



Trends in Banking, Accounting and Business

Vol: 2(2), 2023

REST Publisher; ISBN: 978-81-956353-0-6

Website: <https://restpublisher.com/book-series/tbab/>



A Study on Employee Welfare facilities in Kathikayini Engineering Industries Pvt Ltd

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Abstract. This paper explores an overview of a study on employee welfare about HR practices and culture with special reference to Karthikayini Engineering Industries private limited. Employee welfare refers to the various initiatives, policies, and programs that an organization implements to ensure the well-being of its employees. These initiatives may include benefits such as health insurance, retirement plans, paid time off, and other perks. Employee welfare refers to the efforts made by organizations to improve the well-being and quality of life of their employees. It encompasses a range of initiatives and measures designed to provide employees with a safe, healthy, and comfortable working environment, as well as opportunities for personal and professional development. Employee welfare programs are becoming increasingly important in today's competitive job market, as organizations recognize the benefits of investing in their employees' well-being. From the study the objectives as follows the evaluate the effectiveness of existing employee welfare programs and policies, to understand the impact of employee welfare on job satisfaction, motivation, and productivity, to compare employee welfare practices across different organizations and industries, to develop recommendations for improving employee welfare in an organization or industry. The scope of the study as follows the entails all those activities of employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. Employee motivation drives the quality of work and boosts performance in an organization. When organizations keep their employees motivated, production can be done without interruption. Descriptive research is a type of research that is used to describe the characteristics of a population. Tools used in this research methodology include based on questionnaire in the survey tools, such as percentage analysis and chi square test. The study is based on a feedback of 80 respondents who are working in an organization. The findings of study shows that employee welfare is linked to higher levels of job satisfaction, improved mental and physical health, lower absenteeism rates, and increased productivity. Providing benefits such as health insurance, paid leave, and retirement plans can improve employee welfare, as can ensuring a safe and comfortable work environment. Employers who prioritize employee welfare may also see reduced turnover rates and increased employee loyalty and engagement.

1. INTRODUCTION

Employee welfare refers to the efforts made by an employer to improve the well-being, health, safety, and overall quality of life of their employees. This can include various initiatives such as providing healthcare benefits, retirement plans, paid time off, flexible work arrangements, employee assistance programs, and other support services. Employee welfare is an important aspect of any organization's human resource management strategy, as it can help to increase employee satisfaction, motivation, and loyalty, while also reducing turnover and absenteeism. By investing in the welfare of their employees, employers can create a more positive and productive work environment, which can ultimately benefit the organization as a whole. Objective of study: To evaluate the effectiveness of existing employee welfare programs and policies. To understand the impact of employee welfare on job satisfaction, motivation, and productivity. To compare employee welfare practices across different organizations and industries. To develop recommendations for improving employee welfare in an organization or industry. Scope of study: Entails all those activities of employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries Employee motivation drives the quality of work and boosts performance in an organization. When organizations keep their employees motivated, production can be done without interruption. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.

2. REVIEW OF LITERATURE

johri c.k and sharma d.i (1963), "financing and administration of labor welfare" sir ram centers for industrial relation 1968, new delhi. analysis on the lines of important aspect to be much more deficient is considered as a favor by the employer to employee in terms of providing facilities like having education and recreation. white (2005), argues that the influence of trade unions on administration practices is toward lowering the labor overheads, setting up effective work systems and establish employee welf are arrangements. Inters of non-union work, trade unions have practices that are consistent with the results of "mutual gains". finger (2005), says that that it is possible to improve the morale and spirit of employees by addressing moral issues. measures to protect workers includes housing, medical, recreational, library facilities, among others with the hope of making a profit & increases the satisfaction level of an employee. mr. Robert (2006), Employee welfare in general, these are the benefits that an employee must receive from his/her company, like allowances, housing for those companies who provides, transportation, medical, insurances, food and some other way where the employee has rights to demand.

3. RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The word 'design' has various meanings. But, in relation to the subject concern, it is a pattern or an outline of research project's workings. It is the statement of essential elements of a study that provides basic guidelines of conducting the project. It is same as the blue print of architect's work. The research design is similar to broad plan or model that states how the entire research project would be conducted. It is desirable that it must be in written form and must be simple and clearly stated. The real project is carried out as per the research design laid down in advance.

