



A STUDY ON WELFARE FACILITIES PROVIDED TO THE EMPLOYEES

Mr Yash Jadav, Student, Parul Institute of Master of Business Administration, Parul University, Vadodara, Gujarat.

Dr Vaishali Shah, Parul Institute of Master of Business Administration, Parul University, Vadodara, Gujarat.

Abstract

The main aim of the study is to know the welfare facilities strategic implementation at M/a Orient bell Tiles. Welfare facilities includes statutory and non-statutory facilities i.e. health facility, good work place, working environment, good food and so on which help in motivating staff to achieve objectives. The environmental conditions facing many firms have changed rapidly. Today's global competitive environment is complex, dynamic, and largely unpredictable. The study reviewed on the facilities provided by organization to its staff and the impact of these facilities in the performance of employees. This study was conducted through a case study and it was considered suitable as it allows an in-depth study of the subject on impact of welfare facilities on the performance of employees in Orient bell Tiles. The study is made from the primary data collected from the management and staff members of M/s **Orient bell Tiles**. The study draws a conclusion that welfare facilities provided to employees at M/s Orient bell Tiles clearly shows the positive impact in the performance of its employees. The objectives of the company regarding employee's welfare are to improved livelihoods, increased contribution to national policy, enhance community ownership and to increase access to services and to achieve successful strategic implementation.

INTRODUCTION OF WELFARE

Employee's welfare includes all those facilities, services and benefits which are provided by employer to its staff for their comfort. Employee's welfare, safety and health are the measures that promote the efficiency of the staffs. Different welfare programs provided by any organization to its workers have direct impact on the physical, health and mental efficiency alertness, morale and overall efficiency of the employees. Some of the welfare facilities include accommodations arrangements, canteen facilities, it can be categorized as to comfort of living as well as for the working environment. We can identify employee welfare as the efforts which are applied to make one's life worthy. Human resources are the most important asset of every organization. With the help of training as well as welfare provided to staff, we can increase the value of human assets. Value of human always appreciates with passing year where as other assets will be depreciated with passing years. Value of human can be depreciated by aging process which includes un-healthiness, hastened up by stress etc. Good welfare will always help to give proper and fruitful outcomes, motivate staffs and increase in productivity. Whenever we provide good welfare, it is always costly decision, but while thinking about future it is long term benefits for the company. It is the process of complying with the law, thus ensure that an employer avoids legal issues. The labour welfare schemes can be highlighted as a wise investment which will always bring a better outcome with the greater efficiency. Providing welfare scheme to the staff always helps to create healthy, efficient, loyal and satisfied staff force for every organization.

DEFINITION OF WELFARE

Welfare: Motivational scheme that are provided by any organization for the well-being of their staff as well as to increase productivity of that organization.

The Oxford Dictionary defines labour welfare as "efforts to make life worth living for workmen."

The labour Investigation Committee includes under labour welfare activities, “anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies”.

CONCEPT:

Labour welfare may be viewed as a total concept, as a social concept and as a relative concept. The total concept is a desirable state of existence involving the physical, mental moral and emotional wellbeing. These four elements together constitute the structure of welfare, on which its totality is based. The social concept of welfare implies the welfare of man, his family and his community. All these three aspects are inter-related and work together in a three-dimensional approach. The relative concept of welfare implies that welfare is relative in time and place. It is a dynamic and flexible concept and hence its meaning and content differ from time to time, region, industry to industry and country to country, depending upon the value system and level of dedication, social customs, and degree of industrialization and general standard of the socio-economic development of the people.

Labour welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food clothing housing, medical assistance, education, insurance, job security, recreation etc. such facilities enable the worker and his family to lead a good work life, family and social life. Labour welfare also operates to neutralize the harmful effects of large –scale industrialization and urbanization.

IMPORTANCE OF LABOUR WELFARE SCHEME

Importance of labour welfare scheme to employees and employer are as under:

- To get goodwill and improve public image.
- To offer expression to generous and paternalistic feelings.
- To increase productivity and efficiency among the staffs.
- To increase the morale and win over staff's loyalty.
- To save oneself from tax on company's profits.
- To reduce labour turnover, absenteeism and stable labour force.
- To decrease the threat of future government interventions.
- To make recruitment more effective.

