

Vol II Issue V Nov 2012

Impact Factor : 0.1870

ISSN No :2231-5063

Monthly Multidisciplinary Research Journal

Golden Research Thoughts

Chief Editor
Dr.Tukaram Narayan Shinde

Publisher
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor
Dr.Rajani Dalvi

Honorary
Mr.Ashok Yakkaldevi

IMPACT FACTOR : 0.2105

Welcome to ISRJ

RNI MAHMUL/2011/38595

ISSN No.2230-7850

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

International Advisory Board

Flávio de São Pedro Filho Federal University of Rondonia, Brazil	Mohammad Hailat Dept. of Mathematical Sciences, University of South Carolina Aiken, Aiken SC 29801	Hasan Baktir English Language and Literature Department, Kayseri
Kamani Perera Regional Centre For Strategic Studies, Sri Lanka	Abdullah Sabbagh Engineering Studies, Sydney	Ghayoor Abbas Chotana Department of Chemistry, Lahore University of Management Sciences [PK]
Janaki Sinnasamy Librarian, University of Malaya [Malaysia]	Catalina Neculai University of Coventry, UK	Anna Maria Constantinovici AL. I. Cuza University, Romania
Romona Mihaila Spiru Haret University, Romania	Ecaterina Patrascu Spiru Haret University, Bucharest	Horia Patrascu Spiru Haret University, Bucharest, Romania
Delia Serbescu Spiru Haret University, Bucharest, Romania	Loredana Bosca Spiru Haret University, Romania	Ilie Pinteau, Spiru Haret University, Romania
Anurag Misra DBS College, Kanpur	Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Xiaohua Yang PhD, USA
Titus Pop	George - Calin SERITAN Postdoctoral Researcher	Nawab Ali Khan College of Business Administration

Editorial Board

Pratap Vyamktrao Naikwade ASP College Devrukh,Ratnagiri,MS India	Iresh Swami Ex - VC. Solapur University, Solapur	Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur
R. R. Patil Head Geology Department Solapur University, Solapur	N.S. Dhaygude Ex. Prin. Dayanand College, Solapur	R. R. Yaliker Director Managment Institute, Solapur
Rama Bhosale Prin. and Jt. Director Higher Education, Panvel	Narendra Kadu Jt. Director Higher Education, Pune	Umesh Rajderkar Head Humanities & Social Science YCMOU, Nashik
Salve R. N. Department of Sociology, Shivaji University, Kolhapur	K. M. Bhandarkar Praful Patel College of Education, Gondia	S. R. Pandya Head Education Dept. Mumbai University, Mumbai
Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai	Sonal Singh Vikram University, Ujjain	Alka Darshan Shrivastava Shaskiya Snatkottar Mahavidyalaya, Dhar
Chakane Sanjay Dnyaneshwar Arts, Science & Commerce College, Indapur, Pune	G. P. Patankar S. D. M. Degree College, Honavar, Karnataka	Rahul Shriram Sudke Devi Ahilya Vishwavidyalaya, Indore
Awadhesh Kumar Shirotriya Secretary, Play India Play (Trust),Meerut	Maj. S. Bakhtiar Choudhary Director,Hyderabad AP India.	S.KANNAN Ph.D , Annamalai University,TN
	S.Parvathi Devi Ph.D.-University of Allahabad	Satish Kumar Kalhotra
	Sonal Singh	

**Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.isrj.net**



A REVIEW OF EMPLOYEE BENEFIT POLICIES WITH SPECIAL REFERENCE TO VYAPARI SAHAKARI BANK LTD, SOLAPUR

JAYANT PRABHAKAR BOBDE

S.N.Arts,Science and U.K.Commerce College,Akola(M.S.)

Abstract:

Employee benefits facilities enable workers to live a richer and more satisfactory life. After employees have been hired, trained and remunerated they need to be retained and maintained to serve the organization better. Benefits facilities are designed to take care of the well being of the employees, they do not generally result in any monetary benefits to the employees nor are these facilities provided by employers alone, government and non-governmental agencies and trade unions too contribute towards employee's benefits.

KEYWORDS:

Policies , Benefit , Review.

INTRODUCTION TO STUDY-

Every individual has certain needs and motives which he/she wants to fulfill .Any job which fulfils their needs and motives give him satisfaction. There are some situational factors responsible for job satisfaction .The important causes of job satisfaction are wage incentive systems, the work environment, length of working hours ,behavior of the supervisor , security ,scope for promotion and recognition of merit. Besides proper evaluation of work, impartial behavior and social relationship with co-workers etc; are also contributory factors.

The term benefits suggests many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources.

As a total concept of benefits, it is a desirable state of existence involving physical, mental, moral and emotional well-being.

The social concept of benefits implies the benefits of man, his family, and his community.

Benefits are called a relative concept, for it is related to time and space. Changes in it have an impact on the system of benefits as well.

Benefits are also a positive concept. In order to establish a minimum level of benefits, it demands certain minimum acceptable conditions of existence, biologically and socially.

The employee benefits schemes can be classified into two categories viz. statutory and non-statutory benefits schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety.

These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and benefits) 1986, Mines Act 1962. The non statutory schemes differ from organization to organization and from industry to industry.

It is a comprehensive term including various services, benefits and facilities offered to employees

by the employer. Through such generous fringe benefits, the employer makes life worth living for employees. The benefits amenities are extended by in addition to normal wages and other economic rewards available to the employees as per legal provisions.

The significance of benefits measures were accepted as early as 1931 when the Royal Commission on Labor stated, the benefits are of great importance to the worker which he is unable to secure by himself. The schemes of labor benefits may be regarded as a wise investment because these would bring a profitable return in form of greater efficiency.

The working environment in a factory adversely affects the health of the employees. This has to be contained through preventive steps aimed at improving the lot of workers.

OBJECTIVES OF STUDY-

- 1) To know employees benefits strategies for Vyapari Sahakari Bank Ltd.
- 2) To know the benefits facilities provided by the Bank.
- 3) To know awareness about the concept of "EMPLOYEE BENEFITS"

IMPORTANCE OF STUDY-

1. It enables employees to have a richer and more satisfying life.
2. It helps to boost up employee morale.
3. To promote employees benefits measures like recreation Facilities.
4. To helps to improve the goodwill & public image of Company

LIMITATIONS OF STUDY-

- 1) The information is collected by 50 employees only.
- 2) The study is limited to branches in Solapur city.

SCOPE OF THE STUDY –

1. Employee Benefits is an essential part of social benefits.
2. Employee Benefits is to improve the working class.

RESEARCH METHODOLOGY

Research methodology is the systematic & objective identification, collection, analysis, dissemination & use of information for the purpose of assisting management in decision making relating to the identification & solution of the problem & opportunity.

