



# “A Study On Employees Welfare Facilities Affecting Job Satisfaction In Electronic Manufacturing Industry”

Solanki Amitaben Hareshbhai

Shertate Shreeraj Chandrakant

(Guide Name : Shweta Oza)

## ABSTRACT: -

The purpose of the research article is to analyze the employee welfare measure. The most precious resource for a company is its workforce. The term "employee welfare" refers to all services, facilities, and benefits that a business offers or provides for the benefit or comfort of its staff. The goal of the initiative is to increase staff motivation and productivity. The goals of determining employee well-being include enhancing working-class lives, fostering the holistic development of employees' personalities, and other goals. Housing options, free medical care, retirement benefits, adult and child educational benefits, family welfare programs, credit options, and other services are all included in the employee welfare program. The type of study design that is being used is descriptive. Primary data gathered via questionnaires serves as the data gathering tool. According to research, employee welfare is crucial for any kind of organization. The majority of workers become more productive and are motivated by feedback. The study also sheds information on how welfare policies affect workers' productivity.

## KEYWORDS:-

Job Satisfaction, Employee Welfare measures, Personal Facilities, Health Facilities,

## INTRODUCTION:-

The ILO (International Labour Organization) defined, “welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale”.

According to Arthur James Todd, “welfare is anything done for the comfort or improvement and social of the employees over and above the wages paid, which is not a necessity of the industry”.

Employee welfare encompasses a range of services, amenities, and facilities that facilitate the working environment for employees, including but not limited to canteens, rest and recreation areas, transportation arrangements, housing for workers who work remotely, and social security measures.

To examine how welfare facilities affect workers' job satisfaction in the industries that produce electronic goods. The well-being of the worker and his family depends on efficient marketing and a strategy for winning over the worker's gratitude and allegiance. The phrase "employee welfare" refers to a wide range of services, perks, and amenities provided by the company. Improving the lives of workers and maintaining their happiness and contentment is the fundamental goal of labor welfare. Welfare amenities give laborers the opportunity to live fuller, more fulfilling lives.

Employee welfare may be viewed as a total concept, a social concept, and a relative concept. The total concept is a desirable state of existence involving physical, mental, moral, and emotional well-being. The social concept of welfare implies, man, his family, and his community.

The word "employee welfare" refers to the amenities offered to workers both inside and outside the manufacturing premises, including housing, rest areas and entertainment areas, canteens, and other services that enhance workers' well-being.

Welfare measurements focus on the overall health and productivity of employees. The welfare of factory workers was not given enough attention in the early years of industrialization.

The primary goal of welfare programs is to develop a workforce of devoted, productive, and contented workers for the company. By giving them access to these amenities, we hope to improve their working conditions and level of living. The key advantages of welfare policies can be summed up as follows:

They improve employees' physical and mental well-being and hence foster a positive work environment.

Welfare facilities provide a steady labor force for employees. Employees have a sense of involvement and participation in their work and take an active interest in it.

Employee welfare initiatives support good workplace relations and boost organizational productivity, which supports industrial peace.

The term "employee welfare" is a fluid and elastic concept that varies greatly depending on the period, location, industry, nation, social values and customs, level of industrialization, overall socio-economic growth of the populace, and political ideologies that are in vogue at any given time. Additionally, it is based on the age range, sociocultural background, marital status, economic standing, and educational attainment of the employees across a range of businesses.

According to the relative idea, welfare varies depending on the period and location. To ensure an employee's health and protection from workplace risks, it is necessary to establish minimum desirable standards and provide them with amenities such as food, clothing, housing, medical coverage, education, insurance, and job stability. Along with the required training, the worker should have a specific level of general education.

Welfare facilities are required to safeguard workers' health and safety at work. A comprehensive range of fundamental health, safety, and welfare issues are addressed by the on-site welfare facilities.

The term "job satisfaction" describes how people feel about their occupations generally. It is the contentment and well-being of an individual about their performance in the workplace and its surroundings. It can be a very good indicator of how productive a firm is. Job satisfaction among employees is crucial for an organization.

The foundation of job satisfaction is our perception of our jobs: the positive aspects of our careers that give us a sense of worth or purpose, as opposed to the negative aspects, which can include long hours, disagreeable duties, or a sense of being underappreciated as a worker.

The term "job satisfaction" describes how people feel about their occupations generally. It is the contentment and well-being of an individual about their performance in the workplace and its surroundings. It can be a

very good indicator of how productive a firm is. Job satisfaction among employees is crucial for an organization.

