Employee’s welfare refers to the extra dimensions giving satisfaction to the employees in a way which even a good wage and salary cannot. Social security as applicable to industrial workers covers those risks which are sporadic in the lives of the workers. Kolhapur District is emerging as a hub of manufacturing and service industries. As a result, employee welfare and social security measures needs to be given high attention. This paper presents analysis of different welfare and social security measures provided by the selected industrial units in Kolhapur District. This study also throws light on the impact of welfare measures on the performance of employees and productivity of industries and also aims at suggesting few recommendations to improve the employees’ welfare and social security measures for further development in industrial sector in Kolhapur District. The critical goal of this paper would be helping firms to cope with the problem of high employee turnover and absenteeism.

KEYWORDS
Employee’s welfare, Social Security Measures.


INTRODUCTION
India is a developing economy, growth of industrialization and mechanization play an important role in the economic development of India.1 No doubt industrial employee is a soldier safeguarding the social and economic factors of industrial economy, his action and interaction within the industrial framework will have great impact on industrial development and in turn on social and economic development of the country.2 Employee’s welfare refers to the extra dimensions giving satisfaction to the employees in a way which even a good wage and salary cannot. Social security as applicable to industrial workers covers those risks, which are sporadic in the lives of the workers.

Employee’s welfare and social security are important because it frees the employee to work with his utmost efficiency and effectiveness to the organization’s task and thus organization's productivity and efficiency get increased.3 It also play an important role in reducing absenteeism and employee turnover. Social security measures are the part of welfare activities which play important role in rapid industrialization, growth of national economy as they improve employee’s morale by providing sense of security to them against various industrial hazards.

Statement of the study
The welfare measures and social security measures in a majority of industries are inadequate and unsatisfactory. These include inadequate educational, recreational, transportation, accommodation facilities, inappropriate working conditions and employment security also neglecting legally required social security measures.4 It impacts on employee’s performance. To minimize employee’s turnover and absenteeism besides occupational diseases, the management of the industries should offer attractive welfare and social security measures.

Scope and objectives of the study
This research paper aims at suggesting few recommendations to provide better Welfare Measures and Social Security Measures to firms operating in manufacturing and service sector areas.

To be precise, the research paper would seek to fulfill the below listed objectives:
1. To critically analyse employee’s satisfaction level regarding employee’s welfare and social security measures offered by industrial units in Kolhapur District.
2. To highlight problems of employees regarding employee's welfare and social security measures.
3. To evaluate the impact of such measures on the performance of employees and productivity of industries.

This study also aims at understanding the satisfaction level and expectation level of the employees regarding welfare measures and social security measures.

Hypothesis
1. Employees are not satisfied with welfare and social security measures offered by manufacturing and service sector organizations in Kolhapur District.
2. Employee’s welfare and social security measures offered by manufacturing and service sector organizations, help in reducing employee absenteeism and turnover in the organizations.
3. Employee’s welfare and social security measures, offered by manufacturing and service sector organizations, help to improve productivity of the organizations.
Research Methodology
The research work was a descriptive research of both primary data and secondary data. The research study is marked by prior formulation of research questions. Sample area was Kolhapur District, Maharashtra. For the purpose of the study the researcher used the stratified random sampling method. Due to the widespread of manufacturing and service sector organizations; the study has been carried out with selected industrial units. On the basis of revenue and employment generation Sugar, Textile, Manufacturing and Pharmaceutical, Banking and Financial Institution, Life Insurance, Healthcare Services and firms operating in Hospitality Services were selected for the study.

Total manufacturing industrial units selected for study were 20. Total size of the universe in 20 manufacturing industrial units was 3500 permanent employees, out of which 5% sample i.e. 175 employees were selected for the study. In case of service sector units, 12 units were selected for the study. Total size of universe in 12 service sector units was 1500 permanent employees, out of which 5% sample i.e. 75 employees were selected for the study.

A well-designed questionnaire was used to collect primary data. The questionnaire was carefully logically designed. The data collected through primary source were subjected to statistical techniques for analysis of the employee’s opinion towards the welfare and social security measures and its impact on performance. Secondary data were also collected by referring secondary sources of data collection that is by reference books, journals, articles; websites published notes and research papers, etc.

