

# EMPLOYEE WELFARE IN KCA MILK PRODUCTS

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## ABSTRACT

The study was carried out at KCA MILK PRODUCTS P. Ltd. The study is related to the Organizational climate prevailing in the organization. A survey was taken among the employees to know their opinion about Organizational climate at Lucas- KCA MILK PRODUCTS P. Ltd Jolarpet.

The required data to study the opinion of the Organization climate prevailing in the organization has been collected as primary data using a questionnaire from a sample of 100 employees; the sampling was on the basis of convenience and non-probabilistic sampling procedures.

The collected data was edited, coded, classified and tabulated further statistically analyzed using various statistical tools like correlation, chi-square etc., from the analyzed data both general findings and statistical findings were posted, thereby deriving suggestions and recommendations.

Organization climate is the important aspect of a company's smooth and successful functioning. It is a decisive factor in organizational effectiveness. It ensures good productivity and employee's satisfaction towards their work.

The data analysis shows that the employees are satisfied with the working hours, salary, working environment but the employees are not satisfied with the communication system, recognition of performance.

It is suggested that the organization can improve its communication between the employees of different departments and can take necessary steps to recognize the performance of employees.

## INTRODUCTION

Labour welfare is dynamic and flexible. It varies with time. It also varies from place to place, industry to industry, country to country. The perception of people on welfare measures also varies depending on value system, levels of education, social customs and expectations. Labour welfare has both positive and negative aspects. On the positive side, we have statutory measures, which lay down minimum standards on facilities like health, food, clothing, housing, wages, and job security. On the negative side it might lead to complacency and indiscipline of workers due to high job security as in public sectors.

Another negative aspect is the high cost, which ultimately pushes up the price of product and services to the point of losing competition in the market. This happens very often in Organising institutions in India.

Thus the study would reveal the employees attitudes towards the Welfare activities provided by the Organization.

### **Indian Dairy Development in Tenth Five Year Plan Objects**

- To strength co-operative base for milk production by democratic process and operational independence.
- To provide good price for milk procedure.
- To promote new dairy processing infrastructures and to strengthen existing ones and to create stable and standy and well organized market for distribution of quality milk and milk products at reasonable prices to the consumers.

### **OBJECTIVES OF THE STUDY**

The study is confined to achieve the following objectives

1. To study the welfare of employees in the Company,
2. To find out how the organization acquire work skills and abilities,
3. To evaluate the perception of employees on the working conditions,
4. To study whether the organization provide adequate welfare facilities to make employees satisfied in their job or not,
5. To suggest the organization about the welfare of employees
6. To study the Job Satisfaction of employees in the Company

### **IMPORTANCE OF THE STUDY**

No organization can be adjusted as a company fully perfect or fully weak. Every thriving enterprise may have its own weaknesses and every dying company may have its own strength. If the strategic factors were not considered in corporate appraisal and further energetic stratifies formed and implemented, the weak company deteriorates further. Thus the study would reveal how the organization faces the threats and weaknesses by using its strengths and opportunities. This analysis is usually done in the marketing but the personal interest made this in Human Resources Area.

### **NEEDS OF STUDY**

1. Achieving total customer is satisfaction
2. Supplying defect free products to customers
3. On time delivery of products to customers

4. Continual improvement processes and production
5. Providing training employees to enhance their skills.

### **SCOPE OF THE STUDY:**

- The study is on the impact of company policies working condition of the employees,
- The subject labour welfare was selected because it is a problem which conters acts management objections and also it has been the concern of mini researcher was all so interested to find reasons of these problems and to put for suggestions.
- It was selected for the field of study owing reason that is a company having a sufficient percentage of labor welfare.
- This gives the researcher an ample scope of the study.

### **CONCLUSION**

The K.C.A. milk firm was started in the year of 1991. The firm was established in Jolarpet. The promoter of the firm of Mr. K.C. Alagiri. The firm produces large number of milk product items. The firm sells milk all over the South India special reference to Karnataka, Kerala and Tamil Nadu.

- ❖ Even through the K.C.A. milk firm has various agencies and southern states, it gives many employment opportunities to the people.
- ❖ The company provides more service and runs with service motive.
- ❖ It has very good transport facilities such as milk van, milk tempos, lorries and tanker lorries.
- ❖ The staff members of the dairy are a symbol of sincerity particularly neatness, punctuality.
- ❖ The K.C.A. milk firm the controls pollution through E.T.P.
- ❖ The dairy milk products are tested by applying both quantitative and qualitative tests

### **BIBLIOGRAPHY**

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