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A STUDY ON EMPLOYEE WELFARE MEASURES

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ABSTRACT:

The research paper is to determine the study of the employee welfare measure. An organization's most precious asset is its workforce. The term "employee welfare" refers to all actions taken by an employer for the benefit or comfort of its employees, including the provision of services, facilities, and perks. It is done in an effort to increase production and inspire workers. The goals of knowing employee welfare are to enhance working-class life, promote the total development of the employee's personality, and other things. Housing options, free medical care, retirement benefits, children's and adults' educational perks, welfare programs for the employee's families, loan options, etc. are just a few of the employee welfare amenities. The type of research methodology used is descriptive.

KEYWORD: - Employee, Organization Welfare.

INTRODUCTION:

The word "employee welfare" refers to a variety of services, perks, and facilities that employers provide to their workforce. The welfare measures might be of any sort or shape; money is not required. This covers things like stipends, accommodation, transportation, health insurance, and food. Employee welfare also includes keeping an eye on working conditions, fostering industrial harmony through the development of a health infrastructure, industrial relations, and insurance for workers' families against illness, accidents, and unemployment. The firm enriches the quality of life for its employees by providing such excellent benefits.

The definition of employee welfare is "efforts to make workmen's lives worthwhile." Employee welfare is a broad word that refers to a variety of services, advantages, and facilities provided to employees and by companies. The employer enriches the quality of life for employees by providing such extensive fringe perks.

DEFINITION:

The Oxford Dictionary described welfare measures as initiatives to improve workers' quality of life. "The voluntary efforts of the employers to establish, within the existing industrial system, working and

occasionally living and cultural conditions of the employees beyond what is required by law, the customs of the industry, and the conditions of the market," according to the Encyclopedia of Social Sciences.

WHAT EMPLOYEE WELFARE MEANS:

Employee welfare refers to giving amenities and is an action or activity done for the intellectual, social, and economic growth of employees. These amenities are paid for and provided to employees so they can work in a healthy and productive environment.

PERSONALITY OF SAFETY:

Safety in an organization refers to a workplace free from hazards and incidents that cause harm. Personnel security.

EMPLOYEE SAFETY:

It refers to defending employees against the risk of industrial accidents. Managing industrial units' dangers by lowering, controlling, and eliminating them is the primary goal of these activities.

OBJECTIVES OF THE STUDY:



IMPORTANCE OF EMPLOYEE WELFARE:

1. Compliance:

The law requires us to offer specific perks for our employees' welfare. We might need to get a worker's compensation insurance coverage and match the social security contributions that our workers make. He might have to pay to extend his health insurance if we fire an employee.

2 Hiring and Retention:

The welfare benefits that an employee receives are frequently a key factor in his decision to accept a job offer. As a result, offering employee perks enables us to compete with other companies for the recruitment and retention of top talent. Employees may decide to go to these companies if they provide superior perks.

3 Employees Motivation:

We always have a plan in place that is beneficial to the welfare of the employees; by making them feel at home and content in your company, we inspire them to work harder. Our employees are more likely to stay healthy, reducing absenteeism and sick days, because our health plan has always covered wellness and preventative treatment.

4 Employees' well-being:

We have a big base of employees who work under difficult circumstances or who are away from their families, therefore we focus on encouraging personal fulfilment and professional development since we believe that investing in our people will result in increased productivity and greater loyalty.

5 Company image:

Last but not least, we offer a solid Employee Welfare plan that promotes our company and enhances its reputation. Sometimes, it even results in press coverage for our company, offering you free attention to raise your organization's profile among potential clients. So, this is how we raise your profit and grow your sales.

WELFARE MEASURES TYPES:-

1. Statutory welfare programs :

- **Drinking Water:** There should be safe, sanitary drinking water available at all work locations. First aid kits must be available and easily accessible so that in the event of a minor mishap, the required employee can receive first medical attention.
- **Canteen facilities:** Employees are expected to receive sanitary and nutrient-rich food from cafeterias or canteens.
- **Changing rooms:** Enough changing rooms must be supplied in the production area and office buildings for workers to change their clothes. The employees are also given adequate lockers to store their clothing and valuables.
- **Restrooms:** Workers have access to a sufficient number of restrooms that are equipped with amenities.

