



EMPLOYEE'S WELFARE PERTAINING TO JOB SATISFACTION

Bapireddy Haritha

Student

K. SriRanga Lakshmi

Associate Professor

Department of Management Studies

Sridevi Womens Engineering College

Abstract:

Employee Welfare is a term which includes several benefits, facilities and services offered by the employer to the employees. This study focus to find out employee satisfaction and company providing welfare facilities. It's besides removing dissatisfaction help to develop loyalty in workers towards the organization. The fundamental principal of employee welfare is to improve employees life and keep them contented. Employee welfare improves relationship between the employer and the employee, thereby it increases job satisfaction of the employees. Job satisfaction is an important element in management of employee relationship and a multifaceted concept. Job satisfaction is also an integral part of organisational climate and an important element in management of employee relationship.

Key Words:

Job Satisfaction, Employee Welfare, Work Environment, Personal Facilities

Objectives:

- To know the employee opinion about the present welfare facilities
- To study the existing welfare facilities offered to the employee
- To study the impact of welfare on employee's performance.
- To improve intellectual and raise their standards of living by measuring their perception about.

Introduction:

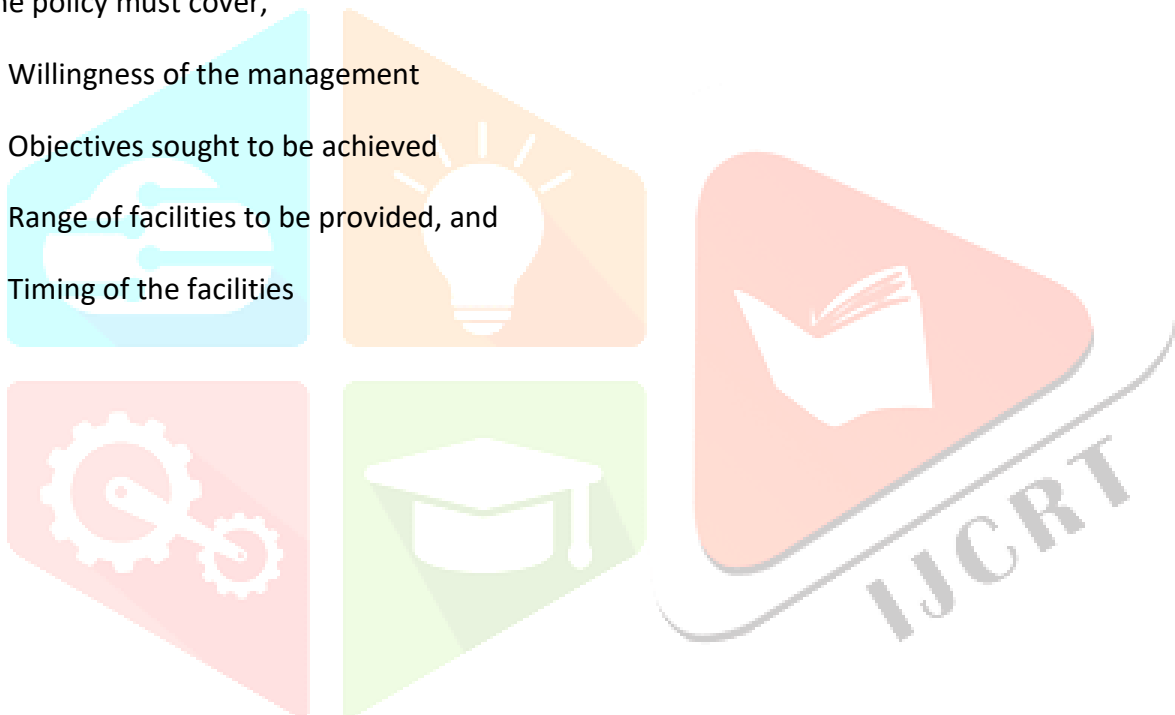
Definition: Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment.

