

A STUDY ON IMPACT MERGER ON EMPLOYEE WELFARE MEASURE OF STATE BANK OF INDIA

Dr. S.S. Rampure*
Ashwini Sindhe**

ABSTRACT

The study investigates the influence of welfare measures on employee well-being following a merger in the context of the State Bank of India (SBI). The study is based on a descriptive research methodology, utilizing both primary and secondary data sources. The research involves a survey of 30 SBI employees across various sections. The paper explores the effects of welfare measures on employees' perceptions and satisfaction levels within the bank. The research findings are summarized in terms of respondents' demographics and their responses to questions related to different welfare measures. The analysis indicates mixed perceptions among employees regarding various aspects of employee welfare: Employee opinions vary concerning the quality of medical facilities provided by the bank. While some respondents appreciate these facilities, others express dissatisfaction or remain neutral; employees' satisfaction with the bank's working hours varies. While some find them favorable, others do not, and a few remain neutral, most respondents view safety measures positively, indicating that the bank ensures appropriate safety measures for employees, the bank's promotion policy receives mixed reviews, with some employees expressing satisfaction while others have concerns, generally, employees perceive the working environment positively, though some feel improvements could be made, employee opinions about the leave facility are divided, with some satisfied and others expressing dissatisfaction, the employees have mixed opinions about the opportunities for professional growth and skill development provided by the bank and employees' overall satisfaction with employee welfare measures is mixed, with a substantial number expressing satisfaction, but others remaining neutral or dissatisfied. The paper underscores the importance of employee welfare measures, especially following a merger. While some employees are content with the existing measures, others have concerns. The study recommends that the bank address the concerns of dissatisfied employees and leverage positive feedback to improve welfare measures. It emphasizes the need for transparent communication and equal access to growth opportunities to enhance employee satisfaction and well-being. The paper draws attention to the complexity of managing employee welfare measures, which impact the overall functioning and productivity of the organization, particularly in the dynamic context of a merger.

KEYWORDS: *Employee Performance, Welfare Measures, Human Resource Management and Workforce.*

Introduction

Human resource management is the organization's workforce or Human resources. It is one of the most complex and challenging management area and plays well important role in development organization. India is a welfare state for married people to the philosophy of the socialist social model; this competitive workforce is needed, enjoy a reasonable standard of living adequate facilities and equipment to ensure well-being of them. An efficient banking system is recognized as a basic condition for economic development of any economy. Banks mobilize savings community of productive channels. Banking The Indian system has a large network bank branch offering a wide range of financial services to the needs of people. The concept of well-being: Well-being is a broad concept that refers to individual or group accommodation a desirable relationship with the general environment - ecological, economic and

* Professor and Principal, GFG College, Shahapur, Karnataka, India.

** Research Scholar, Department of Commerce, Gulbarga University, Kalaburagi, Karnataka, India.

social development the people and political ideologies that rule the region a certain time It's also meant to fit age, sex, socio-cultural background of the groups, marriage, and economic status and educational level employees of various industries. The concept of well-being refers to the living conditions of an individual or group the desired relationship with the general environment. Employee welfare: The welfare of employees is flexible and flexible which varies widely by time, region, industry, social values and customs, degree industrialization shaped by age, sex, socio-cultural background, marriage and economic status and level of education of employees working in an organization. Wellness includes the social and economic content of well-being depends on the value system, level of education, social practices and degree of industrialization.

Definition

According to the working committee Welfare (1969) "Such facilities and amenities as suitable canteens for rest and relaxation, sanitary and medical arrangements traveling to paid housing workers away from their homes and other things services, amenities and facilities including social security".

Literature Review

Mc. Carthy (2010) showed results the proportion of a considerable broad-based employee ownership system to employee attitudes and behavior in a privatized company. This is due to a failure to create employee participation and visibility across employee performance and a reward. Purpose of Employee Participation - Ownership often involves adjusting employee goals those of other shareholders and thus improve labor force performance. The result of this study emphasizes the need to provide employees with a sense of ownership and control.

Asiya Chaudhay (2011) studied the effect on welfare measures related to employee satisfaction Indian Railways. It was pointed out that railways discouraged the social burden at his own expense of its employees. That's why he recommended it Indian Railways should minimize the social cost and recommended improvements to the facilities modern equipment in hospital and clinic.