RESEARCH OBJECTIVE:

Study on "To know various employee benefits strategies".

TYPE OF RESEARCH:

Descriptive study is a Statistical [study](#) to identify [patterns](#) or [trends](#) in a situation. Descriptive [studies](#) help in generating [hypothesis](#) on which further [research](#) may be based.

SOURCE OF THE DATA:-

PRIMARY DATA –

The Primary data was collected from the respondent i.e. employees.

SECONDARY DATA –

The secondary data was collected from the past records, magazines and websites.

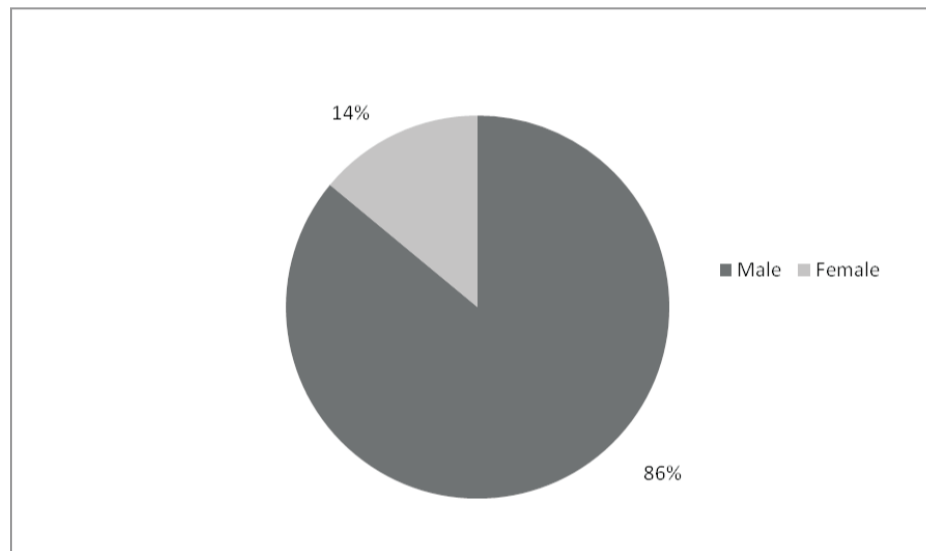
DATA ANALYSIS AND INTERPRETATION

Table no.1. Employees according to gender :

Gender	No. of respondents	Percentage
Male	43	86%
Female	7	14%
Total	50	100%

Source –Field work

Chart -1



INTERPRETATION:

1. 86% of the employees are male.
2. 14% of the employees are female.

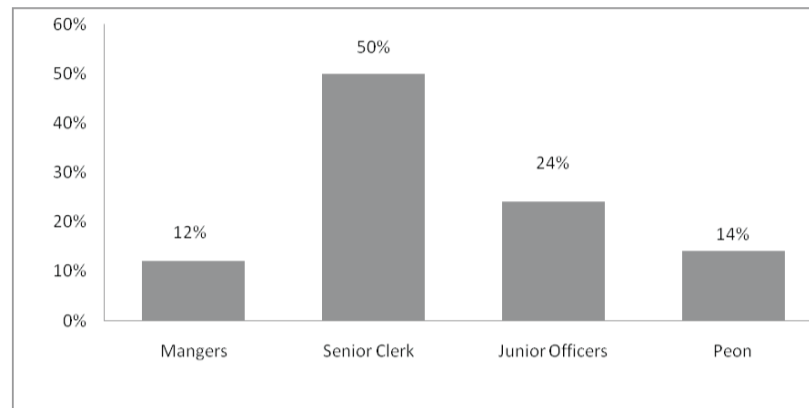
EMPLOYEE DISTRIBUTION ACCORDING TO THEIR DESIGNATION:-

Table-2

Designation	No. of respondents	Percentage
Mangers	6	12%
Senior Clerk	25	50%
Junior Officers	12	24%
Peon	7	14%
Total	50	100%

Source –Field work

Chart - 2



INTERPRETATION:

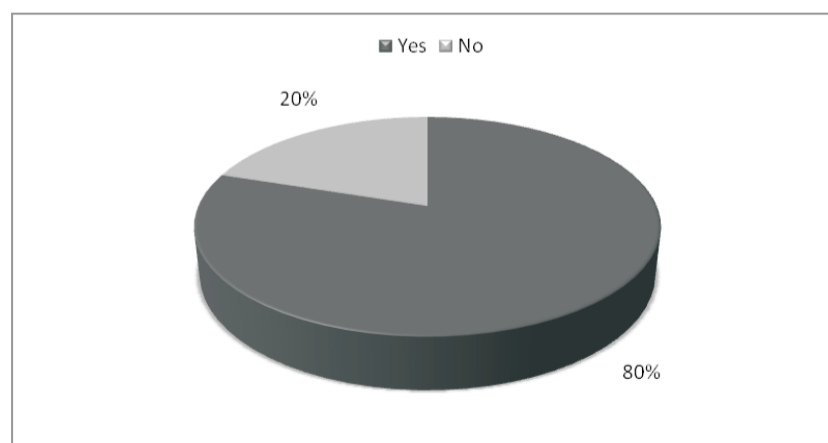
- 1.As form survey there are 12% of Mangers are working in Solapur VYAPARI SAHAKARI BANK Ltd. Solapur.
- 2.As form survey there are 50% of Senior Clerk are working in Solapur VYAPARI SAHAKARI BANK Ltd. Solapur.
- 3.As form survey there are 24% of Junior Officers are working in Solapur VYAPARI SAHAKARI BANK Ltd. Solapur.
- 4.As form survey there are 14% of Peon are working in Solapur VYAPARI SAHAKARI BANK Ltd. Solapur.

Q. 1 Did you know about the benefits facilities?

Opinions	No. of respondents	Percentage
Yes	40	80%
No	10	20%
Total	50	100%

Source –Field work

Chart -3



INTERPRETATION:

The above chart gives very clear picture of the awareness level of the employees in the Bank. 80% employees are known about the benefits facilities. In 80% there is 12% of Mangers, 50% Senior Clerk, 18% Junior Officers are known about the benefits facilities. As well as 20% employees are unknown about the employees benefits facilities. In 20% there is 6% Junior Officers, 14% Peon are unknown about the employees benefits facilities.