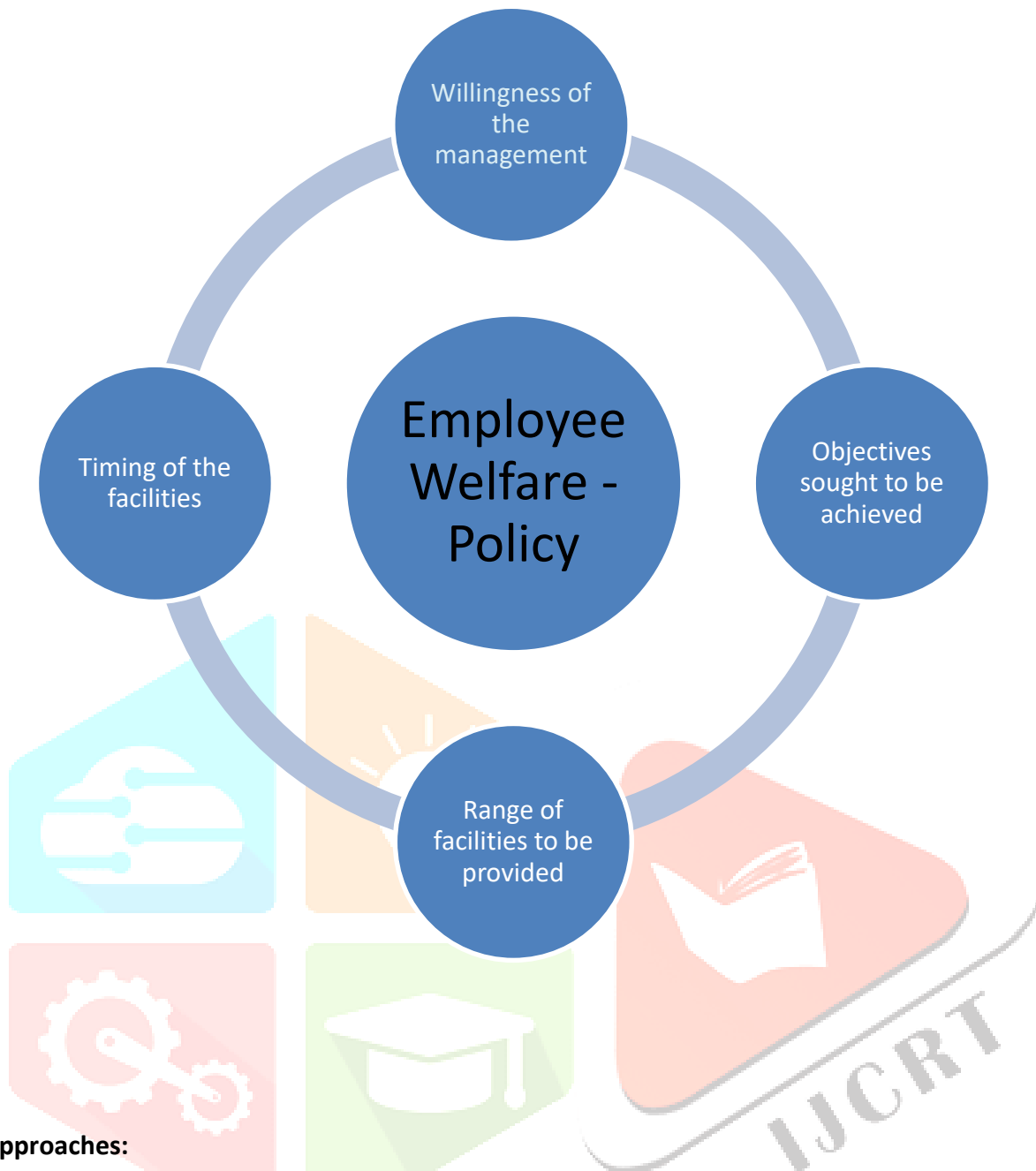
Employee Welfare – Policy:

The first step in employee welfare administration is, to have a clearly defined policy towards it.

