

IMPACT OF EMPLOYEE WELFARE PRACTICES IN EDUCATION SECTOR ON TEACHING EMPLOYEES

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ABSTRACT

Employee Welfare leads to anything which is done for the comfort, improvement, upliftment and betterment of the employees over and above the wages being paid. The objective of this research study is to examine the impact of employee welfare practices on job satisfaction in education sector. This research study will help the Organization to understand how important is employee welfare practices in influencing the level of job satisfaction of the teaching employees in professional work environment. It focuses on retaining the employees in the organization for longer period. The Sample of 70 respondents were collected who are working in the education sector to know their response regarding employee welfare activities and its impact on job satisfaction.

Keywords: Employee Welfare, Job Satisfaction, Welfare Practices, Work Environment.

Introduction

In today's Scenario employees are considered to be the most powerful and productive asset for an organization and therefore it's the duty of an organization to retain their valuable employees for the future run as it directly depends upon the welfare measures being given to each and every employee working in an organization comprises up of adequate working condition, Sanitation facilities, proper drinking and ventilation facilities, infrastructural facilities, canteen facilities, recreational facilities, adequate and fair leave policy structure etc. The concept of Employee welfare practices in education sector focuses upon the provisions of various facilities and amenities that are built in and around the organization which makes the teaching staff feel satisfied towards their job. As, If the teaching employees are satisfied with the welfare practices being given by the organization then it would directly raises up their motivation level for performing their job more effectively and efficiently and will also leads to building up of trust and loyalty towards the organization for long time.

Teaching staff is considered to be the central part of the entire organization. The involvement of the employee welfare practices in education sector makes the work of the teachers/Lecturers more interesting, encouraging and motivating. Teachers are motivated enough to perform their job and can contribute more and more inputs in their work schedule for achieving higher academic performance resulting to their higher spirit and enthusiasm to teach their students within a safe workplace. The employee working in educational work environment gives more priority to the safe workplace. Most of teachers feels stressful situation in the case where they suffer serious consequences relating to various issues comprises of personal issues, hygienic issues, work related issues and psychological concerns. Therefore, the major task which must be undertaken in educational sector for the teaching employees is to provide adequate welfare measures in order to determine best work performance and high quality of work life.

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Welfare measures bring out fruitful and productive results within the organization. In education sector the teaching faculties major focuses on-fair pay, regular increments, adequate leave policy, promotional facilities for the teaching employees on the basis of their performance in long run, maternity leave facility for the female employees etc. These welfare measures help the organization to make their staff feel happy and satisfied towards their job and further it give the employees less chances to switch towards another job.

The Employee welfare schemes consist of statutory and non-statutory welfare schemes. The Statutory welfare schemes are those that are mandatory to be provided by an organization as compliance to the laws governing employee safety and health measures. It includes Facilities for adequate drinking water, facilities for sitting, first aid appliances, canteen facilities and sufficient lighting etc. The non- Statutory welfare schemes are the schemes that include facilities for employee health care, Employees assistance program, flexible time schedule for the employees within the workplace etc. These welfare practices promote the higher productivity of all the employees working within the organization.

Statutory Welfare Schemes Includes

- **Facilities for Drinking Water:** There should be adequate hygienic drinking water facilities within the workplace for each and every employees working within the organization.
- **Facilities for Sitting:** The organization should provide proper sitting arrangement facilities within the workplace.
- **Canteen Facilities:** It's the duty of an organization to provide adequate canteen facilities with hygienic and nutritious food for all the employees working within the organization.
- **Maternity & Adoption Leave:** Now, various organizations are providing Maternity leave facilities to all the female employees The basic eligible criteria for Maternity leave is set as the women must work in the organization for 80 days in 12 months before her date of delivery.

Non- Statutory Welfare Schemes Includes

- **Flexi-time:** Flexible time system is the initiative given by the employees and are supported by the management that allows the employees to work within the flexible hours.
- **Employee Referral Scheme:** Most of the organizations have implemented employee referral scheme that encourages employees to refer friends and relatives for employment in the organization.