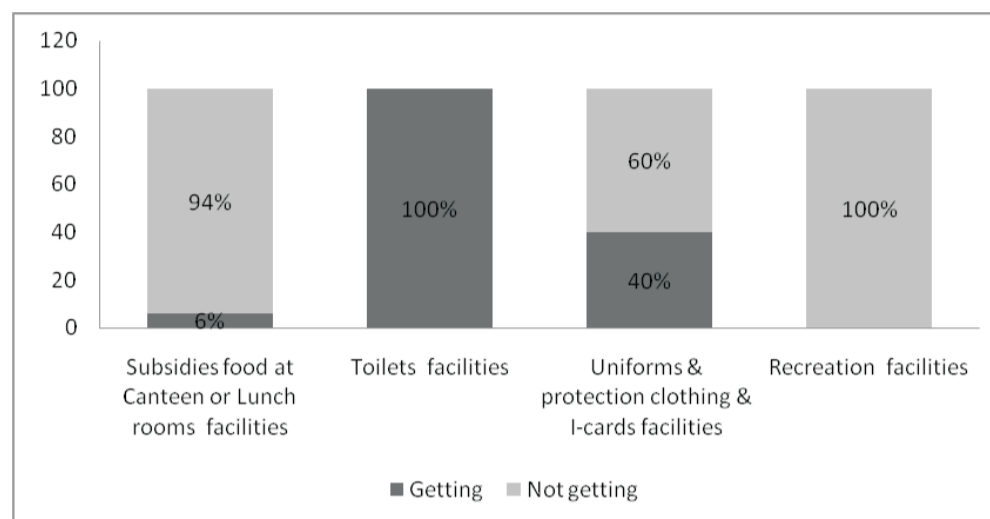
Q.2 Which are the Intramural benefits facilities are getting?

Table no. 4

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Subsidies food at Canteen or Lunch rooms facilities	3	47	6%	94%
Toilets facilities	50	0	100%	0%
Uniforms & protection clothing & I-cards facilities	20	30	40%	60%
Recreation facilities	0	50	0%	100%

Source –Field work

Chart-4



INTERPRETATION

1.The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.

a.All 100% of employees are getting toilets facilities.

b. The 40% of the employees are getting Uniform and Protection and Id facilities.

In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.

2.All employees are not getting Recreation facilities.

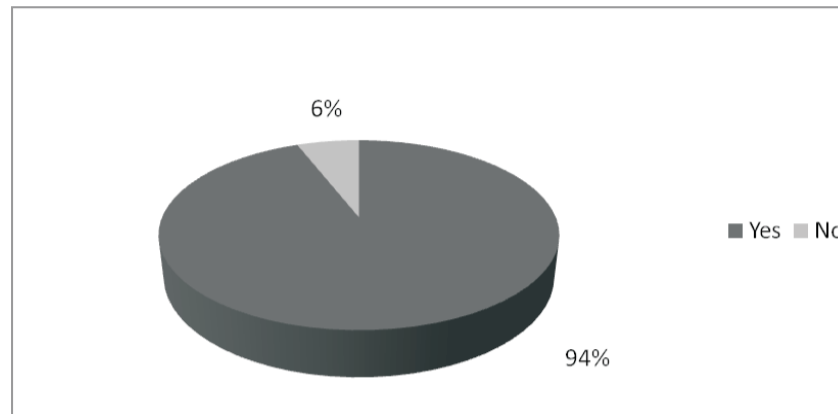
Q.4. Are you satisfied with the intramural facilities provided in your Bank?

Table no. 5

Opinions	No. of respondents	Percentage
Yes	47	94%
No	3	6%
Total	50	100%

Source –Field work

Chart-5



INTERPRETATION:

The above chart gives very clear picture of the satisfaction level of the employees in the bank.

1. 94% the employees satisfied with the intramural facilities. In that 94% the 12% Managers, 48% Senior Clerk, 22% Junior Officers, 12% Peon are satisfied with the intramural facilities.

2. 6% the employees are not satisfied with the intramural facilities. In that 6% the 2% Senior Clerk, 2% Junior Officers, 2% Peon are not satisfied with the intramural facilities.

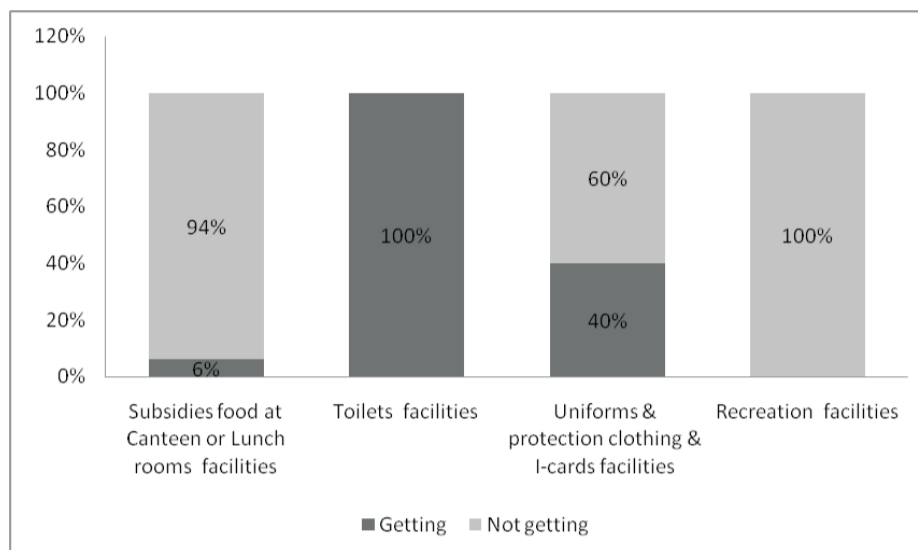
Q5. Which are the extramural benefits facilities do you get?