Analysis of the Data
This includes presentation of data in tabular and graphical form followed by analysis and interpretation of data collected from respondents in manufacturing and service sector industrial units. For analysis and interpretation of collected data following statistical tools were used:
1. Classification and Tabulation of data.
2. Percentages.
3. Graphical presentation.
4. Hypothesis testing.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>160</td>
<td>67</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>15</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>175</td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 1: The distribution of the respondents based on their opinion about Working Conditions

Graph 1: Satisfaction Level of Employees Regarding Working Conditions

The above table and graph shows that in manufacturing industrial units 91% respondents are satisfied with working condition. While in service industrial units, 89% respondents are satisfied with working condition.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>57</td>
<td>15</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>97</td>
<td>45</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>21</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>175</td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 2: The distribution of the respondents based on their opinion about Intramural Facilities

Above table shows that in manufacturing industrial units, 33% respondents are satisfied, 55% are moderately satisfied and 12% are dissatisfied with intramural facilities provided by industrial units. While in service industrial units 20% respondents are satisfied, 60% are moderately satisfied and 20% are dissatisfied with intramural facilities provided by industrial units.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>60</td>
<td>16</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>104</td>
<td>54</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>11</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>175</td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 3: The distribution of the respondents based on their opinion about Health and Medical Facilities

Above table shows that in manufacturing industrial units, 34% respondents are satisfied, 60% are moderately satisfied and 6% are dissatisfied with health and medical facilities provided by industrial units. While in service industrial units, 21% respondents are satisfied, 72% are moderately satisfied and 7% are dissatisfied with health and medical facilities provided by industrial units.
Table 4: The distribution of the respondents based on their opinion about Educational Facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>33</td>
<td>13</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>47</td>
<td>40</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>95</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>175</strong></td>
<td><strong>75</strong></td>
</tr>
</tbody>
</table>

Above table indicates that in manufacturing industrial units, 19% respondents are satisfied, 27% are moderately satisfied and 54% are dissatisfied with educational facilities provided by industrial units. While in service industrial units, 17% respondents are satisfied, 53% are moderately satisfied and 29% are dissatisfied with educational facilities.

Table 5: The distribution of the respondents based on their opinion about Recreational Facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>22</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>50</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>103</td>
<td>49</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>175</strong></td>
<td><strong>75</strong></td>
</tr>
</tbody>
</table>

Above table indicates that in manufacturing industrial units, 59% are dissatisfied with recreational facilities provided by industrial units. While in service industrial units, 65% are dissatisfied with recreational facilities provided by industrial units.

Table 6: The distribution of the respondents based on their opinion about Housing Facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>38</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>87</td>
<td>45</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>50</td>
<td>20</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>175</strong></td>
<td><strong>75</strong></td>
</tr>
</tbody>
</table>

Above table shows that in manufacturing industrial units, 22% respondents are satisfied, 50% are moderately satisfied and 29% are dissatisfied with housing facilities provided by industrial units. While in service industrial units, 13% respondents are satisfied, 60% are moderately satisfied and 27% are dissatisfied with housing facilities provided by industrial units.

Table 7: The distribution of the respondents based on their opinion about Transportation Facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>33</td>
<td>12</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>50</td>
<td>24</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>92</td>
<td>39</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>175</strong></td>
<td><strong>75</strong></td>
</tr>
</tbody>
</table>

Above table shows that in manufacturing industrial units, 19% respondents are satisfied, 29% are moderately satisfied and 53% are dissatisfied with transportation facilities provided by industrial units. While in service industrial units, 16% respondents are satisfied, 32% are moderately satisfied and 52% are dissatisfied with transportation.