Kulkarni A.A (2012) did a study on employee welfare, occupational accidents and safety the organization can provide better employee wages and other welfare services. I saw the welfare, health and safety of the worker related measures. Carried out that the health of the industry depends on the worker the health and well-being of workers depends on safety measures provided by the organization. So, every organization must take care of its employees health and welfare measures.

Shrinivas K T (2013) showed employee welfare service is very important increases the motivation level of employees. It helps improve health performance and health to the production capacity of the company. Finally, it is based on primary and secondary of sources employees are prescribed by law and non-binding welfare measures organization and includes many facilities like medical facilities, canteens and toilet into the venue.

M.R. Prasanna, Dr. Thammanna Gowda, V.Latha (2020) the paper titled "Employees Welfare Measures in State Bank of Mysore after Merged with State Bank India" is a research paper that explores the impact of welfare measures on employees working conditions in the Indian banking sector, with a focus on the State Bank of Mysore. The paper provides an overview of the various welfare measures implemented by the bank, such as medical facilities, canteen facilities, and restroom facilities, and analyzes their impact on employee satisfaction and performance. The study also identifies areas for improvement, such as harassment policies and staff welfare policies, and suggests ways to address them. The paper concludes that welfare measures are crucial for ensuring a healthy and productive workforce in the Indian banking sector, and recommends that banks should focus on providing a clean and healthy environment, as well as work satisfaction, to their employees.

About State Bank of India

State Bank of India (SBI) is an Indian multinational public sector banking and financial services institution headquartered in Mumbai, Maharashtra. SBI is ranked 48th in the list of the world's largest companies and 221st in the Fortune Global 500 list of the world's largest companies in 2020. It is the only Indian bank in that list. It is a public sector bank and the largest bank in India with a market share of 23 percent and 25 percent in the loan and deposit market. It is also the fifth largest employer in India with nearly 250,000 employees. On 14 September 2022, State Bank of India became the third lender (after HDFC Bank and ICICI Bank) and the seventh Indian company to surpass ₹ 5 trillion in market capitalization for the first time on an Indian stock exchange. The bank originates from the Bank of Calcutta, which was established in 1806 through the Imperial Bank of India, making it the oldest

commercial bank in the Indian subcontinent. The Bank of Madras merged with two other British Indian Presidency banks, the Bank of Calcutta and the Bank of Bombay, to form the Imperial Bank of India, which in turn became the State Bank of India in 1955. In total, the bank was formed through mergers and acquisitions of more than twenty banks during its 200-year history. The Government of India took control of the Imperial Bank of India in 1955 and the Reserve Bank of India took a 60% stake and renamed it the State Bank of India. On 16 August 2022, State Bank of India (SBI) announced that it will launch the country's first "modern" branch dedicated to startups in 2022. Bengaluru.

Objectives of the Study

- To explore the conceptual framework employee well-being measure.
- To analyse existing welfare measures of State Bank of India.
- To examine the employee welfare measures practices of State bank of India.

Research Methodology

The present study is a descriptive study and data collected both primary and secondary data. The primary data was collected through employee survey and secondary data collected annually through brochures, magazines published magazines, yearbooks, newspapers and annual reports and online sources in State Bank India. Sample size is 30 employees drawn from the State Bank of India, even par each section is given a weight, data collection and observed facts are statistical and mathematical analysis.

Data Analysis and Interpretation

Table 1: Gender wise Respondents

Gender	Frequency	Percentage
Male	19	63
Female	11	37
Total	30	100

Source: Data compiled from survey

The data in Table 1 represents the gender distribution of respondents in a survey or study. The table provides a breakdown of respondents based on their gender, along with the corresponding frequencies and percentages.

The survey gathered responses from a total of 30 individuals out of the total respondents, 19 (63%) identified as male 11 respondents (37%) identified as female.

The data indicates that the survey had a higher participation of male respondents compared to female respondents. Males comprised the majority, constituting 63% of the total respondents, while females made up the remaining 37%.

Table 2: Marital Status wise Respondents

Marital Status	Frequency	Percentage
Unmarried	17	57
Married	13	43
Total	30	100

Source: Data compiled from survey

The data in Table 2 represents the distribution of respondents based on their marital status in a survey or study. The table provides a breakdown of respondents into two categories: unmarried and married, along with the corresponding frequencies and percentages.

