

A Study on Employees Job Satisfaction and Welfare Measures in Small Scale Industries (SSI)

Hemarani M, M.Com¹., Dharaneesh K M, B.Com²

¹Assistant professor, Muthayammal Memorial College of Arts and Science, Kakkaveri.

²Process executive Mahendra Next Wealth IT Pvt Ltd

DOI: <https://doi.org/10.51584/IJRIAS.2025.100700033>

Received: 10 July 2025; Accepted: 14 July 2025; Published: 04 August 2025

ABSTRACT

The concept of small-scale industry is referred as industries which manufacture or produce or render the services in small scale or micro scale level. Small scale industries place a major role in Indian economic growth it is lifeline for many developing countries. Many small-scale industry create employment opportunities among new generation and young people. It also helps to develop the nation and health in development of rural region and also less developed region. SSI also utilize the unexplored resources in our country and help the employee to raise the standard of living. Sometime it also solves the economic problem arise from the unemployment. Small scale industry can easily form with a few employment sources and latest technology they are some problems arise in small scale industry are to find out the satisfaction level of employee with their working environment. The measures taken by the company to hold a retain their employees.

Keywords: SSI, small scale industries, job satisfaction, welfare measures, job retainment, employees level of satisfaction wealth, bonus, incentive.

INTRODUCTION

As per the act of 2006 the MSMED (micro, small and medium enterprises development) has certain criteria for investment in their assets like building, land, machinery and equipment in SSI. It is same for both manufacturing and for service industries.

Plant and machinery investment (land & building excluded) – up to Rs. 5 cr

Equipment Investment (Land & building excluded) – upto Rs. 2cr

Most of the small-scale industry are solo owner which will be more advantage for the decision making, they will be act as both management and controller of the firm. Now a days manpower so they can save wages and will result in profit. Almost SSI in India rend edit contribution 40% of total production of service & goods. There are three types of SSI in India:

- Manufacturing industries
- Ancillary industries
- Services industries

Manufacturing Industries

The conversion of raw material into finished goods this process is called as manufacturing. The industry which create/ produce/ manufacture a product with the help of (man power) labor or machine technology is said to be as manufacturing industries. In India 40% of SSI are engaged in manufacturing sector.

Services Industries

The industry which does not produce goods or manufacture of a good but they act as here important part in the supply chain management and they has a direct connect with the people (Consumer/ customer). Now a days, a employment opportunities are high in-service industries.

Ancillary Industries

These industries sector are help both primary and secondary sector. Ancillary Industries are which provide services to the machinery and it's manufacturing the spare tools, sub assembly, etc.

Employee Satisfaction

Employee's feeling about a job is said as job satisfaction. It depends on the environment of the work place. A company/industries with more satisfied employee will work and give their best efforts. Especially in SSI when they has a peaceful working environment & a warmful relationship with the owner the work will be done easily in low time.

Most of the time the satisfaction is depend on the welfare provide to them by the company. The welfare means taking care of workers wealth by way of trade union, government Institutions, non- government Institutions and agencies. In simple words it is done for a comfort and improvement in the employees life. It creates the moral motivation to the employees for working long duration. It may be monetary or non monetary benifit.

Monetary Benifit

It means a BENIFIT that directly provide to the employees on the cash basis. It said to be as financial compliment. For example: bonus, commission, overtime pay, incentive, allowances.

Non-Monetary Benifit

It means a BENIFIT that are not directly depend on cash. For example: flexible work time and arrangement of seating,perquisites, employees' discounts, free technical classes and programs.

Objective And Scope of the Study

- Identify the employee relationship with their cow workers and higher authorities or owner
- Job security and safety measures taken by the company for their employees
- Identify that technology growth in SSI and how did it helpful to the workers
- Welfare measures taken by companies to retained their employees and their level of satisfaction towards employee in the job.

Statement of the Problem

- The important problem faced by SSI employee are outstanding salary due, in efficient salary, late salary or bonus.
- Sometimes in manufacturing industries the safety and security of the employee is low
- When it comes to SSI there or lack of facility in companies' environment
- Working for long time or without leave, make them more stress so work will also suffer
- Impact of the company policy and working condition for employees.

METHODOLOGY OF THE STUDY

Aims at finding the view at the workers or employee satisfaction and as well as for the measures in SSI. It is your systematical method solve the research problem it is not only taken the research method but also it contain the logic behind the method it is a descriptive method of study which is expressed in that theoretical form with the solution for practical problems.

