

A Study on Employee Welfare and Safety Measures in AR Dairy Food Pvt Ltd, Dindigul

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Abstract

Employee welfare and safety are critical dimensions of organizational effectiveness, particularly in industries such as dairy processing where workers are exposed to machinery, cold storage environments, and food safety protocols. This study at AR Dairy Food Pvt. Ltd. aims to evaluate the welfare facilities and safety measures provided to employees, with a focus on statutory, non statutory, and voluntary initiatives. The research adopts a descriptive methodology, using a sample of employees across production, administrative, and support departments to ensure diverse representation. Data were collected through questionnaires, direct observation, and secondary sources such as journals and reports. Statistical tools including percentages, averages, correlation, and chi square analysis were applied to assess the relationship between welfare measures, safety practices, and employee performance.

Keywords: Employee Welfare, Safety Measures, Statutory Provisions, Non Statutory Benefits, Voluntary Welfare Initiatives, Dairy Industry, Workplace Safety, Employee Satisfaction, Productivity

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How to cite this article: Ms. A. Janaki, Dr. V. Tamilselvi, Dr. B. Velmurugan, A Study on Employee Welfare and Safety Measures in AR Dairy Food Pvt Ltd, Dindigul, Journal of Management and Science, 16(2) 2026 15-19.

Retrieved from <https://jms.eleyon.com/index.php/jms/article/view/950>

Received: 30 March 2026 **Revised:** 28 April 2026 **Accepted:** 2 May 2026 **Published:** 30 June 2026

1. INTRODUCTION

Employee welfare and safety are vital parts of human resource management that help improve both the well being of workers and the productivity of an organization. Welfare measures include facilities such as clean drinking water, sanitation, medical care, canteen services, and housing, while safety measures focus on protecting employees from accidents and health risks through training, protective equipment, and fire safety systems. In industries like dairy production, where employees handle machinery, chemicals, and physically demanding tasks, these measures are especially important. AR Dairy Food Pvt. Ltd., a company engaged in dairy processing and distribution, provides welfare and safety

facilities to ensure smooth operations and employee satisfaction. This study analyzes the effectiveness of these measures, identifies gaps, and suggests improvements to create a healthier, safer, and more motivating workplace that supports both employees well being and organizational growth.

STATEMENT OF THE PROBLEM

Even though companies provide welfare and safety measures, many issues remain. Employees often lack proper training and awareness, and safety equipment is not always maintained. Basic facilities like clean water, sanitation, and medical support are sometimes inadequate, while protective gear is missing or misused. Workers also face

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stress, harassment, and poor work life balance. Noncompliance with labour laws, weak safety audits, and incomplete accident reporting reduce workplace standards. In addition, unsafe handling of chemicals, faulty wiring, and poor furniture design create health risks. These problems show the need for stronger and more consistent welfare and safety practices to protect employees and improve their well being.

2. OBJECTIVES OF THE STUDY

- To know the welfare facilities provided to the employees.
- To study the safety provisions available to the workers.
- To understand the expectations of employees regarding welfare facilities.
- To study the impact of welfare facilities on employee performance.
- To learn the effectiveness of safety measures in reducing accidents.

NEED OF THE STUDY

Employees are the backbone of any organization, and their well being directly affects productivity and morale. Studying welfare and safety measures helps ensure that facilities meet employee needs, reduces accidents and health risks, and strengthens compliance with labour laws. It also improves efficiency, retention, and reduces absenteeism. Most importantly, such a study promotes a positive work culture where employees feel valued, safe, and motivated, which in turn supports the overall growth and success of the organization.

SCOPE OF THE STUDY

This study covers the welfare and safety measures provided to employees at AR Dairy Food Pvt. Ltd. It examines facilities such as health care, sanitation, canteen services, housing, and recreation that improve quality of work life. It also looks at safety practices like training programs, use of protective equipment, fire drills, ergonomic arrangements, and compliance with labour laws. The study further explores employee expectations, evaluates how these measures affect satisfaction and productivity, and identifies gaps in current practices. Overall, it provides insights into how welfare and safety initiatives contribute to employee well being, organizational efficiency, and sustainable growth.

HYPOTHESIS OF THE STUDY

Null Hypothesis (H_0):

Employee welfare and safety measures have no significant impact on employee satisfaction, productivity, or retention at AR Dairy Food Pvt. Ltd.

Alternative Hypothesis (H_1):

Employee welfare and safety measures have a significant positive impact on employee satisfaction, productivity, and retention at AR Dairy Food Pvt. Ltd.