The survey collected responses from a total of 30 individuals out of the total respondents, 17 (57%) identified as unmarried 13 respondents (43%) identified as married. The data shows that the majority of respondents were unmarried, constituting 57% of the total participants. On the other hand, 43% of respondents were married.

Table 3: Education Qualification wise Respondents

Education Qualification	Frequency	Percentage
Undergraduate	08	27
Graduate	10	33
Post Graduate	12	40
Total	30	100

Source: Data compiled from survey

The data in Table 3 presents the distribution of respondents based on their education qualifications in a survey or study. The table provides a breakdown of respondents into three categories: undergraduate, graduate, and post-graduate, along with the corresponding frequencies and percentages.

The survey collected responses from a total of 30 individuals out of the total respondents, 8 (27%) had an undergraduate education qualification 10 respondents (33%) held a graduate education qualification and 12 respondents (40%) had a post-graduate education qualification.

The data reveals the distribution of respondents across different levels of education qualifications. Among the respondents 27% had completed their undergraduate education, 33% had a graduate-level education and 40% held a post-graduate education qualification.

Table 4: Salary wise Respondents

Salary	Frequency	Percentage
Less than 20,000	08	27
Between 20,000 to 30,0000	06	20
Between 30,000 to 50,000	09	30
50,000 & above	07	23
Total	30	100

Source: Data compiled from survey

The data in Table 4 represents the distribution of respondents based on their salary ranges in a survey or study. The table provides a breakdown of respondents into four salary categories, along with the corresponding frequencies and percentages.

The data provides insight into the distribution of respondents across different salary ranges:

- 27% of respondents reported having a salary less than 20,000, 20% fell within the salary range between 20,000 and 30,000, 30% reported salaries ranging from 30,000 to 50,000 and 23% had salaries of 50,000 and above.
- This breakdown of salary ranges helps in understanding the income distribution among the survey participants. It's important to consider how different income levels might influence the way respondents perceive and respond to various survey questions related to their financial priorities, satisfaction, and preferences.

Table 5: Years of Experience wise Respondents

Years of Experience	Frequency	Percentage
Bellow 5 years	08	27
6-10 years	09	30
11-15 years	06	20
16 years-20 years	04	13
20 years &above	03	10
Total	30	100

Source: Data compiled from survey

The data in Table 5 represents the distribution of respondents based on their years of experience in a survey or study. The table provides a breakdown of respondents into five categories based on their years of experience, along with the corresponding frequencies and percentages.

The data provides insights into the distribution of respondents across different ranges of years of experience 27% of respondents had less than 5 years of experience, 30% had experience ranging from 6 to 10 years, 20% had experience between 11 to 15 years, 13% had experience between 16 to 20 years and 10% had 20 years of experience and above.

This breakdown of experience levels among respondents helps in understanding the distribution of experience within the survey population. Different experience levels can significantly influence how respondents perceive and respond to survey questions related to their roles, responsibilities, and perspectives.

Table 6: Employee Welfare Measures after Merged of SBI

SI No.	Employee Welfare Measure	SD	D	N	A	SA
1.	The bank provides good Medical facilities for employees	05	10	02	05	08
2.	The bank working hours is good for me	06	08	03	05	08
3.	The bank takes Well Safety measures for employees	02	05	02	10	11
4.	The Promotion policy is good in my bank	03	04	03	09	11
5.	The Working environment is good in my bank	02	03	02	10	13
6.	The bank Leave facility is good	08	09	04	05	04
7.	The bank offers opportunities for professional growth and skill development	04	06	03	09	08
8.	Overall, I am satisfied with the employees welfare measures provided by the bank	05	04	01	12	08

Source: Data compiled from survey

Interpretation

- The responses show a mixed perception regarding the quality of medical facilities provided by the bank for its employees. A significant portion (15 respondents: SD + D) expressed dissatisfaction or disagreement with the statement, there are 2 respondents who are neutral and reserved in their judgment and There is also a positive sentiment, with 13 respondents (A + SA) agreeing that the bank provides good medical facilities.

The distribution of responses suggests that opinions are divided, with some employees appreciating the medical facilities, while others have concerns or are neutral about it. To enhance the well-being of employees, it might be beneficial for the bank to address the concerns of those who expressed dissatisfaction and consider leveraging the positive feedback to further improve the medical facilities for employees.

