



## A STUDY ON WELFARE MEASURES

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### ABSTRACT

Methods of enhancing employee productivity are welfare initiatives. Anything that seriously affects the comfort and improvement of the workers above and beyond the money provided and is not a requirement of the industry is considered to be a violation of employee welfare. Employee welfare's primary goal is to enhance and maintain employees' quality of life. The study's main goals are to determine employee satisfaction levels with welfare services and to ascertain what kind of welfare measures employees expect from their employers. Utilizing both primary and secondary data, the study's goal was assessed. The study has employed a descriptive research design as its method of choice. The research that has been done to understand this study's scenario is considered descriptive research. With the aid of a standardized questionnaire, the data was gathered. For this investigation, stratified sampling was used as the sample method. The data was examined using the percentage analysis method. The study's most important conclusions are that the organization offers its employees good welfare benefits and contributes to their increased motivation.

**Keywords:** Welfare measures, Satisfaction level of Employees.

## INTRODUCTION

Employee welfare refers to all actions taken, outside of compensation for labor, for the comfort and intellectual or social advancement of employees. Its simple definition is "the efforts to make life worth living for workmen." It covers a range of services, amenities, and facilities that are offered to employees for their benefit. Progressive business owners might offer these amenities voluntarily, or they might be obliged to do so by law. If they have the necessary funding, the government or labor unions might also supply these amenities.

As a result, it boosts staff morale by maintaining and improving worker productivity. Furthermore, it instills in the workforce a sense of accountability and respect, transforming them into valuable members of society.

## DEFINITION:

ILO (International Labor Organization): Measures to improve labor conditions and facilities inside an organization are referred to as labor welfare measures.

According to the ILO, "employees' welfare should be understood to mean such services, facilities, and amenities which may be established in or around undertakings to enable the persons employed in them to perform their work in healthy and congenial surroundings and provided with amenities conducive to good health and morale."

### Types of Employee welfare measures

There are 3 types of employee welfare measures. They are

1. Statutory
2. Non statutory

#### 1.1 Statutory

1. **Washing.** Ample and sufficient washing facilities must be provided for and maintained in every factory. Sec. 42.
2. **Storage and drying** Suitable facilities for storing and drying clothing must be provided, according to guidelines that the state government may provide. -Sec. 43.
3. **Sitting.** Section 44 mandates that workers who must stand at work be given access to sitting facilities.
4. **First aid.** First aid cabinets or boxes are required in every factory. Section 45 mandates the upkeep of an ambulance room in factories with more than 500 workers.
5. **canteens** in a location where there are more than 250 employees. A canteen or canteens for employees may be opened at the state government's request under Section 46.
6. **Shelters.** There must be sufficient and appropriate restrooms or rest areas, as well as a lunch room (with access to drinking water), in every factory with more than 150 employees. -Sec. 47

7. **Creches.** A room must be made available for use by the children (under the age of 6) of those women who work in factories with more than 30 women employed. A suitable-sized room is required. -Sec. 48.
8. **Welfare workers.** Every factory with 500 or more employees must have welfare officers on staff. - Sec. 49

## 1.2 Non statutory

1. **Personal Health Care (Regular Medical Exams):** Numerous firms offer capabilities for thorough safety inspections.
2. **Flexi-time:** The main objective of the flex-time program is to give employees the choice to work according to flexible schedules. Employees create flexible work schedules, which management approves, in order to meet corporate obligations and employees' personal demands.
3. **Employee support programs:** A variety of programs are designed to enable employees and members of their immediate families to seek assistance with a variety of difficulties. These programs include external counseling services.
4. **Anti-Harassment Policy:** Guidelines are provided for disciplinary action as well as for the protection of the employee who has been grieved in order to safeguard an employee from harassment of any kind.
5. **Harassment Policy:** To safeguard an employee from harassment of any kind, guidelines are provided for both disciplinary action and the protection of the person who has been harassed.
6. **Maternity and Adoption Leave:** Employees are permitted to take time off for maternity or adoption-related reasons. Many businesses now provide parental leave policies.
7. **Medi-claim insurance plan:** This insurance program provides workers with adequate medical coverage for hospitalization bills related to sickness, illness, accidents, or pregnancy.
8. **Employee recommendation program:** Employees are given the opportunity to refer friends to their employer for employment through employee referral programs, which are implemented in many firms.

