



A STUDY ON EMPLOYEE WELFARE AND ITS MEASURES

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Abstract

Health, safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee welfare facilities and its impact on employee's efficiency at organization. The study show the Employees welfare facilities and its impact on employees efficiency at industry appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%).It can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

Keywords: Employee Welfare Facilities; Employee Efficiency.

Introduction

Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of wellbeing, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non- statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting , facilities for sitting , changing rooms , first aid appliances, latrines and urinals , washing places, spittoons, rest rooms. Non statutory welfare schemes may include: personal health care, flexi-time, employee assistance programs, harassment policy, employee referral scheme, med claim insurance scheme. The non-statutory schemes differ from organization to organization and from industry to industry.

Health, safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the Review of Literature.

Joseph *et.al.* (2009) studied in the article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker's conditions.

Sabarirajan *et.al.*(2010) shows that 15% of the employees are highly satisfied with their welfare measures. 22 % of the employees are satisfied with their welfare measures.39 % of the employees are average with their welfare measures. 16% of them are in highly dissatisfied level. Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salem district.



Satyanarayana and Reddi (2012) stated that the overall satisfaction levels of employees about welfare measures in the organization cover is satisfactory. However, a few are not satisfied with welfare measures provided by the organization. Therefore it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee standard of living and their satisfaction levels.

Sindhu (2012) stated the employee welfare measures increase the productivity of organization and promote healthy industrial relations there by maintaining industrial peace. Organizations provide welfare facilities to their employees to keep their motivation levels high. Business houses provide many such statutory and non-statutory things policies to maintain satisfactory level of their employee. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene wash rooms and bathrooms, regular medical checkups, health insurances, Employee assistance program, grievance handling department, better facilities to sit or good work place gives employee a high level of satisfactory level. This gives an organization to grow much faster.

Upadhyay and Gupta (2012) conclude that communication plays a major role in increasing the satisfaction of an employee. Satisfied employees are reported to have high morale. Welfare measures and work experience does not necessarily relates to satisfaction .Therefore its recommended that company should provide for adequate welfare measures but should not burden itself by increasing the cost part of it in greed to earn the competitive edge and declare itself as most desired company. Other factors like good and open communication, providing motivating factors, empowerment should be taken into consideration for increasing the employee satisfaction level.

Research Methodology

With a view to analyzing the Employees welfare schemes and its impact on employee’s efficiency at selected industry, the questionnaires distributed among the various cadres of employees. To measure the Employees welfare schemes and its impact on employees efficiency 22 items questionnaire was administrated to the selected respondents. The scoring was analyzed on five point scale and score was simplified in percentage as per the formula of Rao (1991) i.e. **Percentage score=Mean score - 1x 25**

Five categories of gradation were very good, fairly good, good, average and poor.

Table 1. Item wise mean score, percentage score and categories of Employees Welfare Schemes and its Impact on employee’s efficiency at selected industry

Statement	MS	%	CAG
Dustbin available in the workplace.	3.65	66.25	G
Primary health care facility is given to you.	3.89	72.25	FG
Satisfied with recreational facilities.	3.18	54.50	AV
Necessary measure to taken to prevent the accident.	3.88	72.00	FG
Interest of organization regarding welfare of the employees.	3.38	59.50	AV
Management welcomes suggestion on the welfare activities.	3.1	52.50	AV
Whether the canteen food is hygienic or not.	3.68	67.00	G
Shelter & rest rooms provided by the company.	3.31	57.75	AV
Satisfied with the proper ventilation & lighting provide by the company at work	3.95	73.75	FG
Average	3.64	66.00	Good

Source: primary data



Table 2. Categories wise items of Employees welfare schemes and its Impact on employee's efficiency

S.No.	Statement	Percentage (Range)	Item No.	Total No. of Item.
1.	Very Good.	80 and above.	Nil	Nil
2.	Fairly Good	70 and above.	3,4,5,7,10,13,15,17,22	09
3.	Good	60 and above.	2,6,8,12,14,20	06
4.	Average	50 and above.	1,9,11,16,18,19, 21	07
5.	Poor	Less than 40.	Nil	Nil

Source: primary data

Findings

Employees Welfare Schemes and its Impact on Employees Efficiency at industry.

1. The study of Employees welfare schemes and its impact on employee's efficiency at selected industry appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%).
2. Company provide educational facility to children of employees
3. Primary health care facility is given to employees
4. Necessary measure to taken to prevent the accident Satisfied with the proper ventilation
5. & lighting provide by the company at work place
6. Company provides accommodation facilities
7. Company/ management provide the health care facility
8. Satisfied with the payment, bonus, allowances.

Suggestions

1. Following are the suggestions for effectiveness of the Employee welfare
2. Recreation facilities should be provided to the employees to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers.
3. Complete medical facilities should be given so as to minimize the absenteeism and to keep the employees more immunized and fit enough.
4. Company should be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.
5. Health checkup, employee counseling, various health camps, hospitalization facilities
6. should be much more improved by conducting the health camps at least once in a month.
7. The number of medical practitioners or physicians should be increased.
8. Better working environment should be provided.

Conclusion

The study of Employees welfare schemes and its impact on employee's efficiency at selected industry appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%). As per the study it is observe that industry is provided various facilities to the employees and also follow the rules and regulation of state and Indian Government. The management required to provide good facilities to all employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favorable effects of profitability and products of the organization. At last it can be



conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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