

STUDY ON EMPLOYEE WELFARE PRACTICES AND ITS IMPACT ON THEIR PERFORMANCE

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ABSTRACT

Employees welfare is a dynamic concept. Employee welfare includes various services, benefits and facilities offered to employees by the employers. Employees have always been an integral part of an organization and in this study an effort is put to realize to compare the implementation of employee welfare and its impact on their performance. Organization has to provide welfare facilities to their employees to keep their motivation level high. Welfare facilities include statutory and non-statutory facilities i.e. health facility, working environment, good food and so on which help in motivation of the staff to achieve objectives. The main objective of this study is to study on employee welfare practices and its impact on their performance. To know the employee opinion about the present welfare facilities. To study the impact of welfare on employee's performance. To study the existing welfare facilities offered to the employee. In this study, both primary and secondary methods are used to collect the data. A sample of 60 employees working in the organization were collected through an online questionnaire. These employees belong to different organization. In this study it is found that employee welfare practices plays an important role in motivating the employees of any organization and ultimately accomplishing the goal of the organization.

KEYWORDS: *Employee's Welfare, Organization, Performance, Safety, Motivation, Facilities, Satisfied.*

Introduction

Employee welfare refers to do something which done for the employee's improvement and development by paid the salary, bonus etc. Employee welfare means the employee's development in the organization with the help of various welfare activities which done in the organization.

Representative organizations assistance are checking the working conditions, making of modern congruity through foundation for wellbeing and protection against ailment, mishap and giving different offices to employee and their families. Employee welfare is a comprehensive term including various services, facilities provided to employees for their betterment. Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining. The perseverance of employee welfare is to improve the working class which in turn makes a worker a good employee and a happy citizen. Employee welfare is an indispensable part of social welfare. It involves a balance between an employee's work life and family life to the community or social life. Employee's Welfare includes something that is done for the comfort, development and improvement of employees and is provided over and above the salary. Welfare helps to increase the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not in the monetary terms only but it is in any forms.

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Objectives of Employee Welfare

- It helps to motivate the employees.
- It increases the moral of the employees.
- Welfare of employee's helps to increases the goodwill of the organization.
- Employee's welfare can improve the loyalty of employee who in the organization.
- It will also increases the productivity of the organization.

Literature Review

Mrs. Ayesha M. (2017) conducted a study on role of welfare measures and its impact on performance with the aim of to find out the role of welfare measures and its .So far as sample is concerned, there were 60 employees of different organizations.

Mendis M (2016) studied on welfare facilities and job satisfaction with the objective of to examine the welfare facilities and its impact on their performance of 60 employees. He also concluded that by increasing welfare facilities organization can improve their performance.

A study by **Kumar and Yadav (2002)** titled satisfaction level from employee welfare schemes in different organizations, revealed the overall satisfaction level of employees welfare schemes was low. Further, the employees in both sectors ranked the four employee welfare schemes according to their importance, which fell in the following order case scheme, medical scheme, followed by education and recreation schemes.

Dr. Lalitha K.(2014) did a research study on employee welfare measures he wants to study the welfare facilities provided to the employee and also conclude that employee's happiness on welfare facilities will increase the productivity.

Research Methodology

Objective of the Study

The main objectives of studying this topic are as follows:

- To see whether the organization works on the policy of team spirit.
- To check whether the employees have freedom to voice their opinions.
- To find out whether the superior subordinate relationship is cordial.
- To check whether the employee enjoy degree of autonomy.

Research Approach

The research approach refers to the techniques and methods used by the researcher to complete his/her research. For this study quantitative and qualitative both approaches were used and various tools were used to collect and analyse the data.

Data Collection

There are two ways of collection of data. Primary data collection and secondary data collection.

Source of Data

Both primary and secondary data were used.

- **Primary Data:** Primary data collected by sending the questionnaire through social app and through face to face interaction.
- **Secondary Data:** Secondary data collected through various journals, internet etc.

Limitations of the study

All the employees were extremely helpful; there were certain limitations in the study-Knowledge constraint: Some technical terms are beyond understanding. Confidentiality: Confidentiality regarding corporation's policies was also a hindrance in the study. Uncovering: To make questionnaire of manageable size, some of the Welfare & Health measures could not be covered.