Table no. 6

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Housing loans facilities	47	3	94%	6%
Low interest rate for loans facilities	41	9	82%	18%
Maternity benefits facilities	12	38	24%	76%
Travel or trips facilities	3	47	6%	94%

Source –Field work

Chart-5



INTERPRETATION

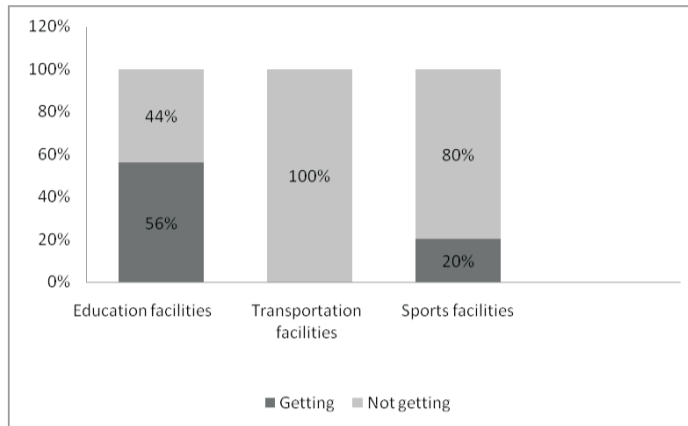
1)The 82% of the employees are getting Low interest rate for loans facilities. In that 82% the 12%Mangers, 46% Senior Clerk, 22% Junior Officers, 2% Peon are getting Low interest rate for loans facilities. And 18% of the employees are not getting Low interest rate for loans facilities. In that 18% the 4% Senior Clerk, 2% Junior Officers, 12% Peon are getting Low interest rate for loans facilities.
 The 24% of the employees are getting Maternity benefits facilities In that 24% the 12% Senior Clerk, 10% Junior Officers, 2% Peon are getting Maternity benefits facilities, And 76% of the employees are not getting Maternity benefits facilities In that 76% the 12%Mangers, 38% Senior Clerk, 14% Junior Officers, 12% Peon not are getting Maternity benefits facilities.
 2)The 6% of the employees are getting Travel or trips facilities. In that6% the6%Mangers are getting Travel or trips facilities. And 94% of the employees are not getting Travel or trips facilities. In that94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting Travel or trips facilities.
 Q6. Which are the other extramural benefits for your children do you get?

Table no. 7

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Education facilities	28	22	56%	44%
Transportation facilities	0	50	0%	100%
Sports facilities	10	40	20%	80%

Source –Field work

Chart-7



INTERPRETATION

1)The 56% of the employees are getting Education facilities. In that 56% the 8%Mangers, 34% Senior Clerk, 12% Junior Officers, 2% Peon are getting Education facilities. And 44% of the employees are not getting subsidies Education facilities In that 44% the 4%Mangers, 16% Senior Clerk, 12% Junior Officers, 12% Peon are not getting Education facilities.

1.All employees are not getting Transportation facilities

2.The 20% of the employees are getting Sports facilities. In that 20% the 12%Mangers, 8% Senior Clerk, are getting Sports facilities. And 80% of the employees are not getting Sports facilities. In that 80% the 84% Senior Clerk, 24% Junior Officers, 14% Peon are not getting Sports facilities.

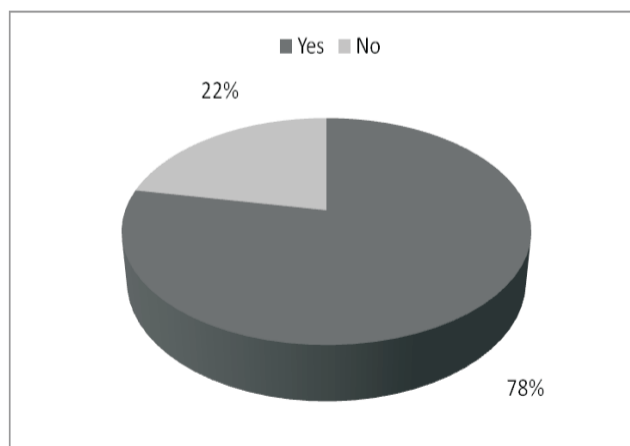
Q. 7.Are you satisfied with the extramural facilities provided in your bank?

Table no. 8

Opinions	No. of respondents	Percentage
Yes	39	78%
No	11	22%
Total	50	100%

Source –Field work

Chart-8



INTERPRETATION:

The above chart gives very clear picture of the satisfaction level of the employees in the bank.

1.78% employees are satisfied with the extramural facilities provided in their bank. In that 78% the 12%Mangers, 46% Senior Clerk, 18% Junior Officers, 2% Peon are satisfied with the extramural facilities provided in their bank.

a.But 22% of the employees are not satisfied with the extramural facilities provided in their bank. In that 22% the 4% Senior Clerk, 6% Junior Officers, 12% Peon are not satisfied with the extramural facilities provided in their bank.

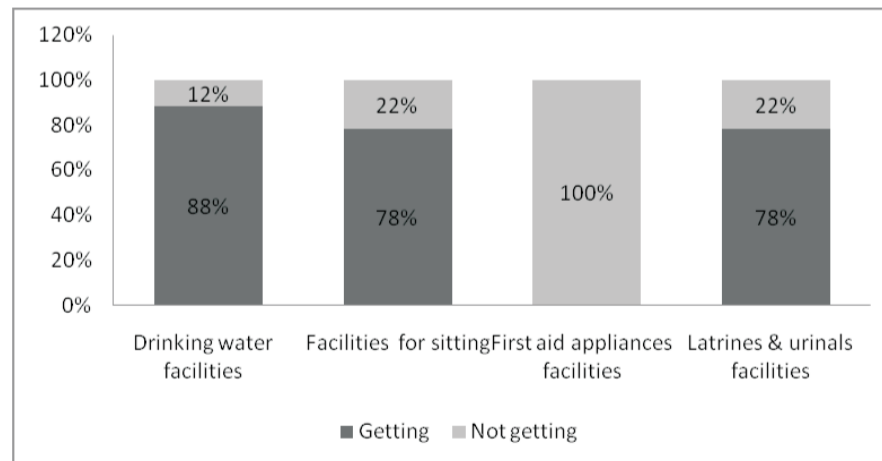
Q8. Which statutory benefits facilities do you gets?

Table no. 9

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Drinking water facilities	44	6	88%	12%
Facilities for sitting	39	11	78%	22%
First aid appliances facilities	0	50	0%	100%
Latrines & urinals facilities	39	11	78%	22%

Source –Field work

Chart-9



INTERPRETATION

1)The 88% of the employees are getting Drinking water facilities. In that 88% the 10%Mangers, 48% Senior Clerk, 18% Junior Officers, 12% Peon are getting Drinking water facilities. And 12% of the employees are not getting subsidies Drinking water facilities In that 12% the 2%Mangers, 2% Senior Clerk, 6% Junior Officers, 2% Peon are not getting subsidies Drinking water facilities.

1.The 78% of the employees are getting Facilities for sitting In that 78% the 12%Mangers, 44% Senior Clerk, 12% Junior Officers, 10% Peon are getting Facilities for sitting. And 22% of the employees are not getting Facilities for sitting In that 22% the 6% Senior Clerk, 12% Junior Officers, 4% Peon are not getting Facilities for sitting.

2.The employees are not getting First aid appliances facilities

3.The 78% of the employees are getting Latrines & urinals facilities. In that 78% the 12%Mangers, 42% Senior Clerk, 24% Junior Officers, are getting Latrines & urinals facilities. And 22% of the employees are not getting Latrines & urinals facilities. In that 22% the 8% Senior Clerk, 14% Peon are not getting Latrines & urinals facilities.