Employee welfare facilities have **some benefits**: Improved industrial Relations, Increase in General Efficiency and income, High Morale, Creation of a permanent Labour Force, Improvement in mental and moral health, Change in the outlook of Employers, and Social Benefits.

## LITERATURE REVIEW:-

P.V. Satyanarayana (1997) in his work A Study on the welfare measures and their Impact on QWL provided by the Sugar companies declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. Organizations make efforts to maintain smooth relationships between workers and management, which leads to the attainment of organizational efforts. Hari Krishnan (2014) in his work A Study on Labour Welfare Measures with Special Reference to Rubber Board of India, a well-fed, well-clad, and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes, etc. and he feels the essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that the Rubber Board is very much interested in providing welfare facilities to their plantation workers. Workers have good opinions about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme, and Housing and Sanitary Subsidy Scheme. Workers are satisfied with the Educational Stipend Scheme. They are less satisfied with the Merit Award Scheme, and Housing Subsidy Scheme for north northeast. Dr. Usha Tiwari (2014) in her study A Study on employee welfare facilities and its impact on employee's efficiency at Vindhya Tele links Ltd conducted a study of Employee welfare schemes and their impact on employee's efficiency at Vindhya Telelinks Ltd. The results appeared positive. It increases productivity as well as quality and quantity. Therefore, there is a necessity to make some provisions for improving the welfare facility so that employees will become happy, and employee performance levels will increase. Aswathappa (2010) in his book, "Human Resource Management" discussed the various types of benefits and services provided to employees in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans, etc. He also discussed the ways to administer the benefits and services in a better way. B.R. Manasa & C.N. Krishnanaik (2015) in their work entitled- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the employees' welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement to enhance the efficiency, effectiveness, and productivity of the employees that would help the organization accomplish its organizational goals. Clark (2015) is likely to have studied the connection between employee welfare and productivity in manufacturing. The study might examine how improved welfare measures can lead to increased productivity. Garcia (2016) is likely focused on how safety measures and practices influence the welfare of employees within manufacturing organizations, possibly discussing the reduction of accidents and injuries. Patel (2017) is probably centered around the influence of employee assistance programs on employee well-being in the manufacturing sector, particularly their effectiveness in addressing personal and professional challenges. Saravanakumar & DR. S Akilandeswari (2017) in their work- A Study on Employees' Health, Safety and Welfare Measures in Private Industry in Coimbatore City declared that the organization has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to the physical, mental, and emotional well-being of the individual. So, in the future, the management can well think of improving the welfare by consulting with employees. White (2018) may have examined the significance of work-life balance initiatives in enhancing the overall welfare of employees in manufacturing companies. G. Aarthi, & P. Srinivasan (2018) conducted a study on the Impact of Employee Welfare Measures in the Automobile Industry. By analyzing the summary of the results, it was identified that the welfare and safety activities, which were followed by the organization were satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on the sincere working of all the employees the management should take special care to frame certain policies and procedures to improve the welfare and safety measures of the organizations. Anderson (2019) may have looked at the role of training and

development programs in promoting employee welfare, particularly in terms of skill development and career advancement. Davis (2020) likely explored how financial incentives, such as bonuses or profit-sharing, impact employee welfare in manufacturing firms. Turner (2021) is likely focused on understanding the link between employee involvement in decision-making processes and their overall welfare within manufacturing companies. Ashwani Kumar (2022) Using official statistics, bureaucratic registers, and ethnographic material collected from the implementation of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) from six districts across six Indian states, the article explains under what conditions the capacity of last-mile bureaucracy matters for the performance of pro-poor welfare programs in the Indian federal polity. In seeking to address the presence of heterogenous welfare outcomes in the districts of India, the article underscores the salience of last-mile bureaucrats and the extent to which the politicization of redistributive struggles might contribute to local state capacity to deliver welfare services, a hitherto under-researched aspect in comparative social development research. Challenging the conventional thesis that only a strong autonomous state succeeds in implementing welfare programs, the article further argues that effective policy implementation can occur within the peculiar environment of relatively low-capacity last-mile bureaucracies even in the face of adverse socioeconomic circumstances. In short, the article shifts attention to the understudied relationship between the capacity of last-mile bureaucracy and welfare outcomes in India.

## METHODOLOGY:-

### OBJECTIVES OF THE STUDY:

1. To identify the various welfare measures implemented in the organization.
2. To analyze the employee satisfaction relationship with welfare measures.
3. To give suggestions and recommendations for the promotion of welfare measures.

### 1. RESEARCH DESIGN :

- In this project Descriptive Research design is used.
- Research design makes a proper questionnaire to collect data that can measure the impact of employee welfare facilities.

