

**AN ANALYTICAL STUDY ON EMPLOYEE WELFARE MEASURES AT RN TOOLS  
& MACHINERIES WITH SPECIAL REFERENCE THIRUBHUVANAM**

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**ABSTRACT**

*This study analyzes employee welfare measures at RN Tools and Machineries, Thirubhuvanam, Thanjavur, and their impact on employee satisfaction. Using a descriptive research design, primary data were collected from 120 employees through questionnaires and analyzed using statistical tools such as percentage analysis and satisfaction index. The findings indicate that employees are generally satisfied with statutory welfare measures, working conditions, safety provisions, salary, and benefits like PF and ESI. However, gaps were identified in safety training, recreational activities, and career development programs. The study concludes that while existing welfare practices are effective, enhanced training, better communication, and additional incentives are needed to further improve employee satisfaction and productivity*

*Keywords: Employee Welfare<sup>1</sup>, Statutory Welfare Measures<sup>2</sup>, Non-Statutory Welfare Measures<sup>3</sup>, Productivity<sup>4</sup>, Working Conditions<sup>5</sup>, Health and Safety<sup>6</sup>, Training and Development<sup>7</sup>*