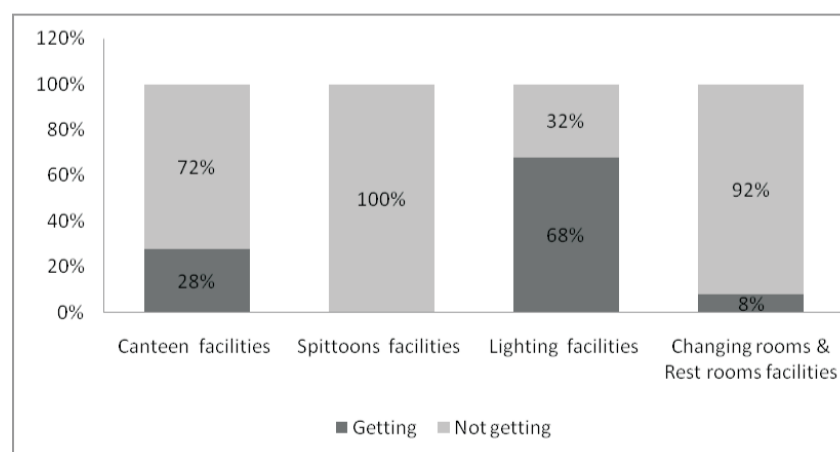
Q9.Which are the other statutory benefits facilities do you get?

Table no. 10

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Canteen facilities	14	36	28%	72%
Spittoons facilities	0	50	0%	100%
Lighting facilities	34	16	68%	32%
Changing rooms & Rest rooms facilities	4	46	8%	92%

Source –Field work

Chart-10



INTERPRETATION

1)The 28% of the employees are getting Canteen facilities. In that 28% the 12%Mangers, 4% Senior Clerk, 8% Junior Officers, 4% Peon are getting Canteen facilities. And 72% of the employees are not getting subsidies Canteen facilities In that 72% the 46% Senior Clerk, 16% Junior Officers, 10% Peon are not getting Canteen facilities

1.The 68% of the employees are getting Lighting facilities In that 68% the 12%Mangers, 30% Senior Clerk, 22% Junior Officers, 4% Peon are getting Lighting facilities and 32% of the employees are not getting Lighting facilities In that 32% the 20% Senior Clerk, 2% Junior Officers, 10% Peon are not getting Lighting facilities.

2.The employees are not getting Spittoons facilities

3.The 8% of the employees are getting Changing rooms & Rest rooms facilities In that 8% the 6%Mangers, 2% Senior Clerk, are getting Changing rooms & Rest rooms facilities and 92% of the employees are not getting Changing rooms & Rest rooms facilities In that 92% the 6%Mangers, 48% Senior Clerk, 24% Junior Officers, 14% Peon are not getting Changing rooms & Rest rooms facilities.

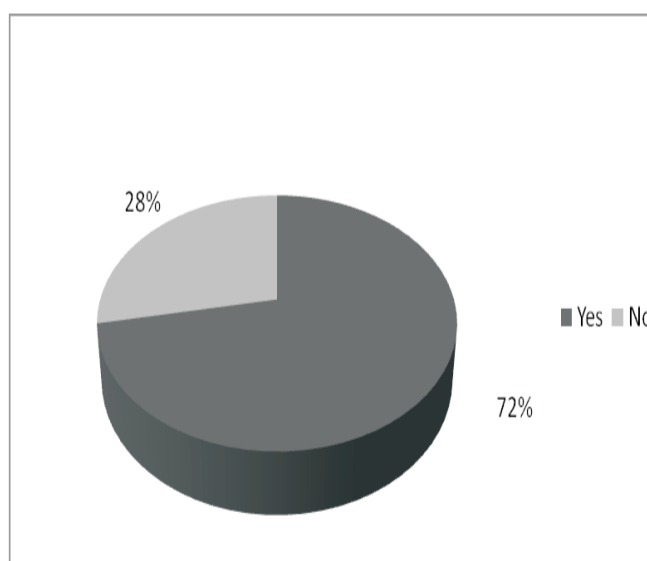
Q. 10. Are you satisfied with the statutory facilities provided in your bank?

Table no. 10.

Opinions	No. of respondents	Percentage
Yes	36	72%
No	14	28%
Total	50	100%

Source –Questionnaire

Chart-10



INTERPRETATION:

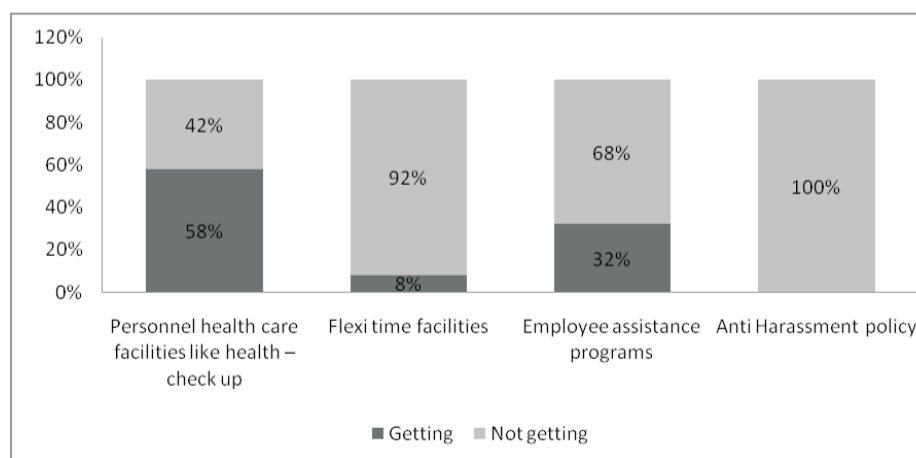
1. 72% of the employees are satisfied with the statutory facilities provided in their bank.
2. 28% of the employees are not satisfied with the statutory facilities provided in their bank.
3. The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Managers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6% Managers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.
4. All 100% of employees are getting toilets facilities.
5. The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12% Managers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.
6. All employees are not getting Recreation facilities.

Q11. Which are the non –statutory benefits facilities are do get?

Table no.11.

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Personnel health care facilities like health – check up	29	21	58%	42%
Flexi time facilities	4	46	8%	92%
Employee assistance programs	16	34	32%	68%
Anti Harassment policy	0	50	0%	100%

Chart-11 Source –Questionnaire



INTERPRETATION

- 1)The 58% of the employees are getting Personnel health care facilities like health – check up and 42% of the employees are not getting subsidies Personnel health care facilities like health – check up
- 2)The 8% of the employees are getting Flexi time facilities and 92% of the employees are not getting Flexi time facilities
- 3)The 32% of the employees are getting Employee assistance programs facilities And 68% of the employees are not getting Employee assistance programs facilities
- 4)All employees are not aware about Anti Harassment policy facilities

The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.