## NEW TRENDS IN WELFARE MEASURES

### 1. Becoming proactive instead of reactive by anticipating requirements for employment and welfare

We are in a period of profound change. To address the need for sustainability, entire industrial economies are already being redesigned. While this is happening, the market for talent and the nature of employment in every industry are being changed by digital technology and the advancement of automation. How long the pandemic will last and what kind of long-term effects it will have on work patterns are still difficult to predict.

## 2. **Workforce and welfare planning will be important in halting climate change.**

While the past two years' lockdowns and restrictions have been absolutely necessary for the protection of the public's health, they have also created significant difficulties for politicians attempting to safeguard their economies, businesses attempting to remain solvent, and people residing in fear for their jobs, homes, and families. The numerous programs of financial and social support and aid have been sufficient to safeguard the majority, but because of their high costs, they cannot be run over the long run.

**3. Increased Use of Workforce Analytics:** Using analytics to measure employee performance and productivity is no longer the only application. In an effort to bring employee experience (EX) on par with customer experience (CX), HR professionals are now employing workforce analytics to measure employee experience (EX), their engagement levels, and their job satisfaction levels. Talent retention became increasingly crucial during the crisis as talent acquisition was put on the back burner.

**4. Cost optimization:** Every department or function in an organization has traditionally worked together to reduce costs and maximize value without affecting business performance. But over the past 1.5 years, the business environment has forced organizations from all sectors and industries to take a variety of cost-cutting measures, including hiring freezes, changing the workforce composition (by hiring more contingent workers), implementing pay cuts, pausing new investments, cutting budgets, downsizing their workforces, and restricting travel policies.

**5. New Talent Strategies:** Talent acquisition was momentarily put on hold when the pandemic first started. HR leaders are concentrating on reinventing their hiring strategies as the economy is slowly improving and the job market is stabilizing. For instance, hiring manage like candidates who are tech-savvy.

HR executives are helping their firms implement the change in the composition of the workforce. In an effort to cut costs, many firms are changing the makeup of their workforce by recruiting contract workers or gig workers. These contingent workers provide a more affordable option than hiring permanent or full-time employees.

**6. Compliance Strategies:** As the lockdown is gradually lifted and the organizations are asking their employees to return to work, HR leaders are facing a whole new set of challenges in a few areas, such as developing and implementing statutory compliance protocols concerning employee safety and welfare, such as hand and respiratory, sanitation, healthcare, and mental well-being.

**7. Increased Pressure to Uphold a Connection-Feeling:** When the pandemic started, not only did commercial operations cease, but also on-site interactions did as well. There is demand on the HR department to increase social engagement both in-person and electronically (by organizing and encouraging employees to participate in events, enjoyable activities, and games) as firms re-open with a variety of work patterns.

## Objective of the study

- ❖ To study the need and importance of employee welfare.
- ❖ To understand various factors influence employee welfare at work place.
- ❖ To review the available literature on employee welfare.

## RESEARCH METHODOLOGY

The present study is being carried out to understand various factors influence employee welfare. The secondary data has been collected and analysed for the present study.

## REVIEW OF LITERATURE

**Bhagat** (2015) uncovered the fact that Nashik MIDC's major issue is cleanliness. She stated that workplace cleanliness should be increased and that having clean, functional latrines and urinals will increase indirect employee incentives.

**Bhati p.** (2013) She found in her research that the various benefits offered to workers under the Factory Act of 1948 have a positive correlation to their contentment. In terms of various non-financial incentive techniques, the company should be aware of what its employees need. This study could be helpful in identifying factories that need to improve employee satisfaction, and businesses could utilize those variables as a retention tool to keep workers on board.