### 2. SOURCES OF DATA:

#### 1. Primary data

A survey method is used to collect the data through a Questionnaire. Questionnaire: A questionnaire is a schedule consisting of several coherent and formulated series of questions related to the various aspects of the study. In this method questions arranged in sequence are used to elicit responses from the important.

#### 2. Secondary data

Through the official website of the Company, Books, Some Research Papers, and some other websites.

### 3. DATA COLLECTION METHOD :

Primary data collection methods include surveys or questionnaires, and secondary data analysis.

### 4. POPULATION :

The target population for this study is the employees and employers of the Pollution Protection Systems (PPS) company in Mumbai.

## 5. SAMPLING FRAME :

In this project, simple random sampling will be used.

## 6. SAMPLING FRAME :

In this comprehensive review will take the sample from the employee and employers professionals of the electronic industry of Mumbai city.

## 7. DATA COLLECTION INSTRUMENT :

The questionnaire method was used for data collection in this study.

## 8. HYPOTHESIS :

**Ho (null hypothesis):** Employee welfare facilities do not have a significant impact on employee satisfaction.

**Ha (Alternative hypothesis):** Employee welfare facility has a significant impact on employee satisfaction.

From the below analysis, it has proved that there is an impact of employee welfare facilities on employee satisfaction.

## 9. TEST USED:

To prove the hypothesis **Correlation Analysis**.

correlation will be calculated to examine the relationships between Employee welfare facility and employee Satisfied provided facility by the organization.

## 10. RESULTS:

For analyzing the data we have taken the help of the Correlation test for proving our hypothesis.

We have taken two questions to prove our hypothesis.

Correlation Analysis between employees Welfare facility and Employees Job Satisfaction

### Correlation Tests

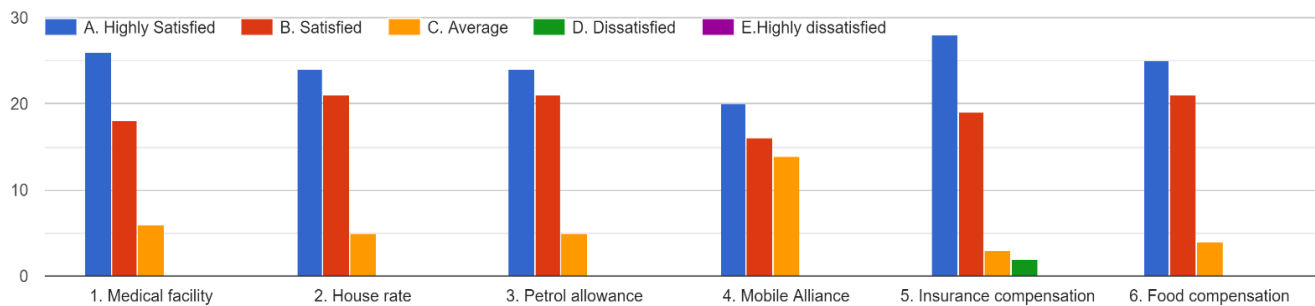
		EWF Average	SPFO Average
EWF Average	Pearson Correlation	1	.296**
	Sig. (2-tailed)		.000
	N	151	151
SPFO Average	Pearson Correlation	.296**	1
	Sig. (2-tailed)	.000	
	N	151	151

\*\* . Correlation is significant at the 0.01 level (2-tailed).



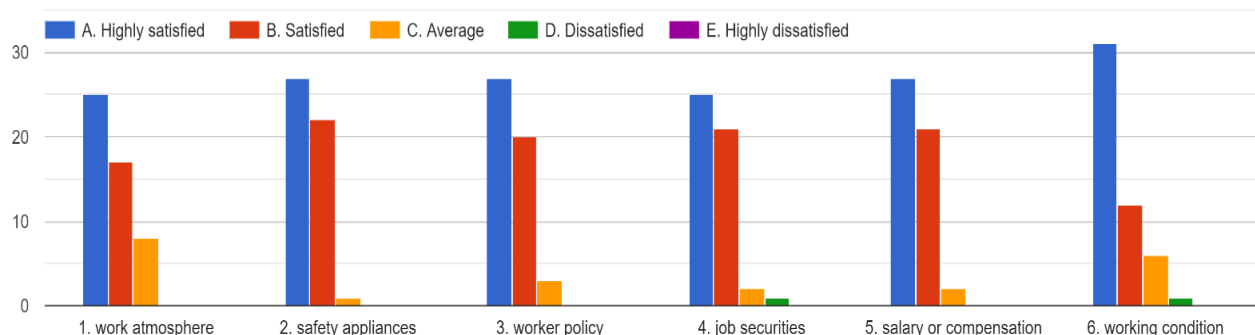
From the above table average the correlation between the selected two variables of employees welfare facility and job satisfaction. The result of the correlation analysis shows that Employees welfare facility and employees job satisfaction relations is proof of the significant relations.

