

articles, seminar reports, newspapers, study reports of expert committees, departmental publications, plan documents, unpublished dissertations, etc were surveyed. To make it more clear for data 50 presentation, and as a substitute to replicate the data tables as such, appropriate data to the point under discussion only have been presented. To avoid bias in interpretation of data, statistical analysis has been resorted to, the details of which are furnished along with presentation and discussion of data. Most of the data were presented in tables, bar charts, pie diagrams, multidimensional scaling, etc., were also used to illustrate the data.

TABLE

EXPERIENCE OF THE RESPONDENTS * EMPLOYEES ARE AWARE ABOUT THE EMPLOYEE BENEFITS OFFERED BY THE COMPANY

NULL HYPOTHESIS: There is no significant relationship between experience of the respondents and employees are aware about the employee benefits offered by the company

ALTERNATE HYPOTHESIS: There is significant relationship between experience of the respondents and employees are aware about the employee benefits offered by the company

Work experience * aware about employee benefits Crosstabulation				
Count				
		Aware about employee benefits		Total
		Yes	No	
Work experience	0-5 Years	6	12	18
	6-10	24	0	24
	11-15	36	0	36
	Above 15	42	0	42
Total		108	12	120

Chi-Square Tests			
	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	75.556 ^a	3	.000
Likelihood Ratio	55.105	3	.000
Linear-by-Linear Association	40.136	1	.000
N of Valid Cases	120		
a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is 1.80.			

FINDINGS

- It was found that the majority of the respondents are in the age group of 41-50yrs. The percentage of respondents below 50 and above 40 yrs. constitute were few only.
- The majority Respondents of karimtharuvi tea estate is male and majority are female
- It was found that majority of the respondents are having the experience up to 5 years, some of the Respondents have the experience of 6-10 year and few of the respondents are having more than 11 and above 15 years of experience.
- Regarding the medical facilities majority of the respondents are highly satisfied with the facilities, some of the respondents are satisfied by medical facilities provided few are moderately satisfied and the dissatisfied.
- The study reveals that majority of the respondents are highly satisfied with the leave facilities, some of the respondents are satisfied by the leave facilities provided, few are moderately satisfied and minority are dissatisfied and highly dissatisfied by the leave facility.
- The study reveals that majority of the respondents are highly satisfied by the bonus payment of the company, some of the respondents are satisfied, few are moderately satisfied and least are dissatisfied by the bonus payment.
- It was found that majority of the respondents are satisfied by the PF payment of the company, some of the respondents are highly satisfied and moderately satisfied, few are dissatisfied by the PF payment.

- The study reveals that majority of the respondents are enrolled for single health insurance of the company, some of the respondents are employee +1, few are employee +spouse and least are employee +children and family

- As far as transportation facility is concerned majority of the respondents are satisfied, some of the respondents are highly satisfied by the transportation facilities provided, few are moderately satisfied and minority are dissatisfied and highly dissatisfied by the transportation facilities.

- Regarding housing facilities is concerned majority of the respondents are satisfied, some of the respondents are highly satisfied by the housing facilities provided, few are moderately satisfied and minority are dissatisfied and highly dissatisfied by the housing facilities.

- It was found that majority of the respondents are strongly agree the post-retirement benefits of the company, some of the respondents agree and disagree, few are strongly disagreed.

- Regarding ESI majority of the respondents are highly satisfied by the ESI, some of the respondents are satisfied, few are moderately satisfied and least are dissatisfied by the ESI.

- As far as gratuity is concerned majority of the respondents are excellent by the gratuity of the company, some of the respondent's average, few are above average and least are below average

- It was found that majority of the respondents are highly satisfactory by the paid time off the company, some of the respondents satisfactory, few are average.

- As far as conveyance allows is concerned majority of the respondents are excellent by the conveyance allows of the company, some of the respondent's average, few are above average and least are below average.

- Regarding festival allowance majority of the respondents are highly satisfied by the festival allowance, some of the respondents are satisfied, few are moderately satisfied and least are dissatisfied by the festival allowance.

- It was found that the majority of the respondents are aware about the employee benefits offered by the company.

- The study reveals that majority of the respondents are excellent with the information regarding benefit plan, some of the respondents are above average with the information regarding benefit plan, few are average and minority are below average.

- Regarding regular increment is concerned majority of the respondents are excellent, some of the respondents are above average by the regular increment provided, few are average and minority are below average. The majority Respondents are satisfied by the employee benefits which meet all their needs.

SUGGESTIONS

From the study we can found that few employees are not fully satisfied with the employee benefits provided by the company. The management should consider this and necessary arrangements should be made to provide adequate facilities to improve the efficiency of the workers.

- We can also understand from the findings that there are few employees not being satisfied with the medical facilities available in the organization. The management should pay kind attention in this regard to improve the medical facilities.
- The management shall adopt appropriate communication system to ensure that all the future plans and company policies being reached to all the employees in the organization.
- The management should take appropriate action to improve the transportation facilities as some of the employees are dissatisfied by the transportation facilities provided by the organization.
- The company can also establish a council constituting of members from all the departments to device the welfare measures and to make the employees much more satisfied.
- The workers should provide the training and awareness programme for improving their skilled and also conducted the seminar by the experts in the similar filed
- The tea estate company Should provide the counselling program for their development.
- The workers have to be properly appreciation and reward for their hardworking as well as they will motivate and there by increases their efficiency.

CONCLUSION

The researcher is benefited with the study, because the topic will help the management to get effective feedback from the employees about the effectiveness of employee benefits prevailing in the organization. It also provides researcher an opportunity to expose with functions of the human resource department and able to well versed with statutory and non-

statutory welfare measures adopted in the organization. Employee benefits play an increasingly significant role in the lives of employees and their families. Most companies operate in an environment in which an educated work force has come to expect a comprehensive benefits program. Indeed, the absence of a program or an inadequate program can seriously hinder a company's ability to attract and keep good personnel. Employers must be aware of these issues and be ready to make informed decisions when they select employee benefit .

The study provides various suggestions to the management including various welfare measures to enhance effectiveness of employees benefits in the “KARUMTHARUVI TEA ESTATE”. At the same time employees got opportunity to express their view about various components of the employee benefits prevailing in “KARUMTHARUVI TEA ESTATE”. It is also expected that improvement will be made and appropriate actions will be taken based on the suggestions and opinions given by the respondents and researcher.

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