Data Analysis and Interpretation

		Statistics												
		Which age group do you belongs to ?	From how many years you working in this organisation ?	How do you rate the working environment of your organization ?	How do you rate the medical benefits provided by your organization for the employees and their families?	Does the organization deals with the representatives working in night move ?	Does working in the association give you a sentiment of security ?	How do you rate leave policy of your organization?	Do you get regular increments?	Do you think employee welfare activities help in improving your performance?	Rate the overall employee's satisfaction and their performance from employee welfare activities of the organization?	How do you rate the conveyance allowance offered by your organization?	What will be your action in the absence of employee welfare practices in organization"	
N	Valid	61	61	61	61	61	61	61	61	60	60	60	61	
	Missing	0	0	0	0	0	0	0	0	1	1	1	0	
	Mean	1.92	1.87	1.75	1.80	1.34	1.21	1.97	1.39	1.13	1.77	2.03	1.95	
	Median	2.00	2.00	2.00	1.00	1.00	1.00	2.00	1.00	1.00	1.00	2.00	1.00	
	Mode	1	1	1	1	1	1	1	1	1	1	1	1	
	Std. Deviation	.988	1.024	.789	1.030	.479	.413	1.080	.493	.343	.963	1.164	1.189	

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Which age group do you belongs to ?	61	1	4	1.92	.988
From how many years you working in this organisation ?	61	1	4	1.87	1.024
How do you rate the working environment of your organization ?	61	1	3	1.75	.789
How do you rate the medical benefits provided by your organization for the employees and their families?	61	1	4	1.80	1.030
Does working in the association give you a sentiment of security ?	61	1	2	1.21	.413
Does the organization deals with the representatives working in night move ?	61	1	2	1.34	.479
How do you rate leave policy of your organization?	61	1	5	1.97	1.080
Do you get regular increments?	61	1	2	1.39	.493
Rate the overall employee's satisfaction and their performance from employee welfare activities of the organization?	60	1	5	1.77	.963
Do you think employee welfare activities help in improving your performance?	60	1	2	1.13	.343
How do you rate the conveyance allowance offered by your organization?	60	1	5	2.03	1.164
What will be your action in the absence of employee welfare practices in organization"	61	1	4	1.95	1.189
Valid N (listwise)	60				

Do you think employee welfare activities help in improving your performance?	Pearson Correlation	.177	.116	.192	.072	.294*	.226	.159	.180	.240	.044	1	-.073
	Sig. (2-tailed)	.177	.377	.142	.585	.023	.082	.226	.168	.065	.736		.578
	N	60	60	60	60	60	60	60	60	60	60	60	60
How do you rate leave policy of your organization?	Pearson Correlation	.279*	.297*	.474**	.401**	.278*	.280*	.460**	.087	.155	.380**	-.073	1
	Sig. (2-tailed)	.030	.020	.000	.001	.030	.029	.000	.503	.234	.003	.578	
	N	61	61	61	61	61	61	60	61	61	60	60	61

** . Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Inference

- The correlation between employees ' overall satisfaction and medical benefits provided by the organization is .323 which is positive correlation but it is of low correlation.
- The correlation between employees ' overall satisfaction and working environment of the organization is .269 which is positive correlation but low correlation.
- The correlation between employees ' overall satisfaction and leave policy of the organization is .297 which is positive correlation but it is low order.

Regression Analysis

- **Analysis using linear regression for overall satisfaction with respect to 'medical benefits assigned by the organisation'**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.323a	.104	.089	.978

a. Predictors: (Constant), How do you rate the medical benefits provided by your organization for the employees and their families?

ANOVAa						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.556	1	6.556	6.859	.011b
	Residual	56.395	59	.956		
	Total	62.951	60			

a. Dependent Variable: From how many years you working in this organisation ?

b. Predictors: (Constant), How do you rate the medical benefits provided by your organization for the employees and their families?

Coefficientsa						
	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.290	.254		5.079	.000
	How do you rate the medical benefits provided by your organization for the employees and their families?	.321	.123	.323	2.619	.011

a. Dependent Variable: From how many years you working in this organisation?

Inference

Table of modal summary, provides the value of R and R square. The value of R represents the simple correlation and is 0.323, which indicates the low degree of correlation. The value of R square indicates how much total variation in the dependent variable, can be explained by the independent variable. In the case, 10.4% can be explained, which is very low. The computed value of F is 6.859 at a 5% significance level. The tabulated value for 98F1 at 5% level is 4.00 as our F value is 6.859 and this value is very high with respect to tabulated value which means that hypothesis is accepted. The table of Coefficients provides us with the necessary information to predict the medical benefits from overall satisfaction, as well as determine whether medical benefits. statistically significantly to the model. Furthermore, we can use the values in the "B" column under the "Understandardized Coefficients" column, as shown above.

To represent the Regression equation as:

Overall Satisfaction = 1.290+0.321(satisfied with medical benefits.)

This means that with increase in overall satisfaction, there is a small increase in medical benefits 0.321.

- **Analysis using linear regression for overall satisfaction with respect to 'working environment of the organisation':**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.269a	.072	.057	.995

a. Predictors: (Constant), How do you rate the working environment of yourorganization?