Good Welfare Plans for the Employees Includes Following Areas

- **Work Environment:** The Work area must be well planned and appropriate spacing should be provided to each and every employee who are working within the organization. Therefore, the organization should keep the workplace safe and secure.
- **Housekeeping:** It's the duty of an organization to make sure that the workplace is kept clean all the times to avoid the situation of pitfalls. An unclean work environment not only disturbs the working of the employees but also creates a huge impact on organization goodwill.
- **Welfare Facilities:** This includes recreational facilities, hygienic drinking water facilities, sanitation facilities, infrastructural facilities, child care facilities that leads to an addition factor within the workplace and thus the employees feel more safe and relaxed while doing their regular task.

Employee Welfare Laws in India

- **Factories Act 1948:** The major objective of Factory Act 1948 is to regulate adequate and reliable working conditions in the factories regarding health and safety for the workers.
- **Employees Provident Fund Scheme, 1952:** Under this scheme an employee has to pay some certain amount of contribution towards the scheme and similarly an equal amount of contribution is also paid by the employer. According to the rules of EPF scheme it is compulsory for an employee to join this scheme if he/she pay is less than or equal to 15000 a month.
- **Maternity Benefit Act 1961:** The Maternity Benefit Act (1961) protects the employment of women in the case of her maternity. The organization provide for maternity benefits that includes maternity leave, wages, bonus, nursing breaks etc.

Literature Review

According to the research study of Padhi (2011) stated the fact that welfare is termed for the wellbeing and betterment of all the human beings. Adequate level of working conditions, appropriate earning structure, social security and safety measures are the key qualitative dimensions of the employment that further enhances the productive and gives the fruitful results to the organization.

In 2012 Sailesh depicted that employee welfare measures plays an important role in raising the overall productivity within the workplace. Welfare facilities not only help in generating maximum outputs but also help in building industrial peace within the organization. Various organizations are providing employee welfare measures in order to sustain their valuable employees for the longer time period. Statutory and Non- Statutory Schemes are established for raising higher motivation level of the employees within the workplace.

According to the research study of Laddha (2012) determines that employee welfare measures help the employees to live their life with higher satisfaction level. Once the organization hired the employees for the particular job positions then it's the duty of organization to take care of the well-being of the employees. These welfare measures are thus designed not only by the employer alone but also by the various number of agencies and the government too that are contributing in providing welfare facilities in order to build job satisfaction.

As per the research study of Bhati and Ashok Kumar (2013) it was concluded that all the provisions related to health and safety that are describe in Factories Act 1948 for each and every employee working within the workplace are positively correlated to the employee satisfaction. In this research study it has shown that there is a direct link of welfare facilities being provided by the organization towards the employee as well as job satisfaction.

According to the research study of Prabakar (2013) focuses on the concept of Employee Satisfaction and Welfare Measures. In his study he determines a case study with special reference to Don Bosco College of Arts and Science, Sogathur, Dharmapuri where he observes the fact that all the employees who are working there are are highly satisfied with the provisions of transport facilities as well as canteen facilities being provided to the teaching employees whereas few are dissatisfied with the provision of drinking water facility.

According to research study of Srinivas (2013), he conducted his research study on "Employee Welfare Facilities adopted at Bosch limited, Bangalore' where he observes and identifies that majority of respondents are aware about statutory and non- statutory welfare facilities being provided by the organization. Further, it was found that most of the employees are satisfied with the provision of transport and parking facilities, canteen facilities, uniform and safety shoes, adequate and hygienic drinking water, lighting, ventilation, temperature, cleanliness within the working place ,whereas most of the employees are dissatisfied with the provision of medical facilities, maintenance of restroom and recreational facilities.

According to the research study of Khademi (2014) determines that welfare of the organization has an powerful impact on the overall performance of the organization that includes happiness level of the employees, safety, security, higher motivation and job satisfaction.

According to research study of Lalitha and Priyanka (2014) focuses on the study of Impact of Employee Welfare measures with reference to IT sector. This study reveals that employees are more satisfied with the welfare facilities provided by the IT sector.

According to research study of Vinoth a et al. (2015) observed that majority of the employees feels good about the statutory welfare measures that takes place within the organization comprises up of drinking water, canteen facilities, rest room facilities etc.