2. Non-statutory programs:

The following programs may be among the numerous non-statutory welfare schemes:

Personal health care (regular medical check-ups):

Some businesses offer the option for thorough health examinations.

Flexitimes:

- The primary goal of the flexitimes policy is to give employees the option to work with flexible schedules. Employees propose and management approves flexible work schedules in order to meet business commitments and employee personal demands.

Employee assistance programs are designed to be similar to external counseling services so that employees or members of their immediate families can receive counseling on a variety of issues.

SCOPE OF THE STUDY:

The goal of the current study is to examine and determine the efficacy of employee welfare initiatives. To learn about the practical challenges associated with welfare measurements that can be assessed through this research. The study can be utilized to identify a remedy to the issue that employees who take advantage of welfare measures are experiencing.\

FEATURES OF WELFARE MEASURES:

1. Employee welfare is a broad phrase that refers to a variety of services, facilities, and amenities offered to employees in an effort to improve their lives.
2. In addition to regular pay and other financial advantages provided to employees by law and collective bargaining, welfare measures exist.
3. The main goal of employee welfare is to raise the standard of living for the working class and transform workers into productive members of society.
4. Welfare programs might be statutory or voluntary.

LIMITATIONS OF EMPLOYEE WELFARE:

- The data was gathered during working hours, when employees were preoccupied with everyday tasks and therefore less responsive.
- The company does not provide accurate information to the customer.
- The time was inadequate.

THEROTICAL FRAMEWORK:

This is also called the efficiency theory. Here, welfare work is used as a means to secure, preserve and develop the efficiency and productivity of labour. This is the functional aspect of welfare having efficiency as its object which increases productivity.

REVIEW OF LITERATURE:

The purpose of the review is to set the background for defending the carried out study. It is a summary of the material that reputable academics and researchers have published on a subject, and it addresses published data in the given field and, at the moment, within the given time frame. It is highlighted that this chapter is so crucial that skipping it would amount to avoiding or omitting a significant portion of the research. This chapter gives a brief summary of research on the idea of performance appraisal that has been done by various academics and industry professionals. A bid was also made to pinpoint any gaps in the existing body of knowledge.

A Saravanakumar & DR.S Akilandeswari (2017)

A study on the health, safety, and welfare of employees in a private sector in the city of Coimbatore found that the organization has sufficient health and safety procedures in place. However, several issues have been noted that certain staff members are some people are content with the current welfare measures, while others are not. Individuals' physical, mental, and emotional wellbeing are referred to as their welfare. Therefore, the management should consider enhancing employee wellbeing in the future.

Robinson, clog (2000):

The essential habit that has been linked to employee welfare and safety measures has been established through research; these behaviours include faith in the business and a willingness to improve things.

JOHNSON B; RASK; STENBERG M (2010)

This study was designed to conduct a thorough examination of pertinent research articles about piece rate earnings and their implications on worker safety and welfare. A total of 47 research articles were thoroughly analysed, and it was determined that those were pertinent and of high enough quality to fulfil the needs of this study.

RESEARCH METHODOLOGY:

For relevant data on a particular issue, a rigorous and systematic research process is used. It is a thorough investigation or inquiry, particularly one that looks for new information in any field of study. This research is incorporated into the curriculum. Research is an organized effort to learn, hence it aids in practical learning.

There are several steps that a researcher generates and adopts when researching his research problem, along with the reasoning behind them.

Meaning of research:

"A scientific and systematic search for pertinent information on a specific topic" is the definition of research. Research is a systematic effort to learn new things; it is an art of scientific exploration. It is a thorough investigation, especially when looking for new information.

