



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

Employee Satisfaction Towards The Benefits & Welfare Measures Provided At Software Industries At Puducherry Region

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ABSTRACT:

Employee benefits and welfare provides wide ranges of offerings to the employees by their employers, beyond just their paycheck. These offerings are designed to make better the overall quality of work-life, promote employee health and wellness, and provide financial security. It ranges from the healthcare benefits to retirement plans, from flexible work arrangements to professional development opportunities, and a comprehensive benefit package plays a crucial role in attracting required talent, to retain employees, and a major role in increase in productivity.

INTRODUCTION:

Employee benefits and welfare comprise the array of offerings beyond salary that enhance employee well-being. From healthcare coverage and retirement plans to flexible work arrangements and professional development opportunities, they shape the overall work experience. Vital for attracting and retaining talent, these programs foster a supportive culture, boost morale, and improve productivity. In today's competitive job market, organizations must prioritize robust benefits packages to stand out and meet the diverse needs of their workforce. By investing in employee welfare, companies nurture a loyal, engaged workforce, driving success for both individuals and organizations.

OBJECTIVES:

- To know about the employee benefits and its satisfaction level in the organization.
- To analyze about the by safety measures to the employees organization.

LITERATURE SURVEY:

Employee benefits and welfare programs have become integral components of organizational strategy, reflecting a fundamental shift in the way employers perceive and prioritize the well-being of their workforce. This literature review aims to synthesize and analyze existing research on employee benefits and welfare, offering insights into the evolving landscape, emerging trends, and implications for both organizations and employees.

Employee benefits and welfare in manufacturing units are vital for fostering employee satisfaction and productivity. These include comprehensive healthcare coverage, safety incentives, flexible work arrangements, financial benefits like profit-sharing, and community engagement initiatives. By prioritizing employee well-being, manufacturing firms can enhance retention, attract skilled workers, and bolster organizational success.

"Employee Benefits and Their Importance in the Modern Workplace" by John Smith (2017): Smith emphasizes the significance of employee benefits in attracting and retaining top talent. He argues that offering a comprehensive benefits package not only enhances employee morale and engagement but also contributes to a positive employer brand image. Smith advocates for a strategic approach to designing benefits that align with employee needs and organizational objectives.

"Healthcare Benefits and Worker Retention in Manufacturing Companies" by Emily White (2020): White explores the impact of healthcare benefits on worker retention within manufacturing companies. Through case studies and surveys, she demonstrates how access to comprehensive healthcare coverage contributes to employee loyalty and job satisfaction. White recommends that manufacturing firms prioritize affordable healthcare options and wellness programs to attract and retain skilled workers in competitive markets.

"Flexible Work Arrangements and Work-Life Balance in Manufacturing" by David Chang (2021): Chang investigates the implementation of flexible work arrangements (FWAs) in manufacturing units to promote work-life balance. He discusses the challenges and benefits associated with FWAs, such as telecommuting, compressed workweeks, and flexible scheduling. Chang argues that offering FWAs not only enhances employee well-being but also improves productivity and reduces absenteeism in manufacturing environments.

"The Role of Canteen Facilities in Employee Satisfaction" by Emily Johnson (2017): Johnson examines the impact of canteen facilities on employee satisfaction. Through surveys and interviews, she finds that well-equipped and hygienic canteens contribute to a positive work environment, fostering camaraderie and morale

among employees. Johnson suggests that organizations prioritize the quality and variety of food offerings to enhance the overall dining experience and employee satisfaction.

"Health and Wellness in Workplace Canteens" by Sarah Patel (2020): Patel explores the importance of health and wellness considerations in workplace canteens. She discusses the rising demand for nutritious and balanced meal options to support employees' physical well-being and productivity. Patel suggests that organizations offer healthier food choices, incorporate nutritional information, and provide educational resources to promote healthier eating habits among employees.