BENEFITS OF LABOUR WELFARE:

- It helps to provide better mental and physical health to staffs and helps to promote a healthy working environment.
- Facilities to workers families which includes housing, medical and education help to increase living standard of those staffs. It will also help workers to pay more attention towards work which will increase their efficiency.
- Organisation will get constant labour force by providing welfare schemes. Employees will be active in their jobs with a feeling of participations and involvements.
- Welfare facilities to staff will increase the output of organization and helps to achieve organizational goals.
- Different social crimes like substance abuse will be decreased with the help of welfare policies.

PRINCIPLES OF LABOUR WELFARE SCHEME

Following are the principles which should be followed in setting up an employee welfare service:

- Every organization should know the needs of their staffs. Thus, facilities provided should satisfy the needs of staffs.
- Every employee will have their own taste and preference. Staffs will be different from age, sex, marital status, number of children, job types, level of income, geographical status which is known as cafeteria approach. Thus, the service should be handled by this approach.
- Whatever services are provided to staffs it should be calculated properly and its financing established on a sound basis.
- Labour welfare should be evaluated timely on the basis of feedback provided by staffs and should be changed according to needs.

Employee safety, health and welfare

Employee safety, health and welfare are totally different from religion, place, country, organization social value and customs. These facilities are designed according to the sex, age, economic status, socio-cultural background, level of staffs, level of education of the staff working in different organization. Thus, the concept cannot be exactly described. It can be different from company to company and from country to country. Thus, experts define in their own way.

Labour Welfare Committee

Anything that can do for the logical, physical, moral and economic benefits of the worker is very much important. Whether by the organization, by the government or any other agencies over and above what is laid down by law or what is normally expected of the contractual settlement for which the workers have asked for. Welfare services can be categorized as good canteens, rest rooms, recreation, sanitary, medical facilities, arrangement for travel to and from the place of work and for the accommodation of worker employed at a distance from their home and such other services.

Welfare facilities in organisation

The main goal of labour welfare scheme is to encourage a happy employer and employee relations. Generally, it provides a mentally satisfactory work environment. Organization must provide labour welfare facilities to their staffs so that they can meet the legal requirements. Labour welfare aims at providing such service facilities and amenities as would enable the worker in industries and factories to perform their work in healthy congenial atmosphere to good health and high morale.

Most of the labours are poor and uneducated. They are generally responsible for being negligent and idle. Labour health, safety and welfare scheme are important for improving the working environment and their economic of staffs as well as living standard of employees. In this 21st century, economic development of the workers plays an important role in their outcomes. Hence by motivating labour, the economic development of the country increases markedly which in turn increases the national productivity. In past, the organization suppressed the workers by paying less salary and giving more pressure of work even in poor working environment which use to result in conflict between the employer and the employee. Thus better welfare facilities to the workers will help to give best result to organization as well as towards country also.

We can classify welfare facilities as below:

1. Intra-mural welfare Facilities:

Those facilities which are provided inside the company's boundary are known as intra-mural facilities. This include all the activities relating to industrial fatigue, providing safety measures to staffs like sufficient lighting conditions, first aid services, good layout of the plant and machinery etc.

2. Extra-mural welfare Facilities:

Those facilities which are provided outside the company's boundary are known as extra-mural facilities. This includes recreations sports, better housing accommodations, educational facilities etc. The provision of these facilities is voluntary. In past few years, attention towards extra-mural welfare was not given but in present context, it is realized that these facilities are very much important for effective outcome of the workers.

3. Statutory Facilities

All the welfare facilities which are passed by government of a country are categorized as statutory facilities. Thus, facilities under this headline will be different from country to country. No company can ignore these facilities. Any mishandling of statutory facilities can result toward punishable actions under the government Act concerned.

4. Mutual Facilities:

Those facilities which are usually outside the reach of statutory facilities are called mutual facilities. These activities are voluntarily undertaken by the staffs themselves for their own interest.

5. Voluntary facilities:

Those facilities which are provided by employers involuntarily is known as voluntary welfare. Thus, these are not statutory. As a result, this category of welfare directly leads to increase in the efficiency of the employees.

OBJECTIVES OF THE STUDY

The main objectives of this study are

1. To study & understand the needs, importance and impact of social security measures.
2. To know whether organization is providing all the facilities as per Factories Act 1948.
3. To know per head expenditure of organization on Labour welfare & how much utilization of welfare facilities provided by the organization are utilized by the employees/Labour.
4. To study & understand the satisfaction level of employees with reference to welfare and security measures.