Table 8: The distribution of the respondents based on their opinion about Safety

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>137</td>
<td>37</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>27</td>
<td>21</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>11</td>
<td>17</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>175</strong></td>
<td><strong>75</strong></td>
</tr>
</tbody>
</table>

Above table shows that in manufacturing industrial units, 78% respondents are satisfied, 15% are moderately satisfied and 6% are dissatisfied with safety provided by industrial units. While in service industrial units, 49% respondents are satisfied, 28% are moderately satisfied and 23% are dissatisfied with safety provided by industrial units.
Table 9: The distribution of the respondents based on their opinion on Employment Security

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>49</td>
<td>16</td>
<td>28</td>
<td>21</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>93</td>
<td>49</td>
<td>53</td>
<td>65</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>33</td>
<td>10</td>
<td>19</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>175</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Above table indicates that in manufacturing industrial units, 28% respondents are satisfied, 53% are moderately satisfied and 19% are dissatisfied with employment security provided by industrial units. While in service industrial units, 21% respondents are satisfied, 65% are moderately satisfied and 13% are dissatisfied with employment security provided by industrial units.

Table 10: The distribution of the respondents based on their opinion about Social Security

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Satisfied</td>
<td>47</td>
<td>19</td>
<td>27</td>
<td>25</td>
</tr>
<tr>
<td>2</td>
<td>Moderately Satisfied</td>
<td>101</td>
<td>43</td>
<td>58</td>
<td>57</td>
</tr>
<tr>
<td>3</td>
<td>Dissatisfied</td>
<td>27</td>
<td>13</td>
<td>15</td>
<td>17</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>175</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Above table shows that in manufacturing industrial units, 27% respondents are satisfied, 58% are moderately satisfied and 15% are dissatisfied with social security provided by industrial units. While in service industrial units, 25% respondents are satisfied, 57% are moderately satisfied and 17% are dissatisfied with social security provided by industrial units.

Hypothesis Test- Chi-Square Test

\[ H_0 = \text{Employee’s welfare and social security measures and employee satisfaction are independent.} \]

\[ H_a = \text{Employee’s welfare and social security measures and employee satisfaction are dependent.} \]

Table 11: The distribution of the respondents based on their opinion about Welfare Measures and Social Security

<table>
<thead>
<tr>
<th>Type of Organization</th>
<th>Opinion of Respondents</th>
<th>Row Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Satisfied</td>
<td>Moderately Satisfied</td>
</tr>
<tr>
<td>Manufacturing Org.</td>
<td>63</td>
<td>67</td>
</tr>
<tr>
<td>Service Org.</td>
<td>22</td>
<td>34</td>
</tr>
<tr>
<td>Column Totals</td>
<td>85</td>
<td>101</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Manufacturing units</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied</td>
<td>63</td>
<td>59.5</td>
<td>3.5</td>
<td>0.2059</td>
</tr>
<tr>
<td>Moderately Satisfied</td>
<td>67</td>
<td>70.7</td>
<td>-3.7</td>
<td>0.1936</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>45</td>
<td>44.8</td>
<td>0.2</td>
<td>0.0008</td>
</tr>
<tr>
<td><strong>Service sector units</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied</td>
<td>22</td>
<td>25.5</td>
<td>-3.5</td>
<td>0.4803</td>
</tr>
<tr>
<td>Moderately Satisfied</td>
<td>34</td>
<td>30.3</td>
<td>3.7</td>
<td>0.4518</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>19</td>
<td>19.2</td>
<td>-0.2</td>
<td>0.0020</td>
</tr>
</tbody>
</table>

\[ \chi^2 = \Sigma [(O_{ij} - E_{ij})^2 / E_{ij}] = 1.3344 \]

Degree of freedom \( d.f = (r-1)(c-1) = (3-1)(2-1) = 2 \)