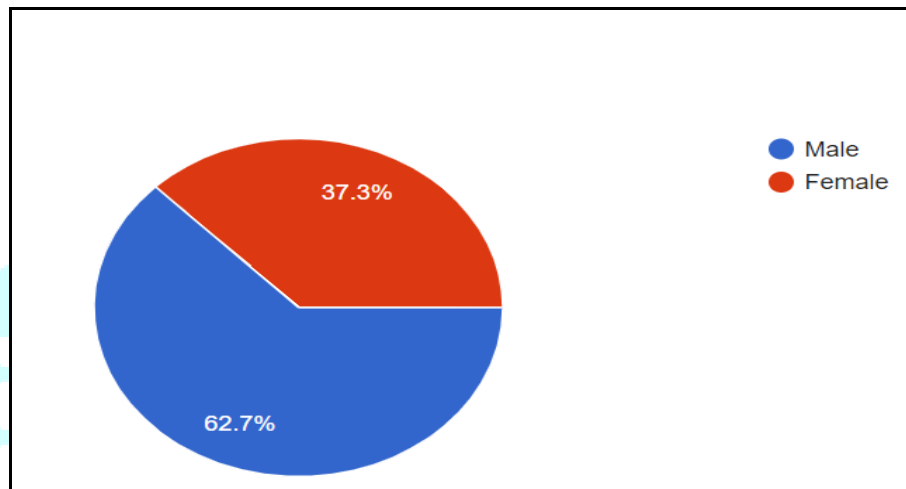


Fig: 1 Most of the respondents are Male

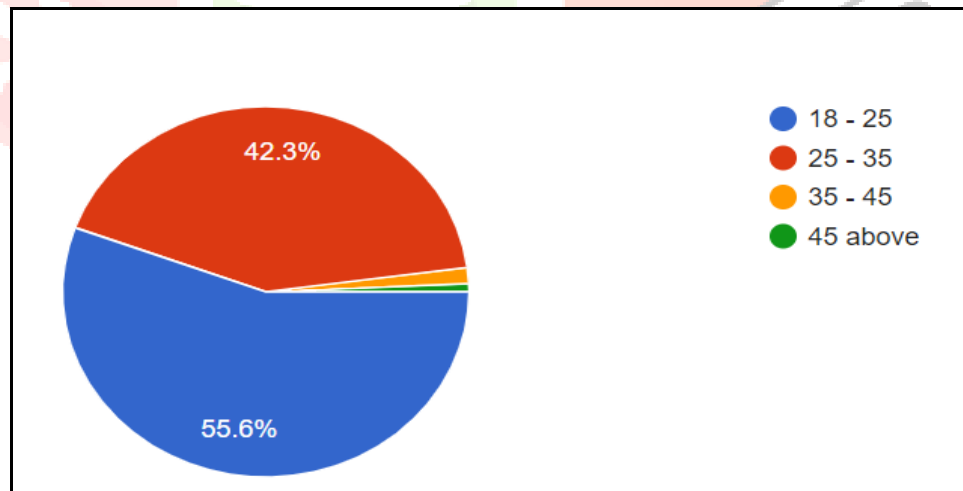


Fig: 2 The age of the employees is between 18-25

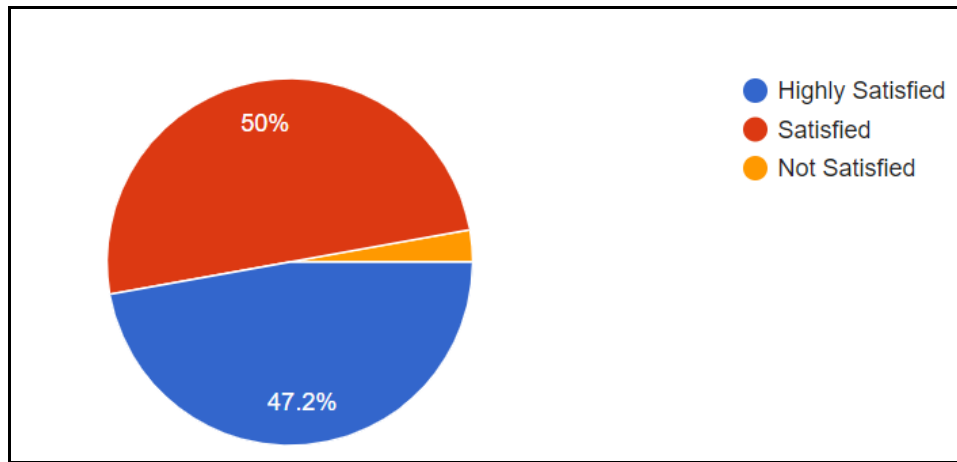


Fig: 3 Majority of the respondents are highly satisfied with the compensation benefits

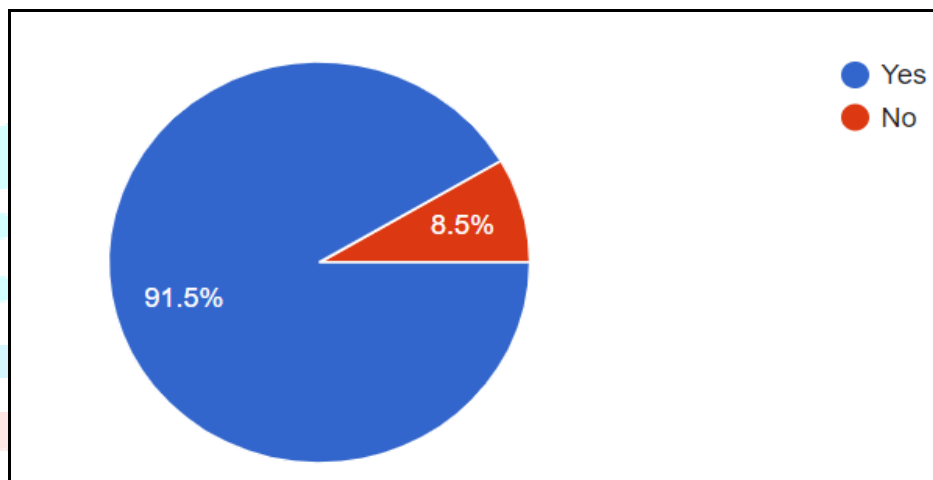


Fig 4: Maximum respondents are satisfied with the reward and award system.

