



**PRODUCTIVITY MEASUREMENT TOWARDS NEYVELI LIGNITE CORPORATION LIMITED
- AN ANALYSIS**

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ABSTRACT

The present study identified the employees working in the mines and thermal power station is more affected with the health facilities, and safety measurements for the workers provided by the corporation. The female employees are less satisfied with the recreational facility and the crèches in the provided by the corporation. The extramural like facilities of medical, township administration, education, and vocational training are also important factors among the employee productivity. This article highlights productivity measurement towards Neyveli Lignite Corporation Limited- an analysis.

KEY WORDS: Productivity, Measurement, Employees' Productivity, Neyveli Lignite Corporation Limited(NLC), Job Satisfaction and Productivity, Welfare Schemes and Productivity

INTRODUCTION

Research design is an outline of research study which indicates that what researcher will do from the testing of hypotheses and its operational definitions to the final analysis of data. A research design is the arrangement of conditions for data collection and analysis of data in a manner that aim to combine relevance to research purpose with economy in research procedure. Research design constitutes decision regarding what, why, where, when and how concerning an inquiry or a research study. Overall research design may be divided into the following parts: Research design included such as importance of the study, problems of the study, objectives, hypothesis, methodology, data collection and questionnaire, sampling design and limitations of the study and data analysis used in the study.

Productivity

Productivity is the relation between output and the total input of factors necessary to reach it. Input is conceived in setting of men, machines, materials and money; and output is considered as products and services. Thus, productivity is the end effect of a complex social process of production.

Productivity Measurement

Ratio between the production of a given commodity measured by volume and one or more of the corresponding input factors also measured by output

Employees' Productivity

Employees' productivity is generally used to refer to the volume of goods and services produced per worker within some specified unit of the year, month, day or hour. Employees' productivity, value added per worker, and are the most common measure of productivity. It reflects the effectiveness and efficiency of labour in the production and sale of the output.

IMPORTANCE OF THE STUDY

Activities of employees' welfare in India are immediately required, for the reason that India is an industrialized to the rear country and the condition of working is not suitable in Indian industries. The employees are illiterate and poor. They are usually blamed for being laziness and irresponsible. The welfare of employee's activities is compulsory for improving their working conditions and their financial and living standard. In the current society, economic growth of laborer plays a very important task in production. Hence, by enriching labour, the nation's development of economic increases noticeably this in turn increase the nationwide productivity. In past days, the employers suppressed the employees' by paying smaller amount of remuneration and extracting additional work that too in a disappointing work situation. This has induced argument between the employer and the employee. To protect the employees from the mistreatment of employer, the employee trade unions were created to solve their genuine difficulty.

STATEMENT OF THE PROBLEM

An organisation is influenced by various human resources factors. The employees' welfare measure is one of the factors penetrating in the life of employees those who are working in an organisation. The present research is employees' welfare facility towards productivity in Neyveli Lignite Corporation limited. There are large numbers of employees from different part of India are working in this organisation. It cannot be expected all the favourable and continece and comfortable arrangement in compare with own home town while they are working. Further men and women it different age group have to be satisfied with some welfare facilities according to their requirements. It would lead to some expectation in addition to their salary from NLC like welfare facilities. Further, the NLC neither their full up the existing vacancies nor increase the number of employees vacancies. This affected not only the employees welfare facilities enjoyed by existing employees and also increased the burden of the present employees. The welfare facilities would encourage both men and women employees to do their work smoothly and make peaceful working environment and reduce trade union activities, if the NLC fill up carder position, this would leads to productivity of organisation the NLC provide study. This study explores the employees' welfare measures of NLC and seeks to find out which dimensions in the employees' welfare significantly influence the level of productivity in NLC. However, employees view on welfare measures and standard of labour welfare measures might be in different expectation. When both expectations did not meet to certain extent, it would make conflict formal and informal trade unions are functioning for the benefit of employees. Therefore this study became very important. The research will analyse the influence of personal variables such as gender, age, dependent and independent variables employees' welfare programmes towards productivity of Neyveli Lignite Corporation Limited.

OBJECTIVES OF THE STUDY

The following objectives are expected to achieve through this study.