Data Collection

For every research the important part is data collection. It is an evaluation and collection of data from a multiple dimension to find the suggestion and solution for case of research. It can be analyse the outcome and future trend which or possible.

Primary data

It is your data collection for the first time and it happened to be infactual data. Primary data has year Pacific structure and designing question pattern based on the study.

Secondary data:

The secondary data or which already collector and used by someone else and it has been passed the artificial process. Most of the research data are secondary data these are collected from magazine, textbook, article, journal and newspaper.

Welfare Measures

Financial Benifits

PF(provident fund)

Provident fund does a scheme which provides social security and financial safety for the employees after retirement. It helps to build the retirement Corpus. It also an interest credit to the account annual.

ESI (employees State insurance):

employee State insurance is a health insurance and it also at social security scheme for the Indian employees it provides medical care and cash benifit in sickness maternity and disability.

Health Benefits

Medical insurance

Medical insurance covers the individual financial protection against the medical expenses it can ensure access to the quality healthcare sometimes it provide by employee's entire family medical expenses under single policy.

Health check

It is your part of medical insurance which container root check up, preventive screening, diagnostic test, wellness examination. These are help them to detect their health which pave the way for earlier treatment.

Education and Training Benefits

Training program

In small scale industry employees are need training for the wrong to improve their performance at work. It helps the company prevent from loss.

Education guidelines for children's

In some SSI they offer the guidance program to ensure the children's interest in their studies and they guide them for the future career program plans.

Counseling program

It is a program helps the trained professional explore the thought of employees at their working environment and company policy.

Government Schemes for Ssi Employees:

Ayush Bharat Yojana:

It is also known as the Pradhanmantri Jan aarogya Yojana (PM-JAY) it is a scheme which provide cashless health Care benifit up to rupees 500000 for a family a year it also aims at impaired public as well as health care to primary and secondary health care for hospitalisation needs.

BENIFIT

- Convergence with ESIC
- comprehensive coverage
- Portability across India
- Free and post hospitalisation - this scheme was introduced in India by prime minister in 2018 it also known as Modi care. It is jointly funded by both the union government under the state government it is your world largest healthcare program.

Kadhi And Village Industry Commission

It was yesterday body introduced in 1957 by government of India in parliament under the ministry of microsmall and medium enterprises. KVIC agency engaged in rural development verb fixed capital investment for artisans does not exist Rs 100.

Pradhan Mantri Jeevan Jyoti Bima Yojana

It is a one year Life insurance scheme which launched by PM Narendra Modi on 2015 it also offer coverage for death due to any reason this scheme enhance the financial security and also promote financial inclusion in India. It is an insurance scheme covered individual at the age of 18 to 15 years it offer rupees 200000 for death due to any reason that is no long process it is an case part to enrollment so everyone can enroll to the scheme. This scheme also has ear re joining coverage it only covers the life.

Atal Pension Yojana

Pension is a retirement benifit it is a scheme for the Indian citizen which focus on the unorganised sector. This is a guaranteed minimum payment of rupees 1000 or 2000 or 3000 per month will be given after the retirement age of 60. The subscriber must join in this plan at 18 to 40 years of age. In the death of subscriber due to any reason the pension will be given to his spouse. A fund into which amount are paid regularly during and individual working career and it test from periodic payment or made to support your person after the retirement too. It is subjected to tax it is a fixed some of money you receive at regular time period.

SUGGESTION

As we all viewed on incentive benifits for employee especially on small scale industries. They are many benifits provided by the government but there is lack of knowledge for employees due to they are illiterate, lack of education, employer's lack of intimation to their employees.

- Employee satisfaction is a base for all production Industries who depend on the label force which means human capital
- Bonus providing, facility providing, overtime wages and salary or provided on the proper time or at time. It will be a few changes in their living style

- If someone works quickly or smarter and they can save time and production, they can be provide high wages compared to others are they can appreciate them. Will making them work more efficiently.
- The owner/employer or managers of the firm can intimate them about their scheme provided them by government or private company scheme which benifit for them.

CONCLUSION

" ASSURED THE MAN WILL DO THIS TASK, THIS WAY, LEAVE IT TO HIM".

The bottom line of the research speak that the small-scale industry in India has been rapidly increasing simultaneously. This also create the employment opportunity among people and also rise the stand of living and welfare measures. It also gives more benifit to the economic growth. Labour force is important for all organization even if the organization is fully furnished by machinery too. Because it would be operated by human force when you gave a good working environment, transparency with your employees, appoint and arrange a proper work for their qualification you can achieve your goal and can yield more profit.