Chapter-6

MAJOR FINDINGS AND SUGGESTIONS AND RECOMMENDATIONS

Findings of the study

During the study of the analytical study on employees welfare schemes- a case study of Panipat Thermal Plant, many findings have come forward. These studies are the indications about the employees welfare schemes. The findings of the questions are indicated below:

1. Most of the employees are satisfied with the rest rooms facility but some of them are neutral with the rest rooms facility.
2. Employees are satisfied with the drinking water facility.
3. Employees have a good opinion regarding medical and first-aid facility.
4. Large extents of employees are of the view that a good hygiene environment help in maintaining the health of employees.
5. In the study, most of employees are satisfied with the non- statutory welfare scheme like transportation facility.
6. Employees of the Panipat Thermal Plant are satisfied with the education allowances facility.
7. A big proportion of the employees are satisfied with their cordial relationship with the supervisors.
8. Panipat Thermal Plant is providing a good complaint handling system. So, employees are satisfied with their system.
9. In the study, it is found that most of the employees are satisfied with the supporting environment provided by Panipat Thermal Plant.
10. According to the study, Panipat Thermal Plant are providing a good living conditions to their employees.
11. Most of the employees are highly satisfied with extra-mural facility like social insurance.
12. A large proportion of employees are neutral with recreation facility.
13. Employees are much satisfied with the earned leave facility.
14. Employees have a good feeling towards the welfare measures are provided by Panipat Thermal Plant like sick leave.
15. Most of the employees are satisfied with the casual leave facility provided by Panipat Thermal Plant.
16. Panipat Thermal Plant is providing a good medical benefit facility for their employees.
17. Most of the employees are satisfied towards the welfare measure like leave travel allowance.
18. Employees have neutral feelings for the library facility.
19. A large proportion of employees are neither satisfied or nor dissatisfied with the welfare facility like yoga centre, gymnasium, games and sports and cultural programs.
20. Panipat Thermal Plant are providing a good training programs to their employees.
21. Employees have a good harmonious relationship with the management.
22. In Panipat Thermal Plant, trade union plays a important role for the welfare of the employees.
23. Employees are highly participated in the decision-making at the work place.
24. Most of the employees are satisfied with the hygiene factors relating to welfare of employees.
25. Panipat Thermal Plant employees are satisfied with the motivational factors relating to welfare of employees.
**Conclusion**

This study was done to analyze the impact of welfare schemes on employees working conditions. The study was basically covering a specific area i.e., Panipat Thermal Plant, Panipat. The study revealed that the employees have been much satisfied with the employee welfare schemes and welfare measure and welfare facility. Employees have a good cordial relationship with the supervisors and the other workers. The grievances system is satisfactory in the organization. And employees also have a good supporting environment at their workplace. Organization provides high quality non-statutory welfare schemes because it increases the satisfaction level of employees. Employees have a good feeling for extra-mural facility like social insurance but they are not much satisfied with recreation facility. Employees of Panipat Thermal Plant are much satisfied with the hygiene and motivational factors relating to welfare of employees. In Panipat Thermal Plant, a clean and healthy environment is helping in reducing the absenteeism. Employees are active resources, because they have feelings. So, it is necessary that they always get work-satisfaction. According to the study, when we overlooked than it is definitely going to create that the employees are the important aspect of every organization and should get special importance as they require. So, it is necessary to satisfy them.

**Recommendations**

From the above findings, there are some suggestions which can be used during analytical study on employees welfare schemes. It would help in applying the all welfare schemes in the organization and also help in providing a good working conditions to the employees.

1. Panipat Thermal Plant should provide clean and well furnished rest rooms and a good drinking water facility to their employees.
2. Employees are more aware about their health. So, it is necessary that Panipat Thermal Plant always provide a neat and clean canteen facility with hygiene environment and a good quality food to their employees.
3. In Panipat Thermal Plant, a clean and healthy environment is helping in reducing the absenteeism.
4. In every organization salary is always play an important role in the employees life. But welfare facility also a part of employees life. It is important that organization should provide welfare facility to their employees.

5. Employees are active resources, because they have feelings. So, it is necessary that they always get work-satisfaction.

6. Organization provides high-quality non statutory welfare schemes because it increases the satisfaction level of employee.

7. Panipat Thermal Plant should provide a good grievances handling system.

8. Employees are always being an active part of the organization when they get supporting environment within the organization.

9. According to the study, organization should focus on the extra-mural facility like recreation facility.

10. Organization should provide a good yoga centre, gymnasium to their employees so they feel relax and also reducing their fatigue.

11. Organization should good library to their employees so they get more knowledge about their organization.