- 1.All 100% of employees are getting toilets facilities.
- 2.The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.
- 3.All employees are not getting Recreation facilities.

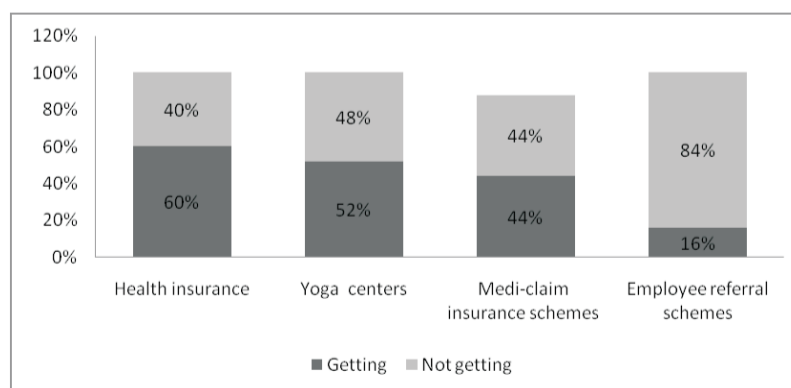
Q12. Which are the other non –statutory benefits facilities do you get?

Table no.12.

Opinions	No. of respondents		Percentage	
	Getting	Not getting	Getting	Not getting
Health insurance	30	20	60%	40%
Yoga centers	26	24	52%	48%
Medi-claim insurance schemes	22	28	44%	56%
Employee referral schemes	8	42	16%	84%

Source –Questionnaire

Chart-12



INTERPRETATION

- 1)The 60% of the employees are getting Health insurance facilities and 40% of the employees are not getting subsidies Health insurance facilities
- 2)The 52% of the employees are getting Yoga centers facilities and 48% of the employees are not getting Yoga centers facilities
- 3)The 44% of the employees are getting Medi-claim insurance schemes and 56% of the employees are not getting Medi-claim insurance schemes
- 4)The 16% of the employees are getting Employee referral schemes and 84% of the employees are not getting Employee referral schemes
- 5)The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.
- 6)All 100% of employees are getting toilets facilities.
- 7)The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.
- 8)All employees are not getting Recreation facilities.

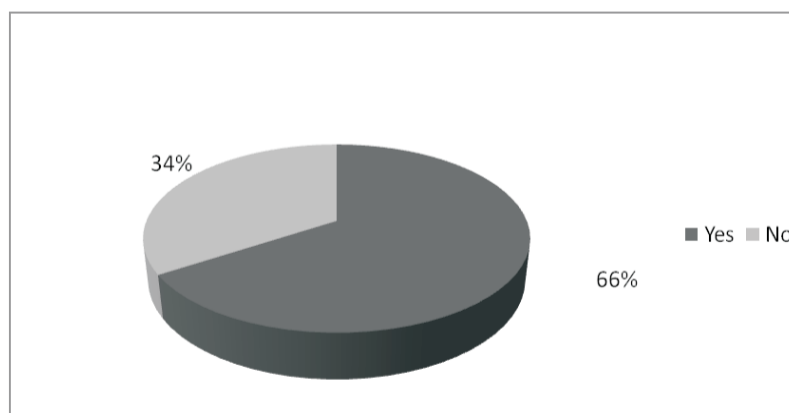
Q. 13. Are you satisfied with the non- statutory facilities provided in your bank?

Table no 13.

Opinions	No. of respondents	Percentage
Yes	33	66%
No	17	34%
Total	50	100%

Source –Questionnaire

Chart-13



INTERPRETATION:

In the above chart we can see that the 66% employees are satisfied with the non-statutory facilities

provided in their bank. But other 34% employees are not satisfied with the non-statutory facilities provided in their bank.

1. The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6% Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.

a. All 100% of employees are getting toilets facilities.

b. The 40% of the employees are getting Uniform and Protection and Id facilities.

In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12% Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.

2. All employees are not getting Recreation facilities.

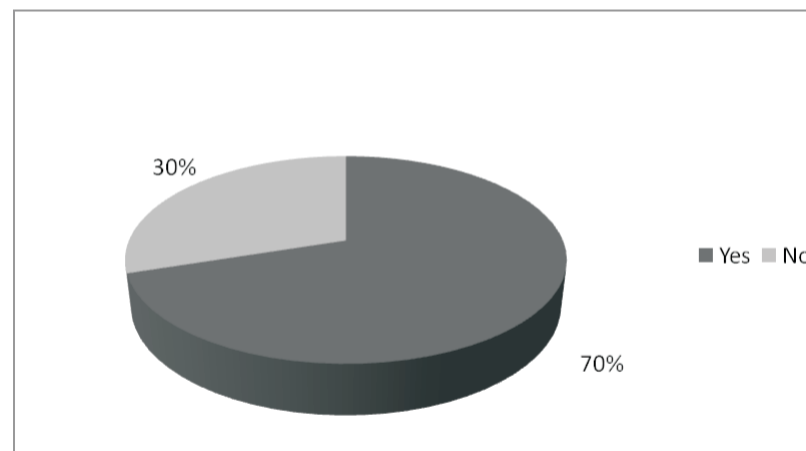
Q.14. Can hygienic conditions be maintained in the washroom & Canteens?

Table no.14.

Opinions	No. of respondents	Percentage
Yes	35	70%
No	15	30%
Total	50	100%

Source – Questionnaire

Chart-14



INTERPRETATION:

1. 70% of the employees agree that the hygienic conditions are maintained in the washroom & Canteens.

2. 30% of the employees disagree that the hygienic conditions are maintained in the washroom & Canteens.