The policy must cover,

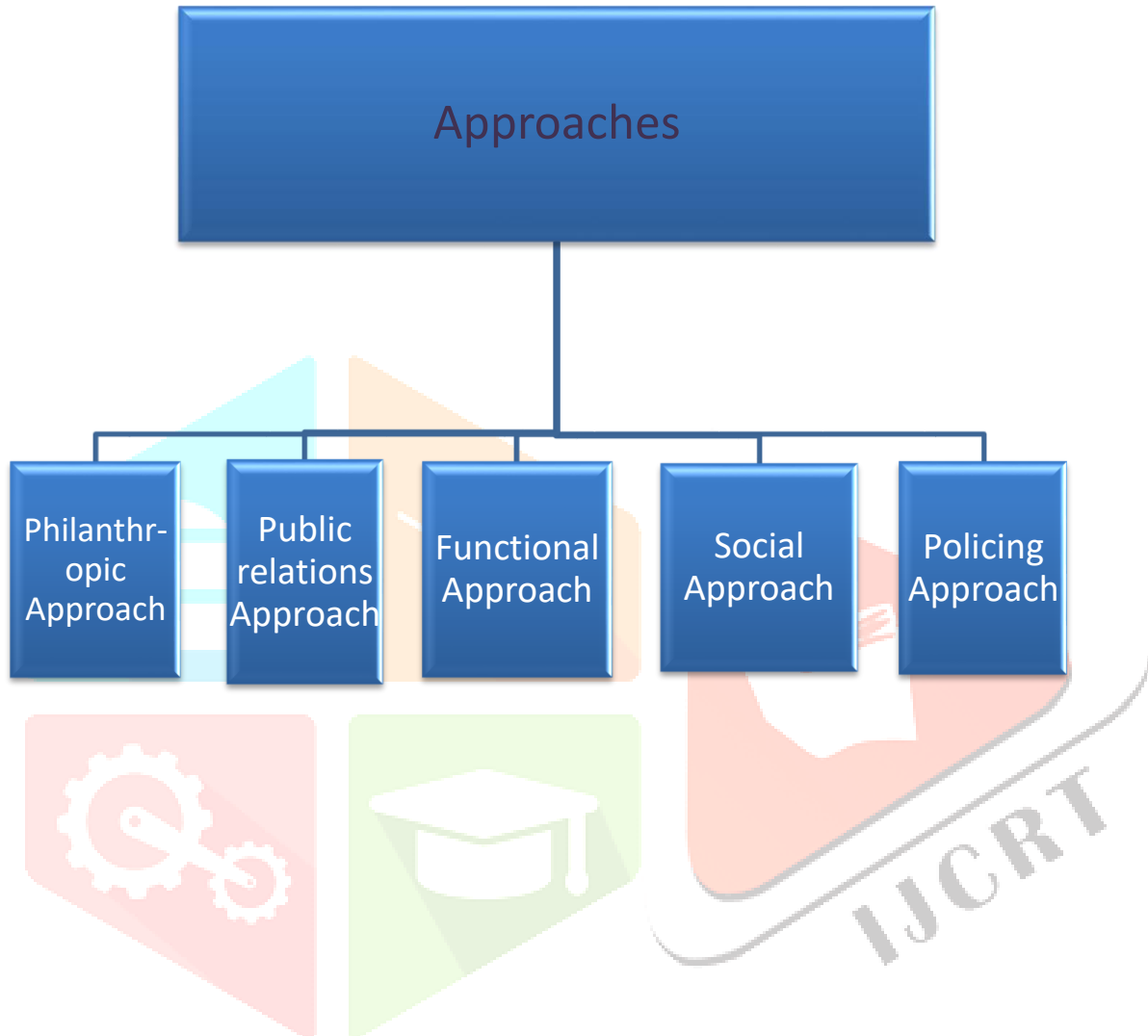
1. Willingness of the management
2. Objectives sought to be achieved
3. Range of facilities to be provided, and
4. Timing of the facilities





Approaches:

