Chapter - IV

Summary of Findings,
Suggestions and Conclusion
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FINDINGS

1. Irrespective of age, category, income, work experience, educational qualification and number of dependents. Most of the respondents had same opinion towards the welfare measures of the company.

2. 61.66%, 41.66% and 54% of the respondents motivating factors to join in their company were goodwill of the company. Cordial relationship and near the residence respectively.

3. More than 91% of the respondents were satisfied with the labour administration of the company.

4. More than 95% of the respondents were satisfied with the existing facilities of washing, drying storing, clothing and sitting of the company.

5. 60% of the respondents had good opinion towards the medical facilities of the company, however few respondents were not satisfied because of poor quality of drugs and absence of medical staff.

6. 86.67% of the respondents were satisfied with the provision of the food stuff by the canteen, however 13.33% of the respondents were dissatisfied with the canteen facilities.
7. 63% of the respondents had good opinion towards rest and lunch room facilities.

8. More than 92% of the respondents were satisfied with the uniform, transport facilities and loans and advances provided by the company.

9. More than 88.34% of the respondents were satisfied with the housing and co-operative stores of the company.

10. More than 66.67% of the respondents were satisfied with the training and development facilities and dependent benefits of the company.

11. More than 70% of the respondents had a good opinion towards the drinking water facilities, safety measures and maintenance of conservancy services of the company.

12. 55%, 30% and 25% of the respondents expectation from their company were fair pay and incontinuous, introduction of new technologies and more welfare facilities respectively.
SUGGESTIONS

1. The company should provide quality drugs to cater the needs of employees medical facilities, also it can create a separate cell to this or it can appoint a special appointee to take over this obligations.

2. The company can take necessary steps to provide quality food stuff at cheaper rates to their employees and also it can provide more varieties of food stuff as per the wish of employees.

3. Few respondents are not satisfied with the provision of uniform. The company can provide quality uniform to their employees.

4. The company can introduce various loans and advance facilities to their employees. Otherwise it can make arrangement with some financial institutions or shopping complexes such as banks, co-optex, housing societies co-operative stores etc.,

5. Most of the employees were dissatisfied with the existing education and training facilities. The company can create a separate cell to educate the employees of the latest technological developments in production and management fields. If possible, it can make arrangement with some educational institutions and educate its employees.

6. The company can provide more welfare facilities, dependent benefits and production incentives to their employees.
CONCLUSION

Growth of our nation industrially is miraculous and marvellous. It is geared up by the passion to come on par with the internationally eminent nations. This can be mobilized if and only if the company can make its employees happy by its steps taken towards the improvement of labour welfare measures. Tamil Nadu State Transport Corporation, Salem stands foremost in this area and remains a top-marker to this field till date. It is worth nothing that the Tamil Nadu State Transport Corporation Salem has done the Herculean task of Industrial Relations and productivity in a big way and so nearly 95% of the employees take pride in being associated with the organisation. I am sure that the management can consider the above specified findings and suggestions for safe guarding and further developing their level of motivation in present and future. It is a boon indeed to have such a company like this.