RESEARCH DESIGN

Research design describes the overall plan of the study, including the methods used to collect and analyse data in order to answer the research questions. The present study adopts a descriptive research design, as it aims to describe the current status of employee wellness and work-life balance among employees. This design is appropriate because it helps in understanding the existing conditions without manipulating any variables. It enables the researcher to analyse employees' perceptions regarding work-life balance and employee wellness in a systematic manner.

3. RESEARCH METHODOLOGY

This study uses a descriptive research design to examine employee welfare and safety measures at AR Dairy Food Pvt. Ltd. The aim is to describe and evaluate the facilities and practices provided to employees. A representative sample of workers from different departments is selected to ensure diverse views. Data is collected through structured questionnaires and personal interviews to understand employee expectations, satisfaction, and challenges. The information is then analysed using simple statistical methods to identify patterns, relationships, and the impact of welfare and safety measures on employee performance.

SAMPLE DESIGN

This study uses a descriptive sample design to analyze employee welfare and safety measures at AR Dairy Food Pvt. Ltd. Employees are selected from different departments such as production, administration, and support services to ensure diverse representation. This approach helps capture varied perspectives and provides a balanced understanding of welfare and safety practices across the organization.

METHODS OF DATA COLLECTION

Primary Data: Information was gathered directly from employees through structured questionnaires distributed to 120 staff members, along with personal interviews and workplace observations. This helped capture employee expectations, satisfaction levels, and challenges faced.

Secondary Data: Company records such as HR manuals, annual reports, and policy documents were reviewed to understand existing provisions.

In addition, published journals, books, and research papers on employee welfare and safety were consulted to provide theoretical support and comparative insights.

ANALYTICAL TOOLS

- Percentage Analysis
- Chi-Square Test
- Correlation Analysis

4. DATA ANALYSIS AND INTERPRETATION**SATISFACTION LEVEL OF WELFARE FACILITIES**

Satisfaction Level	No of Respondent	Percentage
Highly Satisfied	48	40.0
Satisfied	36	30.0
Neutral	18	15.0
Dissatisfied	18	15.0
Total	120	100

AVAILABILITY OF SAFETY EQUIPMENT AMONG RESPONDENTS

Availability of Safety Equipment	Frequency	Percentage
Always	42	35.0
Sometimes	50	41.7
Rarely	20	16.7
Never	8	6.7
Total	120	100

SAFETY TRAINING FREQUENCY AMONG RESPONDENTS

Safety Training Frequency	Frequency	Percentage
Regularly	38	31.7
Occasionally	46	38.3
Rarely	26	21.7
Never	10	8.3
Total	120	100

STRESS LEVEL AT WORKPLACE AMONG RESPONDENTS

Stress Level at workplace	Frequency	Percentage
Strongly Agree	53	44.2
Agree	37	30.8
Neutral	16	13.3
Disagree	10	8.3
Strongly Disagree	4	3.3
Total	120	100

OVERALL SATISFACTION WITH WELFARE & SAFETY

Overall Satisfaction	Frequency	Percentage
Highly Satisfied	48	40.0
Satisfied	52	43.3
Neutral	12	10.0
Dissatisfied	8	6.7
Total	120	100

5. SUGGESTIONS

- The organization should provide flexible working hours to reduce fatigue and improve employee satisfaction.
- Stress management programs should be conducted regularly to address high workplace stress levels.
- Employee wellness programs should be improved to promote physical and mental well being.
- Workload should be managed effectively to prevent burnout and enhance productivity.
- Work life balance policies should be strengthened to support employee morale and retention.
- Safety training and awareness programs should be conducted more frequently to ensure consistent compliance and preparedness.

6. CONCLUSION

The study shows that welfare and safety measures play a key role in improving employee satisfaction, productivity, and loyalty. Most employees are happy with the facilities provided, such as clean drinking water, sanitation, insurance, and housing support. Safety measures like protective equipment, fire safety systems, and accident reporting also help reduce risks. However, gaps remain in areas such as medical support, canteen services, housing facilities, and the frequency of safety training programs. High workplace stress levels also need attention. The conclusion is that investing in welfare and safety is not just a legal requirement but a smart strategy for long term success. By strengthening welfare facilities, improving safety practices, and promoting work life balance, AR Dairy Food Pvt. Ltd. can build a healthier, safer, and more motivated workforce. This will lead to

better productivity, reduced accidents, and a stronger organizational reputation.

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