Chapter V

Summary of Findings,
Suggestions and Conclusion
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SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

The following are the summary of findings, suggestions and conclusion.

FINDINGS

➢ Most of the respondents are youngsters, especially they engaged in the day-to-day production activities.

➢ It is found that the management is not interested to appoint female employees compared to male employees.

➢ Majority of the respondents were completed upto HSC educational qualification.

➢ From the experience classification of employees, out of the selected 250 respondents as many as 155 respondents are having 5 to 10 years experience.

➢ Nearly 54% of the workers got below Rs.2000/- and 22.8% of the workers get Rs.2000/- to 4000/- as their salary excluding overtime income.

➢ PSPL provides food to its employees in hygienic situation. 138 respondents were satisfied with the quality of food provided in the canteen, only 15 of them were dissatisfied with the quality of food.
➢ The drinking water facility, provided by the company is good, especially 172 respondents opinion are satisfied in the production department.

➢ It has been ascertained that most of the employees are satisfied about shelters and rest rooms provided by the company.

➢ Most of the respondents are satisfied with the maintenance of toilets, washing points and dustbins.

➢ Majority of the respondents are satisfied with the medical facilities provided by the company, particularly 118 respondents were satisfied regarding the ESI Scheme, which is provided by the concern.

➢ 52 employees are satisfied about the house accommodation provided the company provides them provided well-constructed houses. Mostly 151 respondents gives no opinion, because they are comes from own residential.

➢ From the study, 149 respondents are gives no opinion, because they are comes from near the mill.

➢ Another important finding of the study has the company provides adequate safety equipments to the workers, which effect is 173 respondents give the opinion are satisfied.

➢ It is found that most of the respondents are satisfied about technical training given by the management.
➢ It has been observed that most of the respondents’ opinion about salary and wages are satisfied, besides 41 respondents are of the opinion were neither satisfied nor dissatisfied.

➢ Most of the respondents are satisfied about the bonus paid by the company.

➢ Majority of the respondents are neither satisfied nor dissatisfied about the job safety.

➢ 153 respondents have been found to be satisfied with the relationship with their higher officials, supervisors and co-workers.

➢ Most of the employees feels about the holidays facilities provided by the company is neither satisfied nor dissatisfied.

➢ It was understood that 42% of the respondents provide no opinion about the loans and advances given by the company.

➢ From the employees’ opinion about overall welfare measures provided by the company is satisfactory. Hence the 157 workers gives the opinion of satisfied, only 2 respondents gives highly dissatisfied opinion.

➢ Regarding the job satisfaction, the 151 workers have been found to be satisfied with their job.

➢ Accident benefits and first aid appliances provided by the company is neither satisfied nor dissatisfied are of the opinion is provided by the employees.
➤ Majority of the respondents feels about the settlement of grievances are neither satisfied nor dissatisfied.

➤ Most of the employees feel that the opinion about sanitary provisions provided by the management is satisfactory.

➤ Almost all the respondents are dissatisfied with their awards and rewards provided by the company.

➤ Finally the 144 respondents fall in the opinion of satisfied about the rest interval and lunch break.

SUGGESTIONS

The following are the suggestions list out to improve the facilities for employees, which will enable them to work still more effectively.

➤ Pure drinking water (both hot and cool water) must be provided in the entire department separately.

➤ The management may take necessary steps to improve the quality of service in the canteen to gain high satisfaction among the employees.

➤ A little improvement can be made in the maintenance of toilets, washing points and dustbins.

➤ The company can provide sufficient transportation, especially for the worker during the night shifts.
➢ The management may make special arrangements to improve the services of the hospital, to improve the health of the workers.

➢ Make the smooth and peaceful relationship between the employer and employee.

➢ The company can provide housing loan and personal loan to the employees to fulfill their needs.

➢ The management should arrange tour facilities for the workers once in a year in order to increase their job-satisfaction.

➢ The management can take measures to provide awards and rewards to the employees who perform well. It will motivate the workers and increase their productivity.

➢ Company should provide sufficient safety and first aid appliances to the workers, which will avoid the injury of the workers and payment of compensation.

➢ Management pays the proper attention to the settlement of workers grievances.

➢ Management may arrange various magazines, journals, and newspapers for the workers to read in their leisure time.

➢ Company can provide formal benefits to all the employees without any contrast status.

➢ Company can also arrange proper rest room, where it is not well.

➢ Creches facility must be provided for the child of women workers.
› Makes the continuously checking and improving the quality of welfare measures.

› Management should consider the permanent employment of workers.

CONCLUSION

Employers provide labour welfare measures to raise employees' morale, to meet their social responsibility and to make effective use of the work force.

From the study, it is found that almost all the employees are satisfied about their overall welfare measures provided by the company. All the above or a few of the suggestions, which if implemented will improve the benefit of the company.

Hence, by providing more and more labour welfare measures, Pallipalayam Spinners Private Limited can have an excellent setup of contended worker force, which will increase productivity and profit of the organization.

Finally as the amount spent for the employees' increases, the satisfaction of the employees also increases and they work very hard and try to increase the production due to their increased efficiency. If the production increases, it will initiate the management to give more welfare measures in near future. Which will pave way for smooth industrial relations.