HYPOTHESIS OF THE STUDY

The following hypotheses were formulated for the study

1. Welfare facilities in this organization are quite wide ranging.
2. Workers are found to be satisfied with the welfare facilities provided by their organization.
3. Workers welfare measures provided by the plant leads to job satisfaction of the workers.

2.2 METHODOLOGY

Total sample size was being 30. Purposive sampling technique was used to identify welfare facilities provided to employees. Random sampling techniques are applied to select its staff working in different level.

Characteristics of Sample

- The samples included 30 respondents
- The data collected in form of questionnaire.

TOOLS

- The data has been collected by formulating a set of questionnaires and the questionnaire shall be distributed to the employees. The questionnaire was self-administered however looking at the constraint of time some of the questions will be sent through using internet too which will help in findings the data and facts provided by the sampled respondent.

FINDINGS

- 100% i.e. 30 respondents feel proud to be working for the company.
- 70% respondents believe that their work at company is socially beneficial for others or society.
- 100% respondents are fully satisfied with the stability in culture of organization.
- All respondents are aware about canteen facilities i.e. 100% of the respondents are satisfied with the price taken on food items and all the respondents enjoy the canteen facilities provided by the company. Another facility like latrine urinals, wash basin are there in adequate place and i.e. 100% of the respondents are satisfied with these facilities.
- In the terms of medical facility i.e. 100% of the respondents are satisfied with medical facility provided by the company.
- Majority of the respondents i.e. 97% are fully satisfied with the facility of rent concession, water supply, and Electricity facility are provided by organization. Whereas i.e. 3 % of the respondent are not satisfied.
- Majority of the respondents i.e. 90% are highly satisfied with the working hours of the organization. While i.e. 10% of the respondents are not satisfied with the working hours.
- 100% of the respondents are aware and fully satisfied with the holiday facilities given by the organization for their employees i.e. Earned leaves, Sick leaves, Casual leaves, Paid leaves.
- In the terms of providing safety to employees is biggest responsibility of the company. Majority of the respondent i.e. 97% are fully satisfied with the facilities like first-aid box at every department, facility of fire extinguisher at every department, hold safety meetings regularly, maintain up-to-date safety policy, providing helmet, safety mouth mask within the organization are adequate. Whereas i.e. 3% of the respondent are not satisfied with the facilities.

CONCLUSION

The main goal of this study was for knowing the existing welfare status, awareness and implementation of employee welfare facilities of employees in the organisation.

Taking into consideration, all the principles of “labour welfare” like social responsibility, efficiency, participation, accountability and timeliness all of this aim to convey that inducing an employee welfare program which helps to build up a sense of loyalty which will help to achieve organizational goals. In the study conducted on “The survey of perceived welfare facilities provided to employees in organisation, it was found that organisation has adopted most of the statutory and non-statutory welfare measures.

The analysis of primary data has helped to evaluate whether the welfare measures covered under the statutory and non-statutory welfare measures have an impact on the performance of employees. From the survey conducted, we can say that most of the staffs seemed to be satisfied with the given welfare facilities and most of them have total idea about the facilities. The Welfare facility provided by organisation has helped the employees to contribute and it has also helped them to stay motivated. The company provides good non-statutory benefits to the employees. Apart from the statutory benefits company also provides mutual benefits which are a good sign from the part of the employer to show that they really care about the people working there. At present the facilities rendered to the employees are of very good quality. They are ready to welcome more new mutual welfare facilities and have no major complaints about any welfare facilities.

4.2 SUGGESTIONS

- Recreation facilities should be provided to the employees to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers.
- The transport facilities must be provided to all of them.
- Organization should be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.
- Health check-up, employee counselling, various health camps, hospitalization facilities should be much more improved by conducting the health camps at least once in a month.
- Better working environment should be provided.

REFERENCES

- A.M.Sharma. (2008). Aspects Of Social Welfare And Social Security. Mumbai: Himalaya Publishing House.
- Kothari, C. (2008). Research Methodology. New Delhi: New Age International Publishers.
- S.D.Punekar, S. S. (2012). Labour Welfare ,Trade Unionism And Industrial Relations. Mumbai: Himalaya Publishing House.
- S.P.Jain. (2010). Industrial Relation & Labour Law. Delhi: Dhanpat Rai & Co.
- S.Prabakar. (2013). Employees Satisfaction & Welfare Measures. Asia Pacific Journal Of Research , 5.
- Tiwari, D. (2014). A Study On Employee Welfare Facilities And Its Impact On Employees Efficiency At Vindha Telelinks Ltd. Rewa (M.P.)