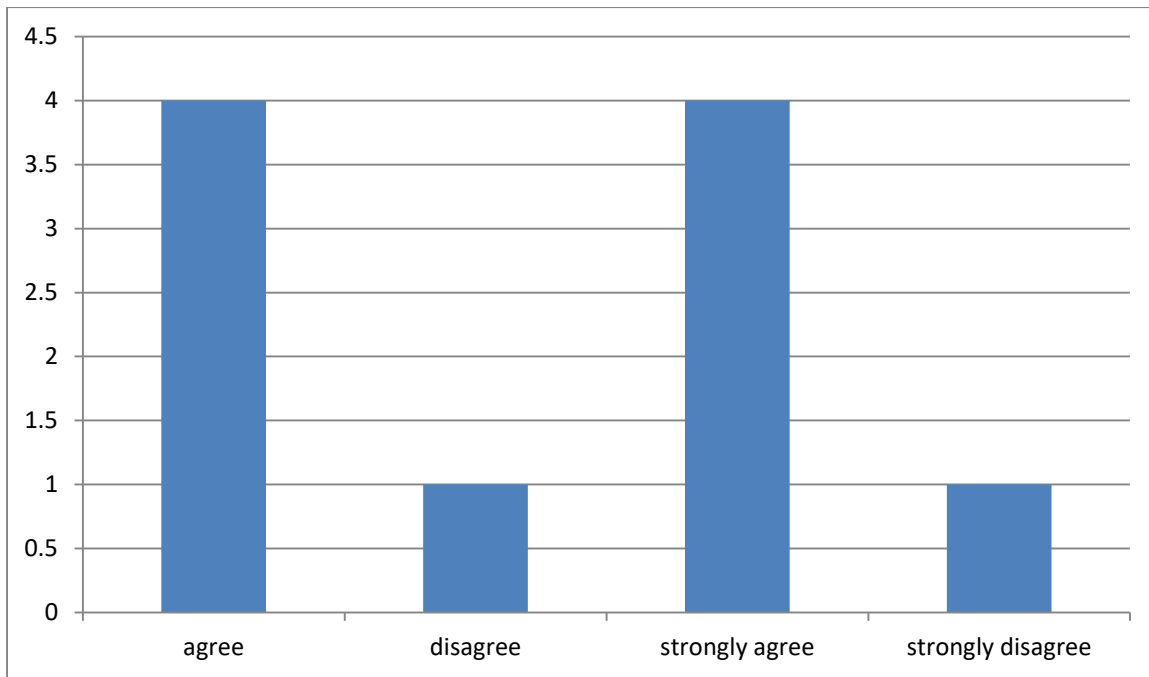
- Philanthropic approach
- Public relations approach
- Functional approach
- Social approach
- Policing approach



Questionnaire:

1. Employee welfare enhance the level of morale of employees.

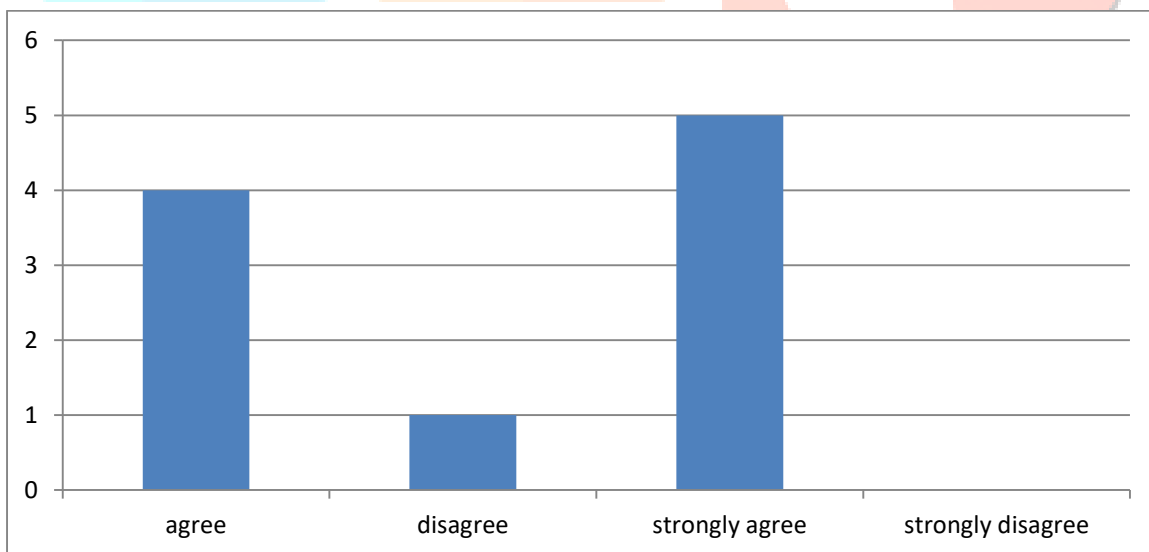
a) agree[] b) disagree[] c) strongly agree[] d) strongly disagree[]