1. To ascertain the employees' welfare measures will improve the efficiency of productivity.
2. To identify the impact of employees welfare measures towards productivity in Neyveli Lignite Corporation Limited.
3. To suggest remedial measures to improve the employees welfare to increase productivity in Neyveli Lignite Corporation Limited.

HYPTHESES OF THE STUDY

The study is based on the following hypotheses framed and tested.

- **Ho1:** There is no relationship between the employees' welfare measures and their productivity.
- **Ho2:** There is no association between the working hours and satisfaction of the employees.
- **Ho3:** There is no relationship between health facilities and productivity measures of the employee.
- **Ho4:** There is no significant difference between safety facilities and productivity measures of the employee.

RESEARCH METHODOLOGY

The present study is based on qualitative study, both primary and secondary data are used. The data source for this research is absolutely primary, collected directly from the respondent employees by serving the questionnaire to them personally. However the use of secondary data has also been made in a limited was in the research. Where necessary, information is pertaining to the demographic variable of employees such as age, gender, educational qualification, marital status, dependents category, experience and income of the employees working in NLC. In addition oral survey has also been conducted to get clarification from the appropriate authorities. On trivial issues relating to employees welfare.

Primary data were collected from the different place of work, Mines, Thermal Power Stations, township administration, central Service Units, Central Administration. As an essential part of the study the primary data were collected form 825 employees Labour, Supervisor, non-executive, executive with the help of questionnaire.

Secondary data were collected mainly from the Newspaper, Journals, Magazines, books and unpublished dissertation the relevant secondary sources of information were also collected form NLC documentation centre.

SAMPLING DESIGN

The Proportionate Stratified Sampling Method was used to select the respondents in Employees Welfare Programme Towards Productivity of Neyveli Lignite Corporation Limited. This sampling involved in drawing sample from each stratum in proportion to the latter's share in the total employees. 5 per cent of each category of employees in NLC namely mines thermal power station, central service unit, township administration, central administration and others (Labours, supervisor, executives and non-executives employees) were selected for the study. The sample size constituted 5 per cent of the universe i.e., 825 employees. The universe constituting 16509 employees were classified on the basis of their nature of employment.

STATISTICAL TOOLS FOR DATA ANALYSIS

This researcher employed some well-known statistical tools such as 'T' test was used to identify the significance among different variable and across the bases of classification, Chi-square test and ANOVA were employed to identify the degree of variance. The correlation was adopted to identify classify and rank the variable that had more being in determination of Employee welfare Programmes towards Productivity of NLC. The reliability and validity analysis of the data in this study was analysed using Statistical Package for Social Sciences (SPSS v 20.0). For analyzing the data collected during the investigation, the following statistical values were used according to the relevance of its application.

PILOT STUDY

Before the researcher could start the actual survey. A pilot study was conducted on select 24 sample respondent employees during October 2014 to know the relevance of the questions in the light of pre-testing; few changes were incorporated in the questions and their sequences. The absolute aim of conducting the pilot study was to record the views of the respondent employees with reference to the deficiencies in the questionnaire set for this study. This process helped the researcher to make necessary corrections as suggested by the respondents, on some aspect of employees' welfare programmes towards productivity.

Accordingly, the questionnaire has been restructured and the final questionnaire was prepared and approved by the research guide for conducting the field work.

SOCPE OF THE STUDY

The study considered only the permanent employees those who have more than two year experience of NLC because, permanent employees can get many welfare facility provided by NLC temporary, contract and Casual cannot be considered for this study because employees welfare facility for this employees are very less in compare with permanent employees the researcher did not consider temporary contract and casual employees further the employees working at NLC Head office were also not considered for this study.

RELIABILITY AND VALIDITY TEST

Cranach's alpha is the most common measure of internal consistency ("reliability"). It is most commonly used when the research has multiple Likerts' questions in a survey/questionnaire that forms a scale and useful to determine if the scale is reliable. In order to understand whether the questions in this questionnaire are reliably measure the same latent variable. In order to run a Cronbach's alpha test, the important table is the Reliability Statistics table that provides the actual value for Cronbach's alpha.