Research design:

A research design is an arrangement of parameters for data collecting and analysis that seeks to balance procedural economy with relevance to the study goal. Descriptive research design for this project focuses on describing how each person perceives the world or providing information about welfare policies, while diagnostic design focuses on finding patterns. These two research designs aid in understanding the feature in a particular circumstance by helping to establish the frequency with which something occurs or how it is related to another factor.

Analyse the situation from all angles, suggest questions to ask, and use research to assist you to a straightforward decision. Since an effort was made to determine how various variables interacted, the research is descriptive in nature.

Source of data

Data is collected from both primary and secondary sources.

1. Primary data

A structured questionnaire that has been produced by the research and distributed to the respondents is used to collect primary data.

2. Secondary data

Secondary data are gathered from the company's disclosed statistics as well as through the internet and intranet.

Sample size

Sample size means the number of sampling units selected from the organization for investigation. The total sample size that is taken for this study is 100.

Sampling unit

For this study, a descriptive research strategy was chosen. This design was chosen because it precisely selected a system's attributes, making it easier to research the system's availability and any potential constraints on its efficacy.

Sampling method

A method of sampling where a sample is chosen based on convenience.

Research instrument

Here, a structured questionnaire is employed as the data collection tool, with as many open-ended questions as is practical.

Equipment for analysis.

1. Using a percentage analysis.
2. Weighted average technique.
3. Chi-square analysis.

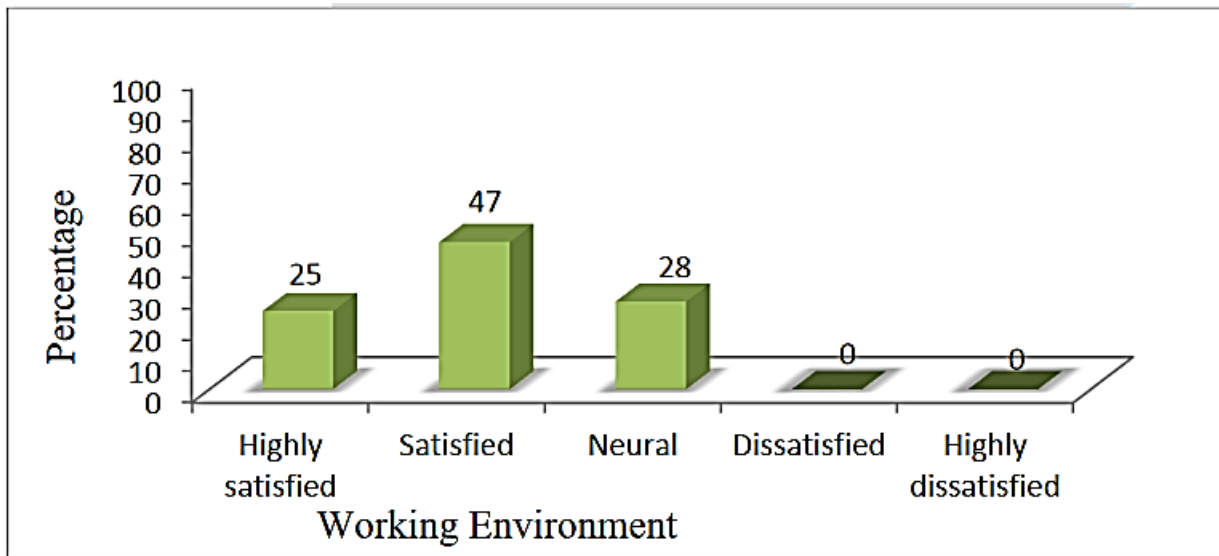
DATA ANALYSIS AND INTERPRETATION

Working environment of the organization

S no	Particulars	No of respondents	Percentage
1	Highly satisfied	25	25%
2	Satisfied	48	48%
3	Neutral	27	27%
4	Dissatisfied	0	0%
5	Highly dissatisfied	0	0%
	Total	100	100%

Inference:

According to the aforementioned data, 25% of respondents are extremely satisfied with the working environment of the firm, 47% of respondents are content, 28% of respondents are neutral, no respondents are dissatisfied, and no respondents are severely dissatisfied.