Interpretation: 80% of the people believe that employee welfare enhance the level of morale of employees and 20% of the people disagree this.

2. Employee welfare develop a better image of the company in the minds of the employees.

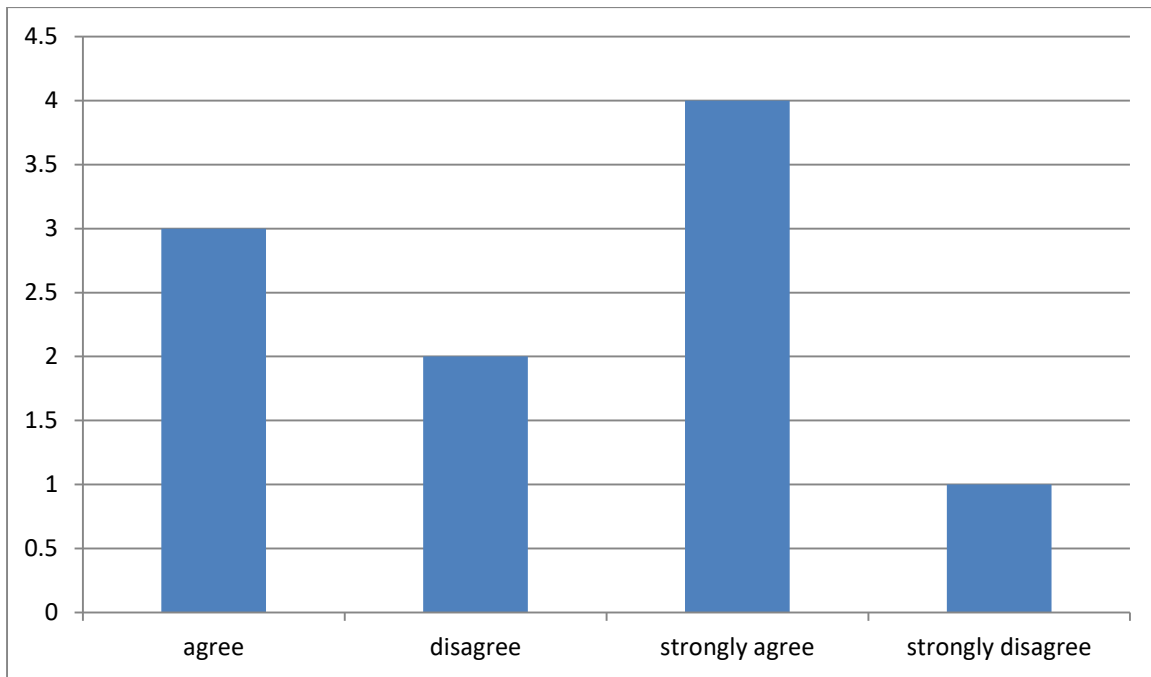
a) agree[] b) disagree[] c) strongly agree[] d) strongly disagree[]



Interpretation: 90% of the people agree that employee welfare develop a better image of the company in the minds of the employees and 10% of the people disagree this.