PERIOD OF THE STUDY

The study covered both primary and secondary data. Primary data were collected during the period November 2014 to April 2015. The secondary data relating to the study were collected from the period of ten years from 2004-05 to 2013-14 for the purpose of analysis and evaluation.

PRODUCTIVITY MEASUREMENT TOWARDS NLC LTD- AN ANALYSIS

Employee welfare is the state of well being, pleasure, satisfaction, protection and growth of human resources and also helps to motivation of employee. The main propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. The welfare measures are both statutory and non statutory laws require the employer to extend certain benefits to employees in addition to the salaries. In the present days many organizations has to provide the welfare facilities to their employees in order to enhance the productivity. The employee welfare schemes can be classified into two categories namely intramural and extramural facilities. The intramural facilities are important and also compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting , changing rooms , first aid appliances, latrines and urinals, washing places, spittoons, rest rooms. The extramural welfare schemes may include: personal health care, flexi-time, employee assistance programs, harassment policy, employee referral scheme, medi-claim insurance scheme. These are differing from organization to organization and from industry to industry.

PRODUCTIVITY MEASUREMENT OF THE EMPLOYEES

The welfare measures of the health facility, safety facility and welfare facilities are the important measures of promoting the efficiency of employee. The welfare facilities provided by the corporation, it will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the employee and thereby contributing to the higher productivity. A few of the facilities and services which fall within the preview of employee welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities, and transportation facilities to go the work place. In the present study an attempt has been made to study the employee welfare facilities towards productivity of the employee efficiency in the Neyveli Lignite Corporation Limited.

Table 1: Descriptive Statistics for Job Satisfaction and Productivity

Variables	N	Mean		S.D.	Variance
	Statistic	Statistic	Std. Error	Statistic	Statistic
It increases the job security	825	3.63	.039	1.122	1.259
Level of commitment and involvement	825	3.96	.030	.863	.745
Level of skill and knowledge	825	3.95	.029	.831	.690
Working environment	825	3.96	.029	.823	.678

Source: Computed from Primary Data

It is clear from the Table 1 that the most of the employees are agree with the job satisfaction is to increase the interest and involvement in the job. It shows all the job related variables level of commitment, level of skill and working environment has the average acceptance level of 3.96, 3.95 and 3.96 respectively. The job security has the lowest acceptance score of 3.63 towards the employees in the corporation.

Welfare Schemes and Productivity

The purpose of providing employee welfare schemes is to bring about the development of the whole ability of the worker is to increase the performance of the organisation the employee welfare schemes provided by the corporation and the their by the increases in the production of the employees is presented the Table 2.

Table 2: Descriptive Statistics for Welfare Schemes and Productivity

Variables	N	Mean		S.D.	Variance
	Statistic	Statistic	Std. Error	Statistic	Statistic
Primary health care facility is given to you	825	3.55	.034	.973	.946
Necessary measure to taken to prevent the accident	825	3.12	.042	1.219	1.486
Interest of organization regarding welfare of the employees	825	3.86	.028	.800	.641
Management welcomes suggestion on the welfare activities	825	3.84	.028	.804	.647

Source: Computed from Primary Data

The welfare scheme and productivity shows the most of the employees agree with the organisation care about the welfare of the employee with average acceptance score of 3.86, followed by it welcomes the suggestion about the welfare activities with average acceptance score of 3.84, and it gives the primary health care facility with average acceptance score of 3.55 towards the employee welfare schemes and productivity of the corporation. However, the necessary measure to prevent the accidents has scored least average acceptance score of 3.12 towards the employee welfare schemes and productivity of the corporation.

Productive Measurement System

Productivity is measured as volume of output and the number of man power worked in the organisation. Enhancement of productivity is the combined result of employee efficiency technology, plant and machinery and other input factors. Therefore, it is very difficult to measure the share of employee in this productivity. The efficiency of the employee is the end result of high morale, level of knowledge, attitude and training and also the health of the employee. If the employees are in good health, they would not feel tired at the working place and they are able to work for long hours. The employee productivity measurement system in the corporation is presented in Table 3.