3. The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6% Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.

4. All 100% of employees are getting toilets facilities.

5. The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.

6. All employees are not getting Recreation facilities.

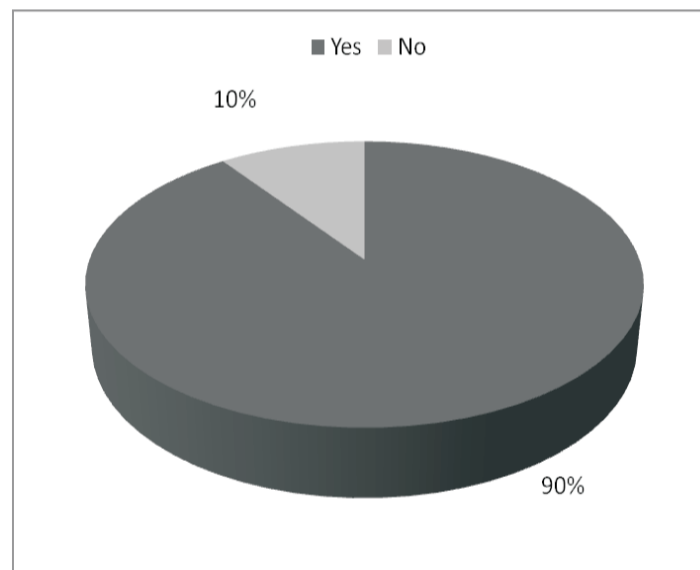
Q. 15. Did you participate in the social gatherings/activities arranged by the bank?

Table no.15.

Opinions	No. of respondents	Percentage
Yes	40	90%
No	10	10%
Total	50	100%

Source –Questionnaire

Chart-15



INTERPRETATION:

We can see in the above chart that out of 90% employees are participate in social activities/ Gathering arranges by the bank but some of them 10% are not participate in social activities/ Gathering arranged by the bank

1. The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.
2. All 100% of employees are getting toilets facilities.
3. The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the

12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.

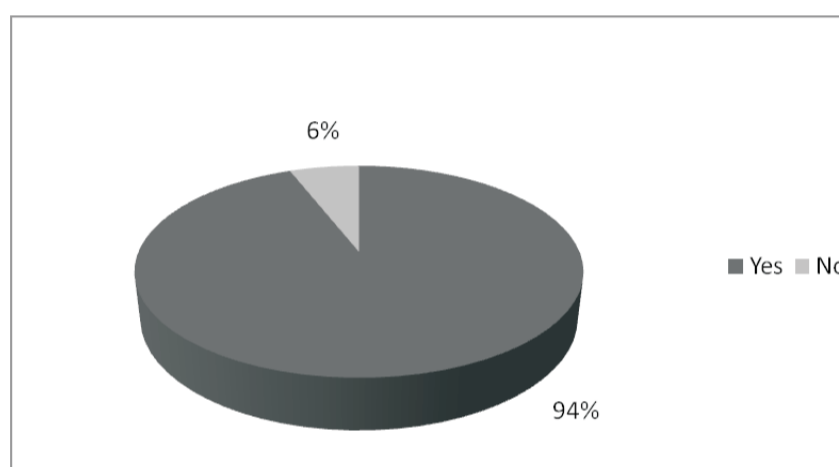
4.All employees are not getting Recreation facilities.

Q. 16. Does bank provides training facilities to you?

Table no.16.

Opinions	No. of respondents	Percentage
Yes	47	94%
No	3	6%
Total	50	100%

Chart-16



Source –Questionnaire

INTERPRETATION:

As we can analyze from the chart those 94% employees is getting training facility from their bank whereas the remaining 6% employees are not getting training facilities from the bank.

1.The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.

2.All 100% of employees are getting toilets facilities.

3. The 40% of the employees are getting Uniform and Protection and Id facilities.

In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.

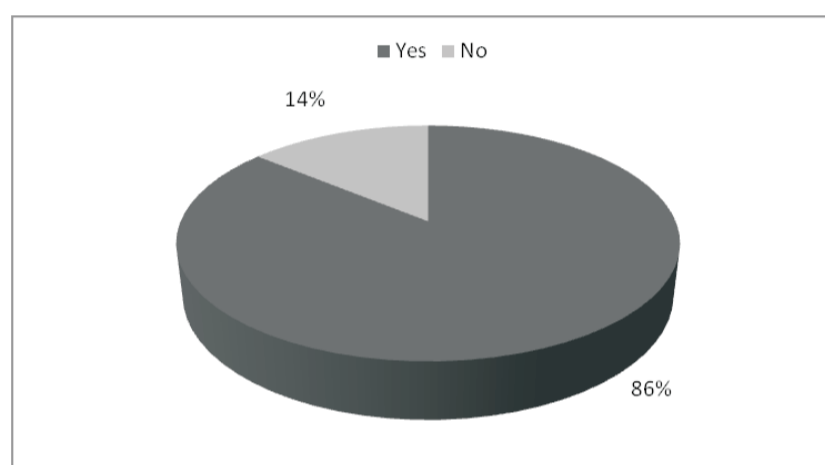
4.All employees are not getting Recreation facilities.

Q. 17. Are you satisfied with the social gatherings/ activities arranged by the bank?

Table no.17.

Opinions	No. of respondents	Percentage
Yes	43	86%
No	7	14%
Total	50	100%

Chart-17



Source –Questionnaire

INTERPRETATION:

We can see in the above chart that out of 86% employees are satisfied with the social activities/ Gathering arranged by the bank but some of them 14% are not satisfied with those activities.

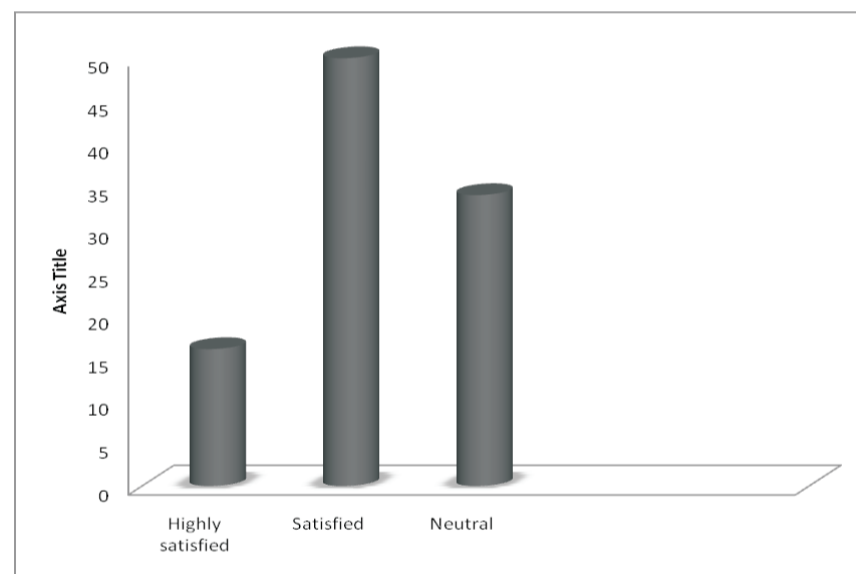
1. The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Managers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6% Managers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.
2. All 100% of employees are getting toilets facilities.
3. The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12% Managers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.
4. All employees are not getting Recreation facilities.