Table value for \( \chi^2 \) for 2 d.f at 5% significance level is 5.991

**Interpretation**

Calculated value of \( \chi^2 [1.3344] \) is less than table value \( [5.991] \), so we accept null hypothesis \( [H_0] \) and conclude that Employee’s welfare and social security measures and employee satisfaction are independent that is Employees are not satisfied with welfare and social security measures offered by manufacturing and service sector organizations in Kolhapur District.
<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Unhygienic working conditions</td>
<td>11</td>
<td>13</td>
</tr>
<tr>
<td>2</td>
<td>Neglecting health and safety provisions</td>
<td>16</td>
<td>13</td>
</tr>
<tr>
<td>3</td>
<td>Inadequate employment security</td>
<td>11</td>
<td>21</td>
</tr>
<tr>
<td>4</td>
<td>Inadequate educational and recreational facilities</td>
<td>77</td>
<td>32</td>
</tr>
<tr>
<td>5</td>
<td>Inadequate transportation and accommodation facilities</td>
<td>38</td>
<td>15</td>
</tr>
<tr>
<td>6</td>
<td>None of the above</td>
<td>16</td>
<td>4</td>
</tr>
</tbody>
</table>

**Table 13: Problems of Employee Regarding Welfare Facilities**

![Graph 2: Problems of Employee Regarding Welfare Facilities](image)

Above table shows problems of employees regarding welfare measures. In manufacturing industrial units percentage of respondents having problems like unhygienic working conditions, neglecting health and safety, inadequate employment security, inadequate educational and recreational facilities and inadequate transportation and accommodation facilities is 6%, 9%, 6%, 44% and 22% respectively. In service industrial units percentage of respondents having problems like unhygienic working conditions, neglecting health and safety, inadequate employment security, inadequate educational and recreational facilities and inadequate transportation and accommodation facilities is 17%, 17%, 28%, 43% and 20% respectively.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Neglecting legally required social security measures</td>
<td>38</td>
<td>47</td>
</tr>
<tr>
<td>2</td>
<td>Paying low salary/wages</td>
<td>71</td>
<td>26</td>
</tr>
<tr>
<td>3</td>
<td>No protection against risk in life</td>
<td>38</td>
<td>13</td>
</tr>
<tr>
<td>4</td>
<td>None of the above</td>
<td>27</td>
<td>6</td>
</tr>
</tbody>
</table>

**Table 14: Problems of Employee Regarding Social Security Measures**

Above table shows problems of employees regarding social security measures. In manufacturing industrial units percentage of respondents having problems like neglecting legally required social security measures, paying low wages and no protection against risk in life is 22%, 41% and 22% respectively. In service industrial units percentage of respondents having problems like neglecting legally required social security measures, paying low wages and no protection against risk in life is 63%, 35% and 17% respectively.
Sr. No. | Content          | No. of Respondent | Percentage |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strongly Agree</td>
<td>28</td>
<td>12</td>
</tr>
<tr>
<td>2</td>
<td>Agree</td>
<td>78</td>
<td>36</td>
</tr>
<tr>
<td>3</td>
<td>Indifferent</td>
<td>16</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Disagree</td>
<td>31</td>
<td>13</td>
</tr>
<tr>
<td>5</td>
<td>Strongly Disagree</td>
<td>22</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>175</td>
<td>75</td>
</tr>
</tbody>
</table>

Table 15: Impact of Welfare Measures and Social Security on Employee Absenteeism and Turnover

Graph 3: Impact of Welfare Measures and Social Security on Employee Absenteeism and Turnover

Above table shows opinion of the employees regarding impact of welfare measures and social security on employee absenteeism and turnover. This response is divided into 5 categories. In manufacturing industrial units, 61% respondents agreed and 31% respondents disagreed with the statement. While in service industrial units, 64% respondents agreed and 22% respondents disagreed with the statement.

Hypothesis test: Chi-Square Test

H₀ = Employee’s welfare and social security measures and employee absenteeism & turnover of the organization are independent.

Hₐ = Employee’s welfare and social security measures and employee absenteeism & turnover of the organization are dependent.