Table 3: Descriptive statistics for Productivity Measurement System

Variables	N	Mean		S.D.	Variance
	Statistic	Statistic	Std. Error	Statistic	Statistic
Awareness about measurement of productivity	825	3.65	.038	1.091	1.190
Discussion of productivity result with employees	825	3.91	.035	1.008	1.016
Continuous follows upon the levels of productivity	825	3.85	.027	.781	.609
Productivity measurement linked to salary	825	4.03	.035	.993	.986
Recognition of highly productivity of employees	825	3.62	.034	.980	.960

Source: Computed from Primary Data

The productivity measures are linked to salary has the highest average acceptance score of 4.03, followed by the discussion with the employees about the productivity with average acceptance score of 3.91 and continuous to follow the level of productivity with average acceptance score of 3.85 towards the. The awareness about the productivity measurement and recognition of high productivity has the least average score of 3.65 and 3.62 respectively towards the productivity measurement system of the employees in the corporation.

Work Environment and Productivity

The working environment is lead to an overall increase in the productivity and performance of the employee. The adequate ventilation by the circulation of fresh air, and proper temperature shall be maintained in order to secure wellbeing of employees and it will result in the productivity performance of the employee. The employee statement of welfare facility is to increase the productivity is presented in the Table 4.

Table 4: Work Environment and Productivity

Variables	N	Mean		S.D.	Variance
	Statistic	Statistic	Std. Error	Statistic	Statistic
Office space	825	3.89	.031	.892	.795
Clean and decorative office	825	3.62	.034	.990	.980
Absence of noise in the office	825	3.60	.032	.915	.838
Moderate room temperature	825	3.65	.037	1.057	1.118
Office floor plan	825	3.85	.034	.990	.980

Source: Computed from Primary Data

Table 4 explores the welfare facilities in the workplace is increase the efficiency of the employees. It shows high level acceptance score for open office (3.89) and 3.85 for the office floor plan. However, the moderate temperature in the office, clean and decorative office, and absence of noise in the office has scored the least acceptance score of 3.65, 6.62 and 3.60 towards the employee welfare facilities in the workplace.

General Factors and Productivity

The general factors and productivity of the employees in the Neyveli Lignite Corporation is presented in the Table 5.

Table 5: General Factors and Productivity

Variables	N	Mean		S.D	Variance
	Statistic	Statistic	Std. Error	Statistic	Statistic
Working conditions	825	3.80	.037	1.049	1.100
Social security	825	3.47	.038	1.097	1.203
Working hours	825	3.94	.029	.826	.682
Training of employees	825	3.68	.037	1.064	1.132
Liberty at work to perform	825	3.66	.035	1.009	1.018

Source: Computed from Primary Data

The employees are highly satisfied with the working hours in the organisation and the working conditions with average score of 3.94 and 3.80 respectively. The training of the employee and liberty to perform the work with average acceptance score of 3.68 and 3.66 respectively. The social security in the office has scored lowest acceptance score of 3.47 among the employee general factors and the impact in the productivity of the corporation.

Bhavioural Factors and Productivity

The behaviour of the employees in working in the working place also one of the important measures is to increase the productivity of organisation. The behavioural factors towards productivity of the employee is presented in Table 6.

Table 6: Behavioural Factors and Productivity

Variables	N	Mean		S.D	Variance
	Statistic	Statistic	Std. Error	Statistic	Statistic
Inter personal relationship	825	2.39	.034	.973	.947
Emotional factors	825	2.56	.035	1.004	1.008
Job assignment	825	3.56	.037	1.067	1.139
Over time duty	825	3.36	.040	1.151	1.325
Extends work	825	2.87	.042	1.209	1.461

Source: Computed from Primary Data

The job assignment of the employee has the highest acceptance level (3.56) among the employees and the others factors of over time duty, extends work, emotional factors and interpersonal relationship has scored lowest acceptance score of 3.36, 2.87, 2.39 and 2.56 respectively towards the behavioural factors towards the employees productivity in the corporation.