Research Methodology

The present research study focuses on various employee welfare practices that are provided by the Organization and its impact on job satisfaction in education sector. The Primary data was Collected through structured questionnaire method from the employees who are working in education Sector. The major objective of conducting the research study is clearly explained to all teaching Staff. The Questionnaire was distributed to all the employees (Teaching Staff)in Private sector. 70 responses were collected through questionnaire. After collection of data it was then edited, coded, fed and processed through SPSS Software. Statistical Techniques used in research study comprises of mean, standard deviation, correlation and regression analysis.

Data Analysis and Interpretation

The following Analytical tools are undertaken for the research study in order to state the opinion of various respondents regarding the employee welfare practices in the professional work environment and further formulating the statistical result derived out of it from various statistical techniques such as:

- Mean
- Standard Deviation
- Correlation
- Regression

Descriptive Statistics - Frequencies (Mean/Standard Deviation)

Table 1: From how Many Years You are Working with this College/ School?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5 years	48	68.6	68.6	68.6
	5-10 years	17	24.3	24.3	92.9
	10-15 years	3	4.3	4.3	97.1
	More than 15 years	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

Interpretation: The Analysis presented in the Table 1 indicates that majority of the respondents (Teaching Employees are working with this college/school between 0-5 years whereas very few respondents are working with this college/school for more than 15 years which means that there are very less teaching employees that are associated with their organization for the longer time period.

Table 2: How do you Rate the Working Environment of the College/School?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfactory	10	14.3	14.3	14.3
	Satisfactory	39	55.7	55.7	70.0
	Averagely Satisfactory	17	24.3	24.3	94.3
	Dissatisfactory	2	2.9	2.9	97.1
	Highly Dissatisfactory	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

Interpretation: The information presented in the above table 2 states that how the respondents (Teaching Employees) rate the working environment of the college/school. It is observed from the table that most of the respondents (55.7%) are satisfied with the working environment of the college/school. Very few respondents (2.9%) are dissatisfied and highly dissatisfied from the working environment.

Table 3: How do you Rate the Working Hours of the College/ School?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfactory	14	20.0	20.0	20.0
	Satisfactory	51	72.9	72.9	92.9
	Highly Dissatisfactory	3	4.3	4.3	97.1
	Dissatisfactory	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

Interpretation: The above table 3 indicates that majority of the respondents (Teaching Employees) 72.9% are satisfied with the working hours of the college/ school whereas 20% of the respondents are highly satisfied with it. Very few respondents are dissatisfied and highly dissatisfied stating 4.3% and 2.9% from the working hours being provided by the college/school

Table 4: Does the College/ School Provide Maternity Leave to Female Employees?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	53	75.7	75.7	75.7
	No	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

Interpretation: Maternity Leave has now become the crucial and most important factor to be considered in the organization for the female staff members. In any sector whether it is education sector or automobile or textile the Maternity leave is considered to be an important phenomenon. Thus, the study also revealed the same as majority of the respondents (Teaching Staff) are agreed to the fact that the college/ school where they are working provides all the female employees in education sector with the maternity leave facility.

Table 5: How do you Rate Leave Policy of the College/School?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfactory	7	10.0	10.0	10.0
	Satisfactory	25	35.7	35.7	45.7
	Average	34	48.6	48.6	94.3
	Dissatisfactory	2	2.9	2.9	97.1
	Highly Dissatisfactory	2	2.9	2.9	100.0
Total		70	100.0	100.0	

Interpretation: The information presented in the Table 5 states the leave policy of the college/school. The study discloses the fact that 48.6% of the respondents (Teaching Employees) determines that the leave policy of the college/school are average whereas 35.7% of the respondents feels that it is satisfactory. Very few employees (2.9%) believe that the leave policy being provided by the college/school is dissatisfactory and highly dissatisfactory.

Table 6: Do you think Employee Welfare Activities of the College/ School Give a Feeling of Safety and Improves Your Performance?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	44	62.9	62.9	62.9
	No	11	15.7	15.7	78.6
	May be	15	21.4	21.4	100.0
	Total	70	100.0	100.0	

Interpretation: In any Organization it is must to establish adequate welfare practices for the employees in order to improve the job satisfaction and performance of the employees. The above table indicates that majority of teaching employees (62.9%) believes that employee welfare practices within an organization gives a feeling of safety and improves the performance level in the organization whereas 15.7% feels that employee welfare practices doesn't gives the feeling of safety and higher performance level. Some of the employees (21.4%) states that it may be helpful in giving the feeling of safety and thus improves performance level of the employees.