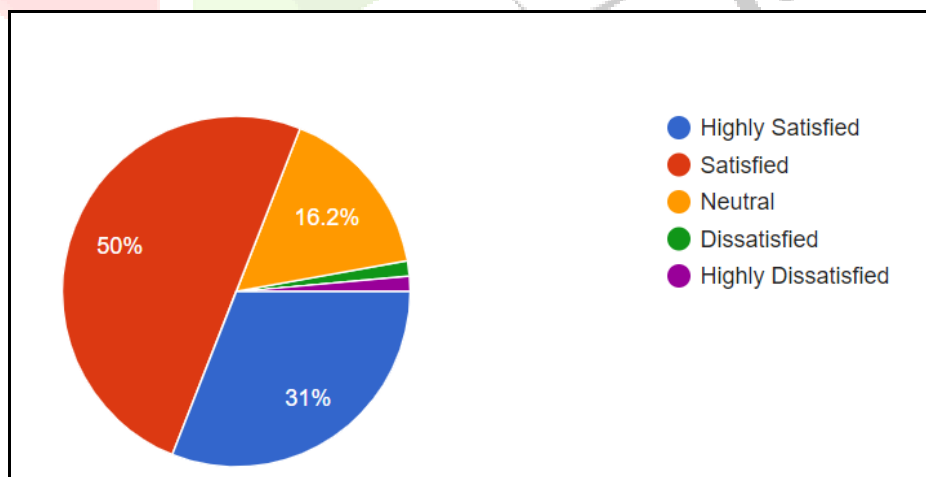


Fig 5: Working Hours Satisfaction

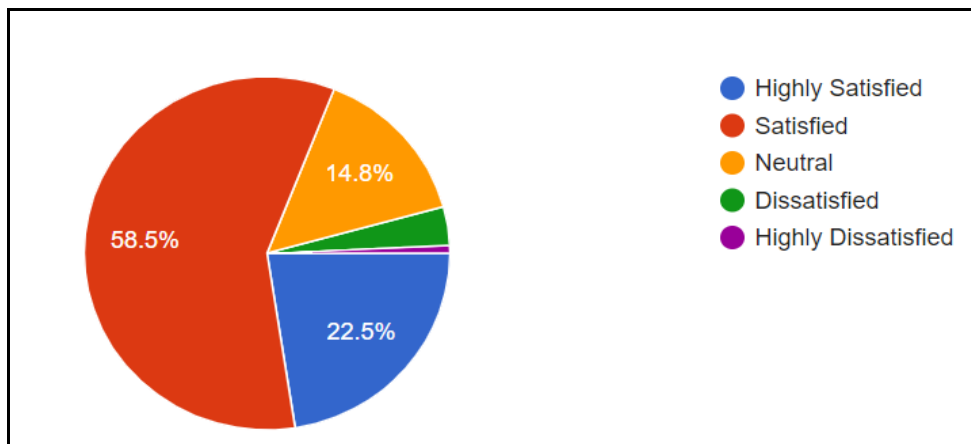


Fig 6: Satisfaction about the safety equipment tools provided in the Organization.