Table 7: Communalities

Welfare Measures and Productivity	Initial	Extraction
Job Satisfaction and Productivity	1.000	0.244
Welfare Schemes and Productivity	1.000	0.318
Productivity Measurement System	1.000	0.260
Work Environment and Productivity	1.000	0.330
General factors and productivity	1.000	0.421
Behavioural factors and productivity	1.000	0.241

Source: Computed from Primary Data, **Extraction Method:** Principal Component Analysis

The Table 7 shows the communalities for various welfare measures and productivity. It is seen from the table that individual variance of the contributory variables ranges from 0.244 to 0.421. In other words, it implies that the level of motivational factors varies from 24.4 per cent to 42.1 per cent.

Table 8: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.814	30.237	30.237	1.814	30.237	30.237
2	.928	15.459	45.696			
3	.916	15.260	60.956			
4	.873	14.550	75.506			
5	.770	12.825	88.332			
6	.700	11.668	100.000			

Source: Computed from Primary Data, **Extraction Method:** Principal Component Analysis

Table 8 shows the percentage of variance of the various welfare measures towards productivity in employees of Neyveli Lignite Corporation Limited. The overall three factors contribute Eigen values greater than 1.0, which is a common criterion for a factor to be useful. When the Eigen value is less than 1.0 the factor explains less information than a single item would have explained. These variables have been rotated to ascertain cumulative percentage of variance. Only factor solution is derived from the analysis and the results cannot be rotated.

Chi- Square Test

Chi - square test is applied to ascertain the significant difference between the working hours and satisfaction of the employees towards the working hours in the corporation.

Ho2. There is no association between the working hours and satisfaction of the employees.

Table 9: Chi-Square Tests

Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.418 ^a	4	.000
Likelihood Ratio	11.541	4	.021
Linear-by-Linear Association	.462	1	.497
N of Valid Cases	825		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .33.

Source: Computed from Primary Data

The calculated person chi-square 24.418 is significant. Hence, the stated hypothesis of the there is no association between the working hours and satisfaction of the employees is rejected.

Regression Analysis

Regression analysis is used to find the significant difference between the family welfare facility, health facility and safety facility towards the productivity measurement of the employees.

Table 10: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.163 ^a	.027	.019	2.76371

Source: Computed from Primary Data

Table 11: ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	170.234	6	28.372	3.715	.001 ^b
	Residual	6247.965	818	7.638		
	Total	6418.199	824			

Source: Computed from Primary Data, a. Dependent Variable: Family Welfare

Table 12: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.503	1.365		6.962	0.000
	Job Satisfaction and Productivity	0.178	0.052	0.123	3.444	0.001*
	Welfare Schemes and Productivity	0.042	0.051	0.029	0.813	0.416
	Productivity Measurement System	-0.019	0.045	-0.015	-0.412	0.681
	Work Environment and Productivity	0.062	0.044	0.051	1.406	0.160
	General factors and productivity	0.017	0.043	0.015	0.404	0.686
	Behavioural factors and productivity	0.041	0.041	0.035	0.991	0.322

Source: Computed from Primary Data, a. Dependent Variable: Family Welfare

The regression analysis shows that calculated t value of 0.813, -0.412, 1.406, 0.404, and 0.991 to the above respective variables are not significant. Hence, the stated hypothesis of there is no significant difference between family welfare and various welfare facilities (welfare schemes, productivity measurement system, working environment, general factors and behavioural factors) towards the productivity measures of the employee is accepted.

However, the calculated t value of 3.444 of the family welfare and job satisfaction towards productivity is significant. Hence, the stated hypothesis of there is no significant difference between family welfare and job satisfaction towards the productivity measures of the employee is rejected.

Ho3: There is no relationship between health facilities and productivity measures of the employee.

Table 13: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.341 ^a	0.117	0.11	3.46961

Source: Computed from Primary Data, a. Dependent Variable: Health Facility

Table 14 :ANOVAa

Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	1298.94	6	216.49	17.984	.000 ^b
	Residual	9847.259	818	12.038		
	Total	11146.2	824			

a. Dependent Variable: Health Facility Source: Computed from Primary Data

Table 15: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.651	1.714		4.464	0
	Job Satisfaction and Productivity	0.207	0.065	0.109	3.192	0.001*
	Welfare Schemes and Productivity	0.059	0.065	0.032	0.922	0.357
	Productivity Measurement System	0.065	0.057	0.039	1.140	0.254
	Work Environment and Productivity	0.195	0.056	0.122	3.514	0.001*
	General factors and productivity	0.237	0.053	0.157	4.441	0.001*
	Behavioural factors and productivity	0.197	0.051	0.13	3.825	0.001*

Source: Computed from Primary Data, a. Dependent Variable: Health Facility

The regression analysis shows that the calculated *t* value of 0.922 health facility and family welfare schemes towards productivity and the calculated *t* value of 1.140 health facility and productivity measurement system are not significant. Hence, the stated hypothesis of there is no significant difference between health facilities and various welfare facilities towards the productivity measures of the employee is accepted.