Weighted average method

S.no	Employee welfare	W=5	W=4	W=3	W=2	W=1	Total	Average	Rank
1	First aid box	26	39	32	3	0	388	25.87	5
2	Rest room	23	40	34	3	0	396	26.4	4
3	Canteen services	49	40	11	0	0	438	29.2	1
4	Drinking water facilities	34	42	24	0	0	410	27.33	2
5	Medical facilities	32	37	31	0	0	401	26.73	3

Result of weighted average method:

Factors	Average	Rank
Canteen services	29.2	1
Drinking water facilities	27.33	2
Medical facilities	26.73	3
Rest room	26.4	4
First aid box	25.87	5

CHI SQUARE TEST

H0: Null Hypothesis: Work experience and the organizational working environment do not significantly correlate.

H1: Alternative Hypothesis: Work experience and the organizational working environment are significantly correlated.

"O" OBSERVED	"E" R _{tot} * C _{tot} Grant Total	(O-E)	(O-E) ²	(O-E) ² /E
5	8.04	-3.64	13.2496	2.6499
5	6.24	-1.24	1.5376	0.3075
6	5.75	0.24	0.0576	0.0096
8	3.36	4.64	-21.5296	2.6912
15	16.56	1.56	2.4336	0.16224
14	11.96	2.04	4.1616	0.2972
12	11.04	0.96	0.9216	0.0768
5	6.44	-1.44	2.0736	0.41472
12	7.92	4.08	16.0464	1.3872
6	5.27	0.28	0.0784	0.0130
3	5.28	-2.28	5.1984	1.7328
1	3.08	-2.08	4.3264	4.3264
2	2.16	-0.16	0.0256	0.0128
1	1.56	-0.56	0.3136	0.3136
3	1.44	1.56	2.4336	0.8112
0	0.84	-0.84	0.7056	0
2	0.76	1.28	1.6384	0.8192
0	1.56	-1.56	2.4336	0
0	0.48	-0.48	0.2304	0
0	0.28	-0.28	0.7541	0

CALCULATED VALUE = 16.0253

Degree of Freedom = (c-1) (r - 1)

= (5-1) (4-1)

= 4 x 3 = 12

TABLE CHI-SQUARE VALUE = 21.03

Therefore,

Calculated value is less than table value.

INFERENCE

Due to the fact that the calculated value is lower than the tabulated value.

This statement is true.

So the

The working environment of the organization and job experience do not significantly correlate with one another.

FINDINGS

1. Concerning the organization's working environment, 47% of respondents are neutrally satisfied and 28% are neutrally unhappy.
2. Concerning the current welfare facilities of the 2.4% of respondents are neutral, whereas 44% of respondents are satisfied with organization.
3. 37% of respondents are happy with the preventive measures taken by the company, while 35% are ambivalent.
4. Concerning the organization's ventilation and lighting, 41% of respondents are satisfied and 2% are dissatisfied.
5. Regarding the organization's first aid kit, 39% of respondents are satisfied and 3% are unsatisfied.

SUGGESTIONS

1. By keeping the surroundings tidy and clean, the working atmosphere will be improved.
2. The availability of restrooms must be sufficiently increased, with a focus on safety.
3. The organization's preventive measures should be of the highest calibre and offered to everyone employees.
4. Even though all employees are generally happy with the current welfare facilities, they do wish some of them to be improved.
5. There must be a sufficient amount of first aid supplies available.
6. Effective improvements should be made to medical facilities.

CONCLUSION

Employee welfare facilities are crucial to this department since they affect how happy employees are at work, which in turn increases productivity. Human resources play a significant role in a corporation.

The company is particularly interested in promoting all the welfare services based on the wellbeing of the employees. Employees are happy with their medical and HR benefits. The study's final finding is that the organization's current welfare facilities are satisfactory to the staff.

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