ANOVAa						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4.552	1	4.552	4.599	.036b
	Residual	58.399	59	.990		
	Total	62.951	60			

a. Dependent Variable: From how many years you working in this organisation?

b. Predictors: (Constant), How do you rate the working environment of yourorganization?

Coefficientsa						
	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.256	.313		4.016	.000
	How do you rate the working environment of yourorganization ?	.349	.163	.269	2.145	.036

a. Dependent Variable: From how many years you working in this organisation ?

Interference

Table of modal summary, provides the value of R and R square. The value of R represents the simple correlation and is 0.269, which indicates the low degree of correlation. The value of R square indicates how much total variation in the dependent variable, can be explained by the independent variable. In the case, 7.2% can be explained, which is very low.

The computed value of F is 4.599 at a 5% significance level. The tabulated value for 98F1 at 5% level is 4.00 as our F value is 4.599 and this value is very high with respect to tabulated value which means that hypothesis is accepted. The table of Coefficients provides us with the necessary information to predict the medical benefits from overall satisfaction, as well as determine whether medical benefits. Statisticallysignificantly to the model. Furthermore, we can use the values in the "B" column under the "Unstandardized Coefficients" column, as shown above.

To represent the Regression equation as:

Overall Satisfaction = 1.256+0.349(satisfied with leave policy.)

This means that with increase in overall satisfaction, there is a small increase in leave policy 0.349.

- **Analysis using linear regression for overall satisfaction with respect to 'leave policy of the organisation'**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.297a	.088	.073	.986

a. Predictors: (Constant), How do you rate leave policy of your organization?

ANOVAa						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.571	1	5.571	5.728	.020b
	Residual	57.380	59	.973		
	Total	62.951	60			

a. Dependent Variable: From how many years you working in this organisation ?

b. Predictors: (Constant), How do you rate leave policy of your organization?

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.314	.264		4.974	.000
	How do you rate leave policy of your organization?	.282	.118	.297	2.393	.020

a. Dependent Variable: From how many years you working in this organisation ?

Inference

Table of modal summary, provides the value of R and R square. The value of R represents the simple correlation and is 0.297, which indicates the low degree of correlation. The value of R square indicates how much total variation in the dependent variable, can be explained by the independent variable. In the case, 8.8% can be explained, which is very low.

The computed value of F is 5.728 at a 5% significance level. The tabulated value for 98F1 at 5% level is 4.00 as our F value is 5.728 and this value is very high with respect to tabulated value which means that hypothesis is accepted.

The table of Coefficients provides us with the necessary information to predict the medical benefits from overall satisfaction, as well as determine whether medical benefits. statistically significantly to the model. Furthermore, we can use the values in the "B" column under the "Understandardized Coefficients" column, as shown above.

To represent the Regression equation as:

$$\text{Overall Satisfaction} = 1.314 + 0.282(\text{satisfied with leave policy.})$$

This means that with increase in overall satisfaction, there is a small increase in medical benefits 0.282.

Findings

- Questionnaires was filled by 60 respondents and it was found that most of employees lies in age group 18~25.
- Most of the employees were satisfied with their job responsibilities.
- Organization is providing medical benefits to all its employees and all the respondents were satisfied.
- There are overall employee's satisfied and their performance from employee welfare activities.
- Existing employee welfare measures in organization are effective.
- Organization recognizes and acknowledge the works of employees.
- Most employees were satisfied with facilities provide to them by the organization.
- Organization provides satisfactory salary to the employees according to their work.
- Almost all employees were satisfied from their organization.

Conculsion

- In every organization, employee's play a major role. Without proper utilization of human resources, organization will not be able to utilize it's other factors of production or resources i.e. money, material optimally. As a result organization will not be able to achieve its goals.
- For proper utilization of human resources it is very important to focus on employees' satisfaction because if employees are satisfied then only they will give their best to their organisation.
- There are various factors which impacts the satisfaction level of an employee like his/her job responsibilities, working environment, salary, promotion,, leave and many more. So, the organisation should analyse their need and motivational factors and try to satisfy them accordingly.
- If the organization will focus on employees' satisfaction then employee will become loyal towards the organization and give their best efforts to accomplish desired goals of the organisation.

Suggestions

- There are few employees who are not satisfied with their job.
- 50% of respondents are given suggestions to top management in the absence of employee welfare.
- 21% of respondents are leave the organization in absence of employee welfare.
- 20% of respondents are highly satisfied with overall activities of the organization.
- Regular increment should be satisfied the employees and their morale can be boosts.
- Employees satisfaction is key to success focus must be given to on satisfaction of those employees as well who are not satisfied with the organization.

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