The calculated *t* value of 3.192, 3.514, 4.441 and 3.825 to the respective variables of job satisfaction, work environment, general factors towards productivity is significant. Hence, the stated hypothesis stated hypothesis of there is no significant difference between health facilities and various welfare facilities towards the productivity measures of the employee is rejected.

Ho4: *There is no significant difference between safety facilities and productivity measures of the employee.*

Table 16: ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	574.393	6	95.732	7.529	.000 ^b
	Residual	10400.729	818	12.715		
	Total	10975.122	824			

Source: Computed from Primary Data, **a. Dependent Variable:** Safety Facility

Table 17: Coefficients^{a3}

Model		Unstandardized Coefficients		Standardized Coefficients	<i>t</i>	Sig.
		<i>B</i>	Std. Error	<i>Beta</i>		
1	(Constant)	16.103	1.761		9.143	.000
	Job Satisfaction and Productivity	0.150	0.067	0.079	2.251	0.025*
	Welfare Schemes and Productivity	0.058	0.066	0.031	0.881	0.379
	Productivity Measurement System	0.090	0.059	0.055	1.541	0.124
	Work Environment and Productivity	0.116	0.057	0.073	2.030	0.043*
	General factors and productivity	0.191	0.055	0.127	3.476	0.001*
	Behavioural factors and productivity	0.029	0.053	0.019	0.551	0.582

Source: Computed from Primary Data, **a. Dependent Variable:** Safety Facility

The calculated *t* value of 0.881, 1.541 and 0.551 to the respective variables of welfare schemes, productivity measurement and behavioural factors towards productivity are not significant. Hence, the stated hypothesis of there is no significant difference between safety facilities and various welfare facilities towards the productivity measures of the employee is accepted.

The calculated *t* value of 2.251, 2.030 and 3.476 to the respective variables of job satisfaction, work environment, general factors and behavioural factors towards productivity is significant. Hence, the stated hypothesis there is no significant difference between safety facilities and various welfare facilities towards the productivity measures of the employee is rejected.

SUGGESTIONS

1. The corporation has to improve the hygienic condition in the canteen and also to increase the nutrition food to the employees.
2. The transport facility provided by the corporation has to increase the frequency of services and also to improve the facilities available in the bus terminal. It also suggested that to construct new terminal for obligatory places.
3. The employees are stated that there exists quality of first aid has to enhanced in the critical places of the thermal power station and mines. It is also suggested that considerable attention should be given for first aid appliances with quality of drugs and necessary medicines.

4. A safety committee to be constitute in the areas of thermal power station and mines to educate the employees about their responsibility during the hazardous situations. In order to render quality safety service, the members of the safety committee should undergo first aid training.
5. The employees of the Neyveli Lignite Corporation are more expected for their dependant benefits. Hence, it is suggested the reasonable benefits could be extended to the dependants of the employees.
6. It is suggested that recreational and crèche centers should be established outside the place of work and should be well-equipped to attract sufficient female employees.
7. It suggested that the female employees are less satisfied with majority of the employee welfare measures. This should be considered seriously and provide the reasonable facility the female employees.
8. The safety facility provided by the township administration is to increased to the welfare of the employees.

CONCLUSION

Neyveli Lignite Corporation is the one of largest power producer in India. It plays very dominant role in the supply of power in the southern India. The functioning of the corporation is depends upon the satisfaction of the employees. If any problem in the corporation it directly affect the development of the nation. So it is necessary to provide employees welfare and social security measures helps in reducing employee absenteeism and turnover and it also increase employee's morale, improves relations and productivity of the corporation, and improve lifestyle of the employees.

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