3. Employee welfare enable the workers to live comfortably and happily.

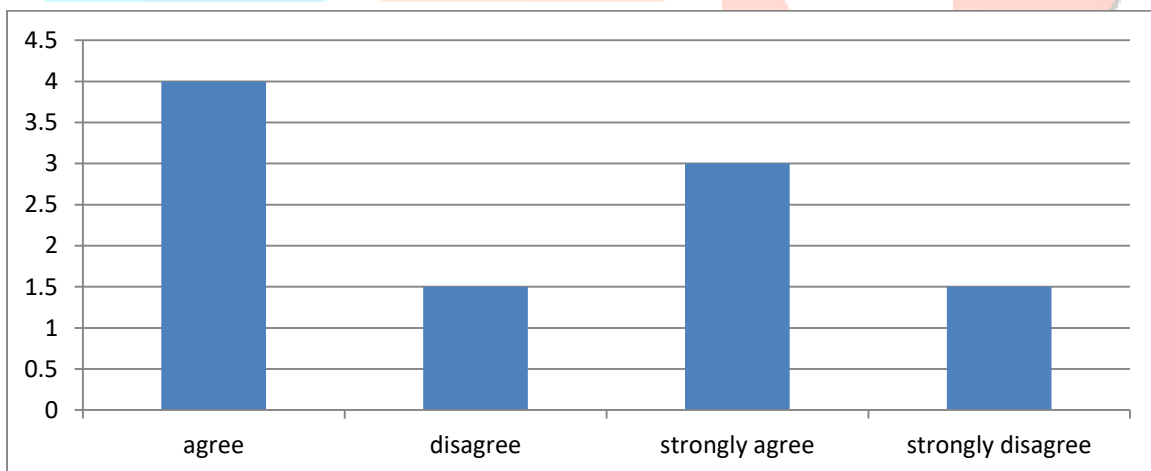
a) agree[] b) disagree[] c) strongly agree[] d) strongly disagree[]



Interpretation: 70% of the people believe that employee welfare enable the workers to live comfortably and happily and 30% of the people disagree this.

4. Welfare of employees make the workers know that the company takes care of them.

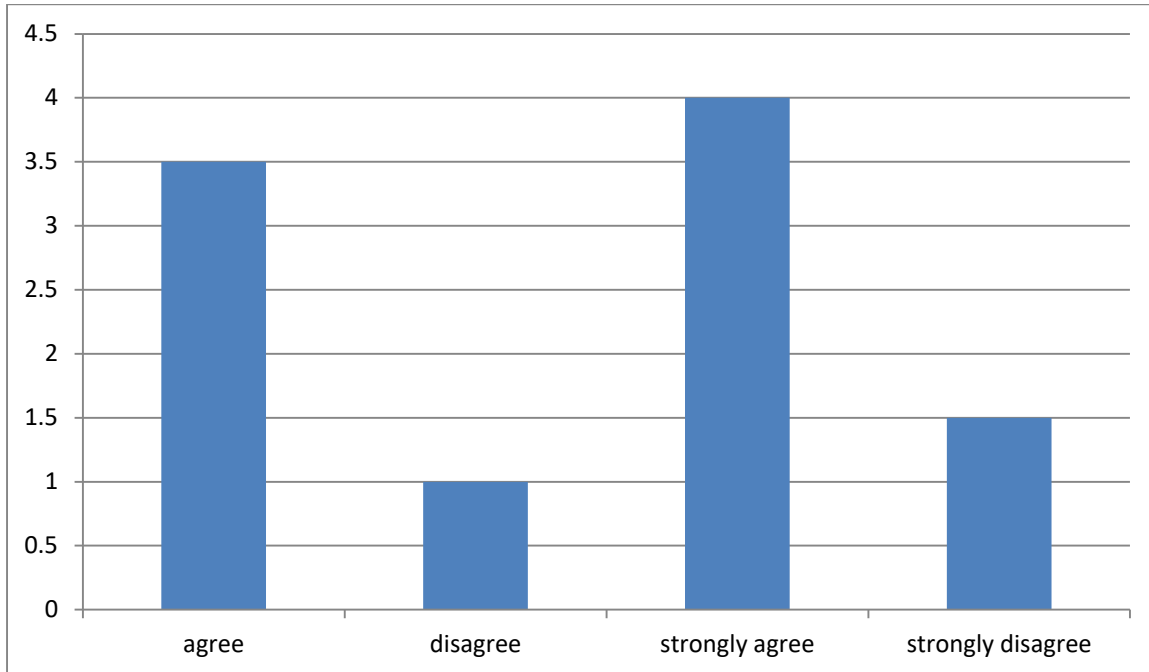
a) agree[] b) disagree[] c) strongly agree[] d) strongly disagree[]