Rate the following employees welfare facilities.



It can be seen from the above chart that the employee welfare facilities are rated in the form of their satisfaction level, the insurance compensation facility is rated as highly satisfied and after that food compensation, medical facility and rest other. There is a satisfaction level in all the facilities except mobile allowance. Some level of dissatisfaction is seen in insurance compensation and average rate is given to all the facilities.

How satisfied are you with the provided facility by the organization.



From the Above Graph job Satisfaction levels in the form of different facilities are shown in the organization, it can be seen that the employees are highly satisfied with the working conditions. All the employees are satisfied with the facilities except the working conditions. There is some level of dissatisfaction in job securities.

## CONCLUSION:-

According to the study, welfare facilities play a significant role in guaranteeing job happiness for workers in the electronic manufacturing industry. Happy workers stay on the job longer and produce higher-quality work. An attempt was made to bolster the aforementioned claim in the study by framing the goal as understanding the connection between employee wellbeing and work satisfaction.

Human resources plays an important role in any organization, employees welfare facilities are a concern to this department, if the employees are happy with welfare measures, then only the productivity of that organization can be increased.

Based on the study of Employees Welfare Measures in PPS company it is clear that the company is very keen on promoting & implementing all the welfare measures.

From the critical analysis, it was found, that the employees were satisfied with the overall facilities provided by the organization.

### REFERENCES:-

- Satyanarayana, A. & Thiyagarajan, T.M. & Uphoff, Norman. (2007). Opportunities for water saving with higher yield from the system of rice intensification. *Irrigation Science*. 25. 99-115. 10.1007/s00271-006-0038-8.
- “A Study On Labour Welfare Measures – With Special Reference To Rubber Board of India”, *Global Journal of Commerce & Management Perspective.*, Vol.3(4):82-85 ([www.gifre.org](http://www.gifre.org))
- Dr. Usha Tiwari in her study “A Study on employee welfare facilities and its impact on employees efficiency at vindha Telelinks Ltd ” *Abhinav International Monthly Refereed Journal of Research in Management & Technology.*, Volume 3, issue 11 November 2014([www.abhinavjournal.com](http://www.abhinavjournal.com))
- B. R. Manasa & Krishnanaik, C. N. (2015). Employee welfare measures: A study on Cement Corporation of India units in Thandur and Adilabad. *Journal of Organizational Welfare*, 11(4), 56-68.
- Clark (2015). The connection between employee welfare and productivity in manufacturing. *Journal of Industrial Psychology*, 21(3), 45-58.
- Garcia (2016). The influence of safety measures and practices on employee welfare in manufacturing organizations. *Journal of Occupational Safety and Health*, 37(2), 102-115.
- Patel. (2017). The influence of employee assistance programs on employee well-being in the manufacturing sector. *Journal of Industrial Psychology*, 23(1), 78-91.
- A Saravanakumar & DR.S Akilandeswari (2017) in their work “A study on Employees’ Health, Safety and Welfare measures” *International Journal of Applied Research ; VOL 3,Issue 11,PART D(2017)*
- White. (2018). The significance of work-life balance initiatives in enhancing employee welfare in manufacturing companies. *Journal of Industrial Psychology*, 24(2), 102-115.
- G.Aarthi, & Srinivasan, P. (2018). The study on impact of employee welfare measures in the automobile industry. *Journal of Organizational Welfare*, 14(1), 56-68.
- Anderson. (2019). The role of training and development programs in promoting employee welfare in manufacturing firms. *Journal of Occupational Training and Development*, 35(3), 78-91.
- Davis. (2020). The impact of financial incentives on employee welfare in manufacturing firms. *Journal of Industrial Economics*, 42(4), 145-158.
- Turner. (2021). Understanding the link between employee involvement in decision-making processes and their overall welfare within manufacturing companies. *Journal of Organizational Behavior*, 28(2), 89-102.

Ahwani Kumar, A. (2022). Last-mile bureaucracy and welfare outcomes: Evidence from the implementation of the Mahatma Gandhi National Rural Employment Guarantee Act in India. *Journal of Comparative Social Development*, 38(1), 45-68.

