A Study on Employee Satisfaction on Welfare Provided By Bharath Pipe Industries, Theni

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ABSTRACT:
It gives an opportunity to be a part of the organization. It helps to gain knowledge about the various activities of the departments in the organization. It provides knowledge about the management activities taken up by the organization. It gives a fair idea about the working and environmental conditions of the organization.
The present study is based on the awareness of the Bharath pipe industry among the employee satisfaction .The study mainly concentrated on general canteen facility. Worker relationship, employer to top management relationship, quality of the industry overall satisfaction of the Bharath pipe industry.

OBJECTIVES:
To study the employee level of satisfaction regarding welfare facilities provide by the company.

To study about the various factor determining the labour welfare facilities
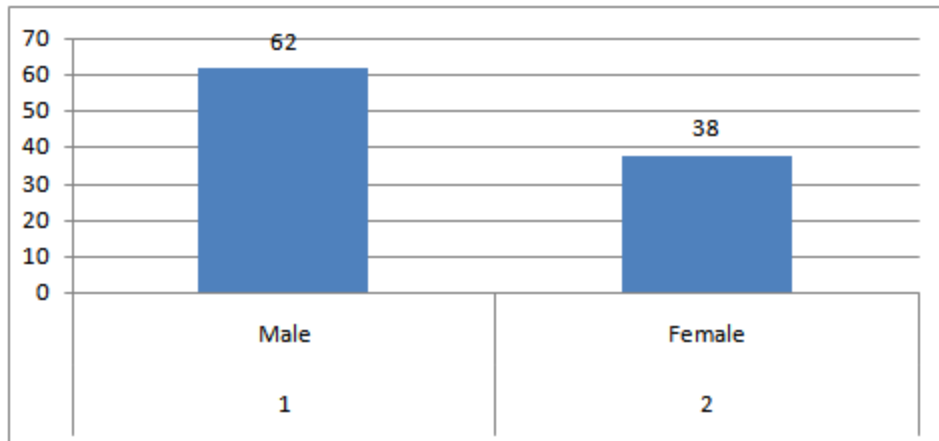
I.   INTRODUCTION:
This Project deals with the Organizational Study of **BHARATH PIPE INDUSTRIES**.This Project provides the details about the Company's Profile, its various departments and its activities and my learning cum training experiences in the manufacturing plant.

II.   RESEARCH METHODOLOGY:
The methodology of the study is based on the primary as well as secondary data. The study depends mainly on the primary data collected through a well-framed and structured questionnaire to elicit the well-considered opinions of the respondents. The study is confined to Theni City of Tamilnadu . Simple random sampling technique chosen for survey. The information gathered through the questionnaires will be analyzed with the help of SPSS 17 software by using the Tabular Presentation & Chi-Square Analysis.

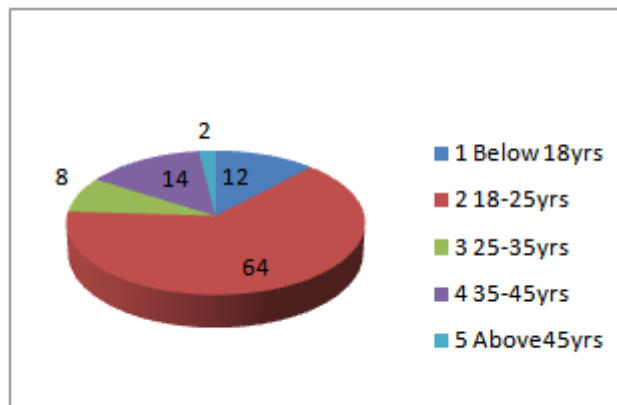**GENDER WISE CLASSIFICATION**

s.no	Particulars	NO.of respondents	Percentage of respondents
1	Male	62	62%
2	Female	38	38%
	Total	100	100%

SHOWING AGE WISE DISTRIBUTION

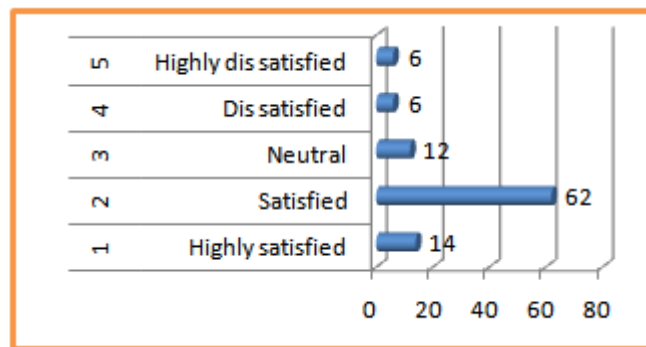| s.no	Particulars	NO. of Respondents	Percentage of Respondents
1	Below 18yrs	12	12%
2	18-25yrs	64	64%
3	25-35yrs	8	8%
4	35-45yrs	14	14%
5	Above45yrs	2	2%
6	TOTAL	100	100%

Are you satisfied with the accident prevention measures provided by the organization?

a)Highly satisfied ☐   b) satisfied ☐   c) neutral ☐

d) dissatisfied ☐   e) highly dissatisfied ☐

Accident Prevention Measures

s.no	Particulars	No.of respondents	Percentage of Respondents
1	Highly satisfied	14	14%
2	Satisfied	62	62%
3	Neutral	12	12%
4	Dissatisfied	6	6%
5	Highly dissatisfied	6	6%
	Total	100	100%

ANALYSIS &INTERPRETATION:

age of the respondent * gender of the respondents Crosstabulation

Count

		gender of the respondents		Total
		male	Female	
age of the respondent	21-30yrs	35	0	35
	31-40yrs	30	0	30
	41-50yrs	20	5	25
	above50yrs	0	10	10
Total		85	15	100

Hypothesis:
Ho= there is no relationship between colleagues and management
H1=there is relationship between colleagues and management
Inference:
The above analysis resulted that the calculated value is greater than the table value
(4.737 > .857).Accept the H1 Hence, there is relationship between the colleagues and management

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.737[a]	9	.857
Likelihood Ratio	6.205	9	.719
Linear-by-Linear Association	.074	1	.786
N of Valid Cases	100	0	

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a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is 1.50.

Degree of freedom = (Column-1) X (Row-1) = (4-1) X (3-1) = 3 X 2=6
Critical value for chi-square distribution 3'' = 4.737, calculated value .857
So calculated value is greater than table value (4.737 > .857).   Hence, Accept the H1

FINDINGS:

The majority of 62% of respondents are male.
The majority of 64% of respondents age is between 18-25 yrs
The majority of 62% respondents are satisfied..

SUGGESTIONS:
1. Bharath pipe company can improve the quality of canteen.
2. To give the accident measurement in the every place.
3. Improve the employee relations, attitude.
4. To develop the over all quality for bharath pipe.

CONCLUSION
From this study I have gathered information regarding various, activities involved in the organization and the function of production department, finance department, marketing department and personal department of the company. In this organization I hare also found out that the company has good relation with workers and the worker are compensated properly.

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