Level of Significance is 5%

<table>
<thead>
<tr>
<th>Type of Organization</th>
<th>Opinion of Respondents</th>
<th>Row Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
<td>Indifferent</td>
</tr>
<tr>
<td>Manufacturing Org.</td>
<td>106</td>
<td>16</td>
</tr>
<tr>
<td>Service Org.</td>
<td>048</td>
<td>10</td>
</tr>
<tr>
<td>Column Totals</td>
<td>154</td>
<td>26</td>
</tr>
</tbody>
</table>

Table 16: Opinion of the respondent about Impact of Welfare Measures and Social Security on Employee Absenteeism and Turnover

<table>
<thead>
<tr>
<th>Groups</th>
<th>Observed Frequency [Oij]</th>
<th>Expected Frequency [Eij]</th>
<th>[Oij-Eij]²/Ei</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing units</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>106</td>
<td>107.8</td>
<td>-1.8</td>
<td>0.0300</td>
</tr>
<tr>
<td>Indifferent</td>
<td>16</td>
<td>18.2</td>
<td>-2.2</td>
<td>0.27</td>
</tr>
<tr>
<td>Disagree</td>
<td>53</td>
<td>49</td>
<td>4</td>
<td>0.3265</td>
</tr>
<tr>
<td>Service sector units</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>48</td>
<td>46.2</td>
<td>1.8</td>
<td>0.0701</td>
</tr>
<tr>
<td>Indifferent</td>
<td>10</td>
<td>7.8</td>
<td>2.2</td>
<td>0.6200</td>
</tr>
<tr>
<td>Disagree</td>
<td>17</td>
<td>21</td>
<td>-4</td>
<td>0.7619</td>
</tr>
</tbody>
</table>

Table 17

Χ² [Chi-Square] = Σ [(Oij - Eij)² / Ei] = 2.078
Degree of freedom= (c-1)(r-1)=(3-1)(2-1)=2
Table value for Χ² for 2 d.f at 5% level of significance is 5.991
Interpretation
Calculated value of $X^2$ [2.078] is less than table value [5.991], so we accept null hypothesis [$H_0$] and conclude that Employee's welfare and social security measures and employee absenteeism and turnover of the organization are independent, that is Employee's welfare and social security measures are not effective in reducing employee absenteeism and turnover in the manufacturing and service organizations in Kolhapur District.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Content</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strongly Agree</td>
<td>40</td>
<td>11</td>
</tr>
<tr>
<td>2</td>
<td>Agree</td>
<td>92</td>
<td>35</td>
</tr>
<tr>
<td>3</td>
<td>Indifferent</td>
<td>22</td>
<td>8</td>
</tr>
<tr>
<td>4</td>
<td>Disagree</td>
<td>15</td>
<td>13</td>
</tr>
<tr>
<td>5</td>
<td>Strongly Disagree</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>175</td>
<td>75</td>
</tr>
</tbody>
</table>

*Table 18: Impact of Welfare Measures and Social Security on Industrial unit’s Productivity*

Above table shows opinion of the employees regarding impact of welfare measures and social security on Industrial unit’s Productivity. This response is divided into 5 categories. In manufacturing industrial units, 76% respondents agreed and 12% respondents disagreed with the statement. While in service industrial units, 62% respondents agreed and 28% respondents disagreed with the statement.

Hypothesis test:- Chi-Square Test
$H_0$= Employee’s welfare and social security measures and productivity of the organization are independent
$H_a$= Employee’s welfare and social security measures and productivity of the organization are dependent

Level of Significance is 5%

<table>
<thead>
<tr>
<th>Type of Organization</th>
<th>Opinion of Respondents</th>
<th>Row Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
<td>Indifferent</td>
</tr>
<tr>
<td>Manufacturing Org.</td>
<td>132</td>
<td>22</td>
</tr>
<tr>
<td>Service Org.</td>
<td>46</td>
<td>8</td>
</tr>
<tr>
<td>Column Totals</td>
<td>178</td>
<td>30</td>
</tr>
</tbody>
</table>

*Table 19: Opinion of respondents about Impact of Welfare Measures and Social Security on productivity of organizations*