Interpretation: 70% of the people agree that welfare of employees make the workers know that the company takes care of them and 30% of the people disagree this.

5) Welfare of employees reduce tax burden.

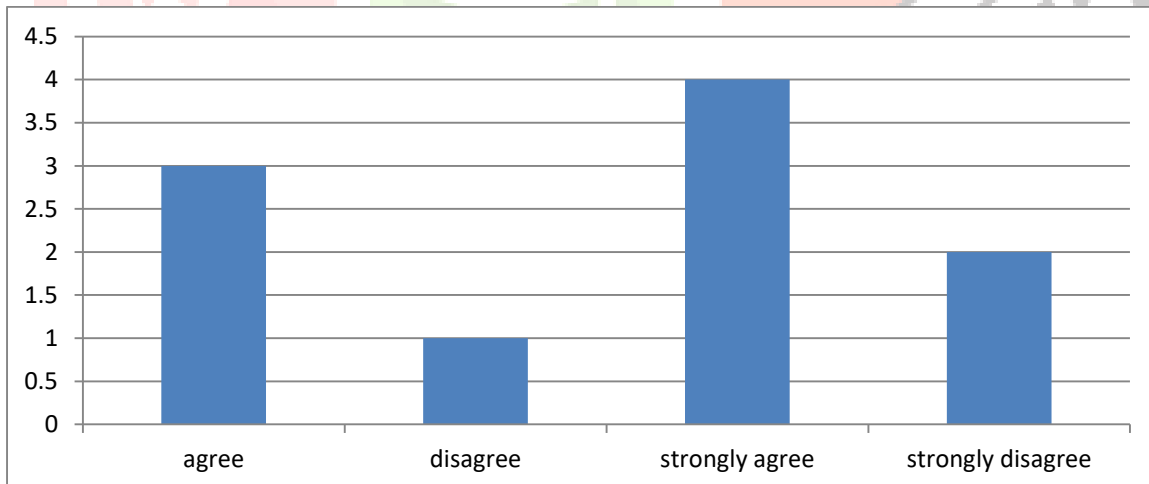
a) agree[] b) disagree[] c) strongly agree[] d) strongly disagree[]



Interpretation: 75% of the people believe that welfare of employees reduce tax burden and 25% of the people disagree this.

6) Employee welfare develop a sense of belonging to the company.

a) agree[] b) disagree[] c) strongly agree[] d) strongly disagree[]



Interpretation: 70% of the people agree that employee welfare develop a sense of belonging to the company and 30% of the people disagree this.

Findings:

- Welfare measure leads to job satisfaction and cooperation among the employees.
- Most of the employees agreed that labour turnover can be reduced through proper motivational techniques.
- One can clearly analyse that employees are satisfied with the current welfare measure policies.

Conclusion:

Employee Welfare enhance the level of morale of employees, develop a better image of the company in the minds of the employees. One can conclude that welfare of employees enable the workers to live comfortably and happily and make workers know that the company takes care of them. Hence, company develop a sense of belonging with the employee welfare pertaining to the job satisfaction.

Literature Review:

1. SRIVASTAVA (1970) in his book, "A Socio-Economic Survey of the Workers" in the Coal Mines of India.
2. MOBLEY (1979) – Employees who are satisfied have higher intentions of persisting with their organization, which results in a decreased turnover rate.

References:

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