Table 7: Rate the Canteen Services Provided by the College/School?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfactory	9	12.9	12.9	12.9
	Satisfactory	24	34.3	34.3	47.1
	Average	29	41.4	41.4	88.6
	Dissatisfactory	7	10.0	10.0	98.6
	Highly Dissatisfactory	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

Interpretation: The above table 7 indicates that majority of respondents (Teaching Staff) 41.4% feels that the canteen services provided by the college/ school are at average level whereas 34.3% respondents are satisfied with the canteen services. 12.9% of respondents also find the canteen services to be highly satisfactory within the college/school. Very few numbers of respondents are dissatisfied (10%) and highly dissatisfied (1.4%) with the canteen facilities which takes place within the organization.

Table 8: Do you get Regular Increments?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	40	57.1	57.1	57.1
	No	30	42.9	42.9	100.0
	Total	70	100.0	100.0	

Interpretation: The table 8 gives the information about whether the teaching staff gets regular increments or not. The study revealed the fact that 57.1% of the respondents feels that they get regular increments in the college/school whereas 42.9% respondents thinks that they are not provided with regular increments.

Table 9: Does the College/ School Offers Sufficient Number of Toilets?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	52	74.3	74.3	74.3
	No	6	8.6	8.6	82.9
	May be	12	17.1	17.1	100.0
	Total	70	100.0	100.0	

Interpretation: The information stated in the above table 9 indicates the valuable aspect of employee welfare measures that is sanitation factor which is must for the organization to have sufficient number of toilets so that employees feels that the organization possess healthy and hygienic work environment. The study revealed the fact that 74.3% of the respondents are agreed with the fact that the college/ school offers sufficient number of toilets whereas very few respondents(8.6%) feels that the college are not offering sufficient number of toilets. Some are not sure(17.1%) regarding whether the college/school are providing it or not .

Table 10: Rate the Overall Satisfaction with Employee Welfare Activities of the College/School?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfactory	8	11.4	11.4	11.4
	Satisfactory	39	55.7	55.7	67.1
	Average	18	25.7	25.7	92.9
	Dissatisfactory	4	5.7	5.7	98.6
	Highly Dissatisfactory	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

Interpretation: The above table 10 states that 55.7% of the respondents (Teaching Employees) are satisfied with the overall welfare activities of the college/school. Whereas 25.7% of respondents feels that the overall welfare measures of the college/school are at average level. There are some respondents that are highly satisfied (11.4%) with the overall employee welfare activities but few numbers of respondents are also there that are somewhere dissatisfied (5.7%) and highly dissatisfied (1.4%) with the welfare measures being provided within the organization to the employees.

Table 11: Correlation Table of Policies & Employee Satisfaction

		College/School Policies	Employee satisfaction from welfare activities of the College/School
College/School Policies	Pearson Correlation	1	.519**
	Sig. (2-tailed)		.000
	N	70	70
Employee satisfaction from welfare activities of the College/ School	Pearson Correlation	.519**	1
	Sig. (2-tailed)	.000	
	N	70	70

a. **Correlation**

Interpretation: The above table 11 of correlation states that there is a moderate correlation shown between the two variables consisting of leave policy and the overall satisfaction with the employee welfare practices of the college/ school i.e. 519. Which means that their exist a relationship within these two variables but they are not highly correlated with each other.

Moderate Correlation Range

- b. Positive Moderate Correlation- +0.25 --+0.75
- c. Negative Moderate Correlation -0.25--0.75

Table 12: Correlations table of Working hours of College and Employee Satisfaction

		How do you rate the working hours of the College/ School?	Rate the overall satisfaction with employee welfare activities of the College/ School?
How do you rate the working hours of the College/ School?	Pearson Correlation	1	.306**
	Sig. (2-tailed)		.010
	N	70	70
Rate the overall satisfaction with employee welfare activities of the College/School?	Pearson Correlation	.306**	1
	Sig. (2-tailed)	.010	
	N	70	70

Interpretation: The above correlation indicates the relationship between working hours of the school/ college and the overall satisfaction with employee welfare activities of the school/college. The correlation between these two variables showcase the moderate positive correlation i.e. 0.306 as it lies between the range +0.25_ +0.75. Here also there exist a relationship between these two variables at moderate level but doesn't indicate perfect correlation.

d. **Regression Analysis**

Table 13: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.185 ^a	.034	.020	.797

Predictors: (Constant), From how many years you are working with this College/ School?