**Bosibori** (2012) proposed that in order to improve service delivery, the government should increase the accessibility of health care, welfare facilities, and social services for police personnel through the Kenyan National Police Service (KISII Central District). It was also suggested that the government develop well-thought-out policies on each area of welfare services in the national police service in the KISII central district.

**Chahal** (2013) From her research, it can be deduced that some factors, such as the working environment, performance appraisal methods, relationships with other employees, etc., contribute to job satisfaction in bank employees, while job dissatisfaction is brought on by long work hours (lack of training and development), frequent transfers of the employees, and other factors. He emphasized that in order to limit staff turnover, it is crucial to prioritize employee welfare programs and job security measures.

**Gurusamy** (2012) claimed that there is no significant correlation between a respondent's sex and how satisfied they are with the washing facilities available in the Coimbatore district's textile sector. Furthermore, he claimed that there is a correlation between the respondent's income and their level of pleasure with the canteen facilities.

The relationship between welfare programs and employee satisfaction levels in a chosen national bank in the Hyderabad, Karnataka, area was shown by **Hangarki** (2014). It is obvious that not every employee finds the welfare-facilitated employment with the bank to be completely gratifying. The majority of employees are not happy with the communication's clarity and transparency, training and development, lunchrooms and rest rooms, health checkup camps, etc. He suggested a few changes, but the most crucial ones were separate restrooms and lunchrooms. This is because it is exceedingly inconvenient for employees to eat in front of customers.

**Kumar** (2013) The Villupuram division of the Tamil Nadu State Transport Corporation reported that all of its employees were aware of the welfare programs offered by the Public Sector Transport Corporation. Researchers discovered that the majority of workers were dissatisfied with assistance programs such as the canteen, night shift, rest rooms, and gratuities. 89% of workers reported very heavy workload. The government should take a genuine interest in filling open positions so that employees may share the workload since they are already under a lot of stress.

**Logasakthi K** (2013) implied that the majority of respondents are happy with the facilities the organization offers. Some employees are not happy with the medical reimbursement options.

**Madhesh** (2014), workers in Tamil Nadu's SIPCOT industrial sector who have between five and ten years of experience are extremely satisfied with the welfare measures offered by their employers. He made various proposals for the improvement of the workforce involving the welfare inspector, transfer procedures, and disciplinary regulations.

**Prabhakar S** (2013) However, there is a need for further development in the areas of extracurricular facilities like transportation, leave facilities, maternity benefits, promotion for the staff in college, etc. Don Bosco College of Arts and Science employees in Sogathur, Dharampuri, Tamil Nadu, were found to be extremely satisfied with intramural facilities. Researchers suggested adjusting the pay scale for experienced employees in line with the cost of living and recommending high remuneration for individuals who have received a Ph.D.

**Priyanka** (2014) was conducted in Guntur, Andhra Pradesh, with 100 respondents from the IT sector, and the findings showed that businesses are particularly interested in promoting all the welfare services offered by the sector.

**Reenu** (2013) described the intramural and extramural facilities offered by the retail establishments in Udaipur, Rajasthan. Even so, companies are offering a number of amenities that could raise employee standards for health and retention. Researchers also recommended that retailers offer transportation services, a variety of sports activities, lodging facilities or allowances, finance higher education for eligible candidates, etc.

## CONCLUSION

The state of well-being, satisfaction, protection, and assistance in motivating the employees are all considered to be aspects of employee welfare. Employee satisfaction has been examined to see if employee welfare measures aid in this. Employee engagement in their jobs will rise, increasing the productivity of the company, as a result of bettering work conditions for everyone involved.

If employee welfare programs are developed and carried out correctly, they raise staff morale. As a result of the employees' satisfaction with the current welfare measures, the measures that are supplied are commendable.

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