

## CHAPTER – 7

### CONCLUSIONS

The study revealed that the employee's welfare measures have been put in place on both sides -statutory and non-statutory in the workshop.

1. On the statutory side, there were facilities like the Staff Canteen, the Rest room and the other mandatory provisions such as Washing facilities, facility for sitting, facility for storing and drying clothes etc. in terms of Chapter-V of the Factories Act, 1948 dealing with the aspect of statutory welfare.
2. In the non-statutory field, there were welfare schemes like the Staff Benefit Fund Scheme, Death Benefit Fund Scheme, Scheme for giving appointment on compassionate grounds, the travel facilities, the facility of a community centre, the hospital facility, a school, assistance from Railway Minister's welfare and relief fund and the services of a co-operative society. In addition, Women's Welfare Organization, a voluntary welfare organization was also involved in promoting welfare and is running a primary level school in the workshop.

In the beginning of the study, the hypothesis was framed that "Employees are well aware about various welfare schemes implemented in the workshop". From the data available, it can be inferred that management has taken various steps to spread awareness about the welfare schemes and the employees were well aware of the various welfare schemes. Hence, Hypothesis stands validated.

Another hypothesis was framed that the various employee welfare schemes had a positive impact on the employees overall productivity and morale and increase their job satisfaction levels. All the employees felt that the welfare schemes had a positive effect on the production out-turn. This fact can be further strengthened because for the last few years the management had been challenging the employees with steep targets and with the advent of new welfare schemes, the employees felt motivated to achieve these targets. The data suggested that organization cared about the employees and the same was reciprocated by them by giving better output. Hence, the Hypothesis stands validated.

**The following were the conclusions drawn from the study:**

- Most of the employees had endorsed the fact that management takes action to spread awareness about the welfare schemes in the workshop.
- Welfare schemes had a positive effect on the production out-turn.

- The various welfare schemes being implemented in the workshop had an effect on the attitude of the employees in developing positive work culture
- The method of having elected representatives in the Staff Benefit Fund committee was transparent
- The benefits under the Staff Benefit Fund were received on time by the employees.
- The beneficiaries of the Staff Benefit Fund scheme were selected in a transparent manner
- Education, Relief of sickness & Sports respectively were the top three priorities amongst the employees in respect of the welfare activities financed from the Staff Benefit Fund.
- The employees indicated that the benefits under the Death Benefit Fund scheme were received on time .
- The data also suggested that the method of having their elected representatives in the Death Benefit Fund committee was transparent.
- Most of the employees were satisfied with the working of the hospital.
- Employees were satisfied with the cleanliness of the hospital.

- Working of the canteen was found satisfactory
- Employees were satisfied with the quality of the food provided in the canteen
- 90% of the employees were satisfied with the cleanliness in the canteen.
- The working as well as the facilities provided in the staff institute were satisfactory.

Drawing upon the above mentioned conclusions it can be safely inferred that the welfare schemes had a positive effect on the production out turn of the workshop. The welfare schemes being implemented in the workshop had an effect on the attitude of the employees in developing positive work culture .It is evident from the responses given by the employees that the canteen was an area of concern and its working needs to be improved. The working of the hospital also needs to be improved towards availability of medicines.

**Limitations of the study:**

The primary data was collected through a detailed questionnaire from 100 employees of the workshop. However, due to the paucity of time all employees could not be interviewed personally.

The study was focused only on Group- C and D employees of the workshop.