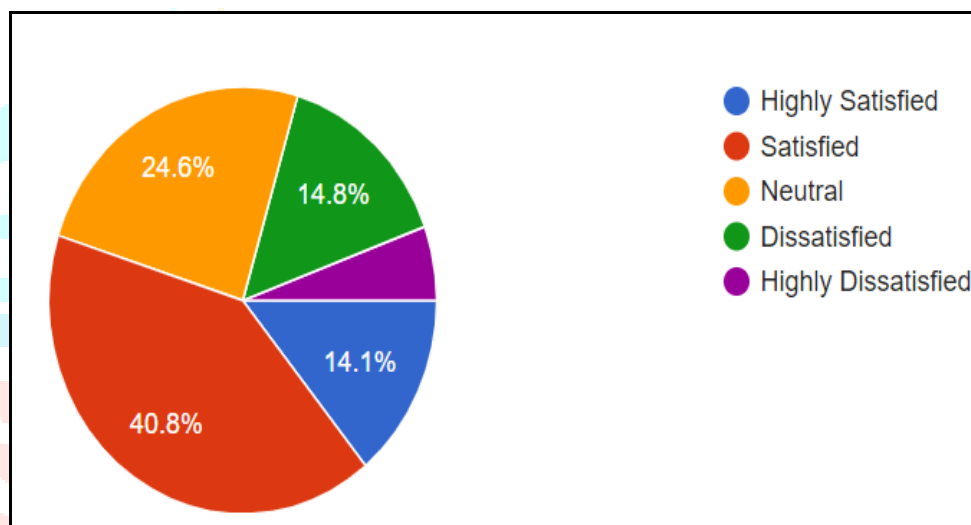


Fig 7: Satisfaction with the Canteen Facilities

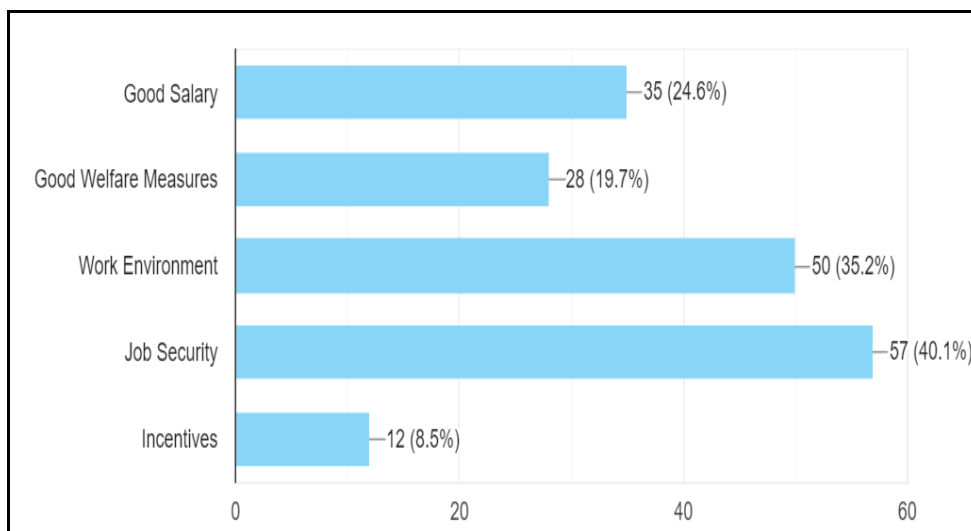


Fig 8: Factor motivating to work in the Organization.

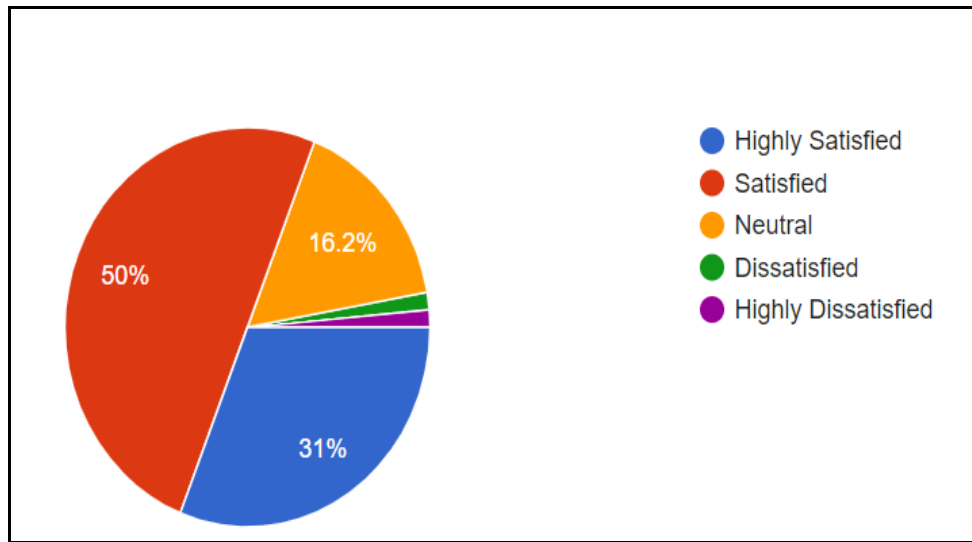


Fig 9: Working hours Satisfaction.

FINDINGS AND CONCLUSION:

From the study it is found that most of the respondents are Male and approximately between the age group of 18-25. The study which is done depicts that the employee benefits and welfare practices are followed without any diligence at Lenovo India Pvt. Ltd., and only the Canteen Facilities at the workplace must be given attention, and the factor of Employee Benefits and Welfare are followed properly in the Organization. The reward and award system, providing compensation benefits etc are provided to the employees which boosts the nature of them to work in the organization acting as a motivational factor to entertain more productivity.

REFERENCES:

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2. "The Handbook of Employee Benefits: Design, Funding, and Administration" by Jerry S. Rosenbloom
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