Q18. How much are you satisfied with the Bank's employee benefits work?

Table no.18.

Opinions	No. of respondents	Percentage
Highly satisfied	8	16%
Satisfied	25	50%
Neutral	17	34%
Dissatisfied	-	-
Highly dissatisfied	-	-
Total	50	100%

Chart-18



Source –Questionnaire

INTERPRETATION:

1. 16% of the employees are highly satisfied.
2. 50% of the employees are satisfied.
3. 34% of the employees are neutral. And no one is dissatisfied and highly dissatisfied.
4. The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6%

Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.

All 100% of employees are getting toilets facilities.

The 40% of the employees are getting Uniform and Protection and Id facilities.

In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id

facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.

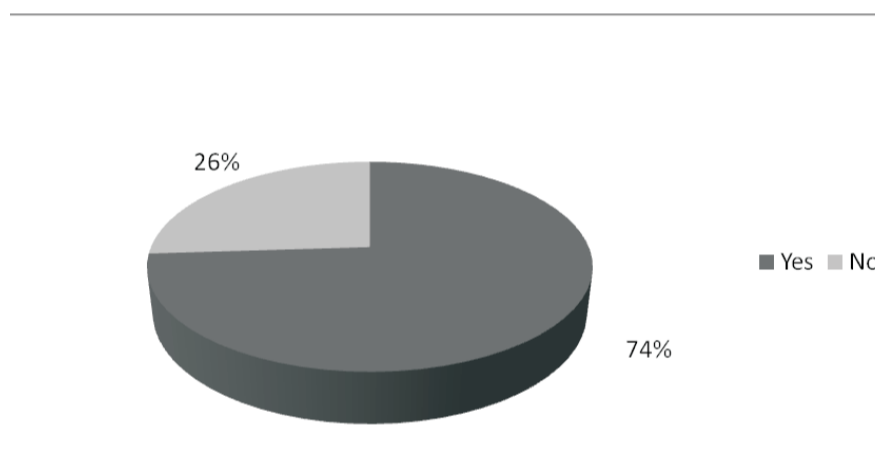
1.All employees are not getting Recreation facilities.

Q.19. Is there any needs to make further development in benefits strategy provided by the Bank?

Table no19.

Opinions	No. of respondents	Percentage
Yes	37	74%
No	13	26%
Total	50	100%

Chart-19



Source –Questionnaire

INTERPRETATION:

From the above graph we come to know that 74% employees say that there is a need for further development of benefits activities while 26% says No with their opinion.

- 1.The 6% of the employees are getting subsidies food at canteen or launch room facilities. In that 6% Mangers are getting subsidies food at canteen or launch room facilities. And 94% of the employees are not getting subsidies food at canteen or launch room facilities. In that 94% the 6%Mangers, 50% Senior Clerk, 24% Junior Officers, 14% Peon are not getting subsidies food at canteen or launch room facilities.
- 2.All 100% of employees are getting toilets facilities.
- 3.The 40% of the employees are getting Uniform and Protection and Id facilities. In that 40% the 6% Senior Clerk, 20% Junior Officers, 14% Peon are getting Uniform and Protection and Id facilities and 60% of the employees are not getting Uniform and Protection and Id facilities. In that 60% the 12%Mangers, 46% Senior Clerk, 2% Junior Officers are not getting Uniform and Protection and Id facilities.
- 4.All employees are not getting Recreation facilities.

FINDINGS AND OBSERVATIONS:

80% of the employees are known about the Benefits Strategies.

1. The bank is providing not only intramural facilities but also extramural facilities.
2. The bank is providing all statutory facilities regularly to its employees.
3. The bank is providing non statutory facilities to its employees.
4. 66% of the employees are in favor that bank is in need for the further development of the benefits activities.
5. The bank is providing extramural benefits to the employees' children such as the education advances employees' children to their higher education which reduced the financial burden of employees as well as the appreciate the children.
6. The bank is arranged the social gathering/activities to its employees.
7. The bank is arranged the training programs for its employees.
8. The hygienic condition is maintained by the bank in washroom & canteen.
9. With the help of survey it can be said that,

16% of the employees are highly satisfied.

50% of the employees are satisfied.

34% of the employees are neutral. And no one is dissatisfied and highly dissatisfied.

CONCLUSIONS AND SUGGESTIONS

Conclusion:

1. The employees are very satisfied with intramural facilities.
2. In some areas like extramural facilities there is need of further development in these facilities provided to the employees.
3. The bank is providing statutory facilities in satisfactory level.
4. The bank providing non- statutory facilities such as social gathering and employees are participated in these activities.
5. In some areas like non- statutory facilities, there is need of make improvement in these facilities.
6. The bank is good at providing occupational health care to the employees. The safe work environment provides the basis for the person to enjoy working.

SUGGESTIONS

1. The bank should provide recreation facilities provided to the employees.
2. The bank should provide Transportation facilities provided to the employees.
3. First aid box facility should provide for the employees. The bank must provide other medical facilities for their employees. There are different medical facilities provided by different insurance bank. The bank must go for those medical facilities. The companies providing such facilities are star midi claim, LIC midi claim, Indus medical prevention plans, etc .It would be beneficiary for both the bank as well as employees. By providing this facility the bank can keep the fitness records of the employees and employees will be able to attend the office regularly with a good health. It will decrease the billing expenses of the employees.
4. The bank must arrange different sports activities for the employees and encourage them to participate in it. It helps in –

- a. Relax their minds and bodies,
- b. It reduces mind pressure,
- c. Feel rejuvenated.

Different sports activities are:

- a. Cricket
- b. Table tennis
- c. Gymnasium
- d. Swimming pool
- e. Rangoli, drawing, flower decoration competition, etc. can be arranged for the employees.

5. These activities are not too costly, it is a cost effective one.
6. The bank should arrange sport equipment in gym or yoga centers for the employees for their better health.

BIBLIOGRAPHY

Richard Regis, (2008) "*Strategic Human Resource Management and development*" first edition, published by Anurag Jain for Excel Books, New Delhi, 337-353.
L.M. Prasad, (2004) "*Business Policy: strategic management*" fourth edition, sultan chand & sons publication, New Delhi, 245-271.
Human Management and personnel management- K.Aswathappa

Publish Research Article International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished research paper.Summary of Research Project,Theses,Books and Books Review of publication,you will be pleased to know that our journals are

Associated and Indexed,India

- * International Scientific Journal Consortium Scientific
- * OPEN J-GATE

Associated and Indexed,USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Databse
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database

Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005,Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.isrj.net