- Top of FormThe responses indicate a somewhat divided perception regarding the suitability of working hours in the bank for different employees. A notable proportion (14 respondents: SD + D) expressed dissatisfaction or disagreement with the statement, A smaller group (8 respondents: A + SA) expressed strong agreement that the working hours are favorable for them. There are also 3 respondents who are neutral, neither strongly agreeing nor disagreeing.

The mixed nature of responses suggests that while some employees find the working hours suitable, others have concerns or feel that the hours are not favorable for them. This diversity of opinions might be influenced by various factors such as job roles, personal circumstances, and individual preferences.

- The responses suggest a generally positive perception of the safety measures taken by the bank for its employees, with a majority of respondents expressing agreement. A significant portion (13 respondents: A + SA) indicated that they believe the bank takes well safety measures for employees, some respondents (7 respondents: SD + D) expressed concerns or disagreement regarding the adequacy of safety measures and there are also 2 respondents who are neutral, not leaning toward either agreement or disagreement.

The majority of respondents expressing agreement or strong agreement reflects that many employees believe that the bank is diligent in providing appropriate safety measures. However, it's important for the bank to address any concerns raised by those who expressed disagreement or dissatisfaction to ensure a safe and comfortable working environment for all employees.

- The responses reveal a mixed perception regarding the promotion policy within the bank. A significant portion (20 respondents: A + SA) expressed agreement that the promotion policy is good in the bank, some respondents (7 respondents: SD + D) expressed concerns or disagreement about the effectiveness of the promotion policy and there are also 3 respondents who are neutral, not leaning toward either agreement or disagreement.

The majority of respondents indicating agreement or strong agreement suggest that many employees believe the promotion policy in the bank is satisfactory. However, the concerns expressed by some respondents should be carefully considered to identify areas for improvement and to ensure fairness and transparency in the promotion process.

- The responses suggest a generally positive perception of the working environment within the bank. A substantial number of respondents (23 respondents: A + SA) expressed agreement that the working environment is good, some respondents (5 respondents: SD + D) indicated concerns or disagreement about the quality of the working environment and there are also 2 respondents who are neutral, neither leaning toward agreement nor disagreement.

The higher count of respondents who agree or strongly agree indicates that the majority of employees perceive the working environment positively. However, the responses also show that there are some who have concerns or feel that improvements can be made.

- The responses indicate mixed opinions regarding the leave facility provided by the bank. A significant number of respondents (9 respondents: A + SA) expressed agreement that the leave facility is good, some respondents (17 respondents: SD + D) indicated concerns or disagreement about the quality of the leave facility and there are also 4 respondents who are neutral, neither leaning toward agreement nor disagreement.

The distribution of responses suggests that while some employees find the leave facility satisfactory, a larger number have concerns or feel that improvements could be made. The number of respondents expressing strong disagreement and disagreement implies that a substantial portion of employees might not be satisfied with the current leave facility.

- The responses reveal mixed opinions regarding the opportunities for professional growth and skill development provided by the bank. A significant number of respondents (17 respondents: A + SA) expressed agreement that the bank offers opportunities for professional growth and skill development, some respondents (10 respondents: SD + D) indicated concerns or disagreement about the availability of such opportunities and there are also 3 respondents who are neutral, neither leaning toward agreement nor disagreement.

The distribution of responses indicates that while many employees perceive opportunities for growth and skill development, there is a notable group that may not feel the same. The responses reflect a need for the bank to further communicate and ensure the availability of these opportunities to all employees. To enhance professional development and skill-building, the bank could consider providing more information, training programs, and resources to employees, ensuring that everyone has equal access to growth opportunities.

- The responses indicate mixed opinions regarding overall satisfaction with the employee welfare measures provided by the bank. A substantial number of respondents (20 respondents: A + SA) expressed agreement or strong agreement that they are satisfied with the employee welfare measures, some respondents (9 respondents: SD + D) indicated concerns or disagreement about their satisfaction level and there is 1 respondent who is neutral, not leaning toward agreement or disagreement. The distribution of responses suggests that while a majority of employees appear satisfied with the employee welfare measures, there are also a notable number who may not feel as satisfied.

Conclusion

This study was conducted to analyze the effects welfare this study basically covered a specific area viz. State Bank of India. The study showed that employees are satisfied with the employee welfare services. The employee welfare measures are more important for everyone, organized or unorganized in the field. Every employee expected prosperity opportunities offered by employers in modern business without welfare measures, employees cannot work effectively in any organization.

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