<table>
<thead>
<tr>
<th>Groups</th>
<th>Observed Frequency [Oij]</th>
<th>Expected Frequency [Eij]</th>
<th>[Oij-Eij]</th>
<th>$[(O_i-E_i)^2/E_i]$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing units</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>132</td>
<td>124.6</td>
<td>-7.4</td>
<td>0.4394</td>
</tr>
<tr>
<td>Indifferent</td>
<td>22</td>
<td>21</td>
<td>1</td>
<td>0.0476</td>
</tr>
<tr>
<td>Disagree</td>
<td>21</td>
<td>29</td>
<td>-8</td>
<td>2.2200</td>
</tr>
<tr>
<td>Service sector units</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>46</td>
<td>53.4</td>
<td>-7.4</td>
<td>1.0254</td>
</tr>
<tr>
<td>Indifferent</td>
<td>8</td>
<td>9</td>
<td>-1</td>
<td>0.1111</td>
</tr>
<tr>
<td>Disagree</td>
<td>21</td>
<td>12.6</td>
<td>8.4</td>
<td>5.6</td>
</tr>
</tbody>
</table>

*X2 [Chi-Square] = \sum \left[ \frac{(O_i - E_i)^2}{E_i} \right] = 9.28*

Degree of freedom= \left[ (c-1)(r-1) \right] = [3-1][2-1] = 2

Table value for $X^2$ for 2 d.f at 5% significance level is 5.991

**FINDINGS**
1. Employees from manufacturing industrial units and service sector units are satisfied with working conditions, but moderately satisfied with intramural facilities.
2. Employees from both industrial units are moderately satisfied with health and medical facilities, employment security and housing facilities.
3. Employees from manufacturing industrial units are dissatisfied with educational facilities. While employees from service sector units are moderately satisfied.
4. Employees from manufacturing and service sector units are dissatisfied with transportation facilities and recreational facilities.
5. Both industrial units provide all safety provisions. Employees from manufacturing as well as service sector units are satisfied with safety provisions.

6. In case of social security measures employees from both industrial units are moderately satisfied.

7. In case of employee's welfare facilities, employees have problems related with inadequate educational, recreational, transportation and accommodation facilities in both industrial units. Service sector employees also have problems related with employment security. Problems related with working conditions, health and safety measures are low.

8. In manufacturing industrial units, employees have problems of being paid low salary and wages. Problem of protection against risk is low in both industrial units.

9. Employee welfare and social security measures offered by manufacturing and service organizations in Kolhapur District are not effective in reducing employee absenteeism and turnover. Employee welfare and social security measure offered by manufacturing and service organizations in Kolhapur District improves productivity of the industrial units.

**Strategic initiatives to improve employees' welfare and social security measures**

Employees feel motivated only when their economic, social and psychological needs get satisfied. To boost employee's morale and increase sense of belongingness, both industrial units should provide good working conditions, cooperative societies, canteen and libraries to their employees. This will satisfy social needs.

1. Provision for educational facilities is low in both manufacturing as well as service industrial units. Employees are dissatisfied with it, so manufacturing and service sector units can provide educational facilities to all employees through career development program.

2. To minimize stress, recreation facilities like presentation competition, musical programmes and cultural events should be organized by industrial units. Rest rooms should be provided for employees.

3. Advanced and practical training programmes can be arranged. Physical and job securities should be provided to employees. Health and safety are important aspects of employee's life. So organizations can arrange seminars and health education programmes to create awareness among the employees and should provide safety measures to them.

4. According to factory act 1948, only those organizations have to provide canteen where more than 250 employees work.

5. Economic and psychological needs of employees are satisfied by social security measures. Every employee should be insured by self and organization. More incentives should be provided to employees. Organizations should not neglect legally required social securities.

6. In case of welfare measures and social security measures, most of the employees from both sectors are moderately satisfied or dissatisfied, so organizations should take some steps towards it. Scope of welfare and social securities should be increased by industrial units.

7. Women employees are as important as men, so organizations should provide facilities like maternity benefit. Most of the women workers are not permanent in manufacturing organizations, so they are lagging in all aspects of benefits than men.

**CONCLUSION**

Generally, welfare measures are recreational, medical, educational, housing, sanitation, transportation, employment security and so on. In Kolhapur District, manufacturing and service sector industries provides most of the welfare and social security measures to their employees.

Employee’s welfare and social security measures help in reducing employee absenteeism and turnover and it also increase employee's morale, improves industrial relations and productivity of the industrial units and improve lifestyle of the employees.

**REFERENCES**