Table 14: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.523	1	1.523	2.399	.126 ^b
	Residual	43.177	68	.635		
	Total	44.700	69			

a. Dependent Variable: Rate the overall satisfaction with employee welfare activities of the College/School?

b. Predictors: (Constant), From how many years you are working with this College/ School?

Table 15: Coefficient^s Table

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.005	.213		9.412	.000
	From how many years you are working with this College/ School?	.209	.135	.185	1.549	.126

a. Dependent Variable: Rate the overall satisfaction with employee welfare activities of the College/School.

Interpretation: The value of R square is 0.34 which means that 3.4% of variation in the employee welfare activities of the college / school factor is explained by how many years the employees are working with this college/school. The computed value of F is 2.399 at 5% significance level. The tabulated value for 68^f at 5% level is 3.98. As the value of F is 2.399 and this is low with respect to tabulated value which means that the hypothesis is not accepted.

Findings

According to the research study it was found that majority of teaching facilities around 55.7% are satisfied with the working condition of their respective school's and college's:

- It was found that majority of respondents 72.9% (Teaching staff) are also satisfied with the working hours of the college/school.
- Majority of respondents around 75.7% are satisfied with maternity leave facility provided to the female employees that means that the organization is taking more care for the female employees.
- It was observed from the research study that most of the teaching staff feels that the leave policy of the school/college is at average scale around 48.6%.
- It was positive to see in the research study that most of the teaching employees around 62.9% feels that employee welfare measures gives a feeling of safety and hence improve their performance status.
- It was found that most of the respondents around 41.4% feels that the canteen services being provided within the organization is at average level. They are not satisfied with the canteen services being provided within the organization.
- On the basis of the research study it was observed that 57.1% of teaching employees are agreed with the fact that they are provided with the regular increments in the organization whereas 42.9% of the teaching employees are not agreed with the fact that they are given regular increments within the organization.

- The study has revealed the fact that most of the employees in the education sector around 74.3% have agreed with the fact that their school/college provides sufficient number of toilets whereas 8.6% of the employees don't feel that their respective school/college provides sufficient number of toilets.
- It was found that the employees are somewhere satisfied with the sanitation facilities being provided by their organization which leads to smooth working environment, improvement in the performance level, building of trust and loyalty towards their organization and thus raising the goodwill of the organization.
- It was stated from the research study that around 55.7% respondents are satisfied with all the employee welfare measures being provided by the organization within the workplace.

Suggestions

- All the employees working in the organization should actively participate in the welfare measures being provided by the organization.
- Adequate sanitation facilities are to be provided within the workplace.
- Employees should be provided with a safe and secure working environment where they can work smoothly and can give their opinions in the decision making process of the management.
- Maternity leave policy should be established within the organization for all the female employees working in the professional work environment.
- Adequate medical facilities is to be provided within the workplace
- Safety and Security measures should be also considered within the workplace.
- Welfare measures provided by the organization are to be equal and fair for each and every employee. There should be no discrimination regarding welfare measures within the workplace

Conclusion

Teacher is considered to be the most powerful, productive and dynamic force for each and every organization. Any school/college without teaching staff is incomplete or we can say it's just like shadow without substance. So it's the duty of each and every organization to keep their teaching employees empowered by fulfilling all their welfare needs that includes safety, health and welfare requirement. The organization in order to retain their valuable teaching staff for longer time period they should provide adequate welfare facilities so that they don't switch towards another organization. The various welfare measures adopted by different school/ college's will have immediate impact on health, morale and overall efficiency of teachers and thus contributing to higher performance and productivity. The research study revealed the fact that if the teaching employees are getting adequate working environment, proper sanitation facilities, medical facilities and appropriate leave policy that this will have an positive impact on their performance level which further leads to job satisfaction.

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