TABLE 1. Data Analysis Gender Analysis

Type of Employee Welfare Initiative	Number of Employees Respondents	Percentage of Total Employees Respondents
Healthcare Benefits	42	52.5 %
Retirement Plans	13	16.25 %
Paid Time Off	12	15 %
Flexible Work Arrangements	8	10 %
Employee Assistance Programs	5	6.25 %
Total	80	100 %

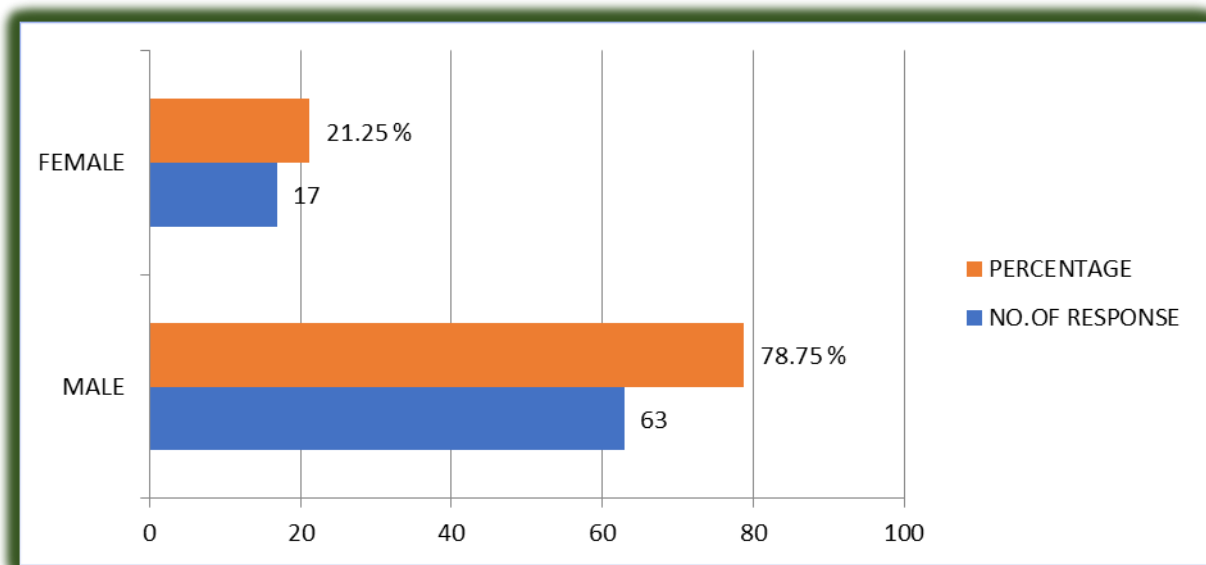


FIGURE 1. Employees

Interpretation: From the responses it can be seen that out of 80 responses there are 78.75% of Male i.e., 63 employees and 21.25% of Female i.e., 17 employees. Percentage analysis: Findings: Employee welfare initiatives can positively impact employee satisfaction and morale, leading to higher levels of engagement and productivity. Providing

healthcare benefits, retirement plans, and paid time off are some of the most popular and widely offered employee welfare initiatives. Flexible work arrangements, such as remote work options or flexible scheduling, are becoming increasingly important to employees and can help to attract and retain top talent. Effective communication and education about employee welfare initiatives are essential to ensuring that employees are aware of and able to take advantage of the benefits offered to them. Employee welfare initiatives should be regularly evaluated and updated to ensure that they remain relevant and effective in meeting the changing needs of employees and the organization as a whole. Suggestion: Health and wellness programs - This can include on-site health clinics, gym memberships, wellness programs, and healthy meal options in the workplace. Paid time off - This includes vacation days, sick days, personal days, and holidays. Retirement plans - This can include pension plans, 401(k) plans, or other retirement savings programs. Employee assistance programs - This can include counselling services, financial counselling, and legal services. Employee recognition programs - This can include rewards and recognition programs, employee of the month awards, and other forms of recognition for good performance. Work-life balance initiatives - This can include flexible work hours, telecommuting options, and job-sharing programs. Workplace safety initiatives - This can include ergonomic workstations, safety training programs, and workplace safety inspections.

4. CONCLUSION

The purpose of this study was to improve welfare and satisfy employees, the employee welfare is an important aspect of human resource management that focuses on improving the well-being, health, safety, and overall quality of life of employees. By investing in employee welfare initiatives such as healthcare benefits, retirement plans, paid time off, flexible work arrangements, and employee assistance programs, organizations can increase employee satisfaction, motivation, and loyalty, while also reducing turnover and absenteeism.

REFERENCES

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- [2]. Employee Benefits and Executive Compensation in Corporate Bankruptcy: A Collier Monograph by Roberta Chevlowe and Mark B. Conlan (2019). Pages 57-76 cover various aspects of employee welfare benefits during corporate bankruptcy proceedings.
- [3]. The Law of Employee Welfare Benefits by Colleen E. Medill (2017). Pages 1-45 provide an overview of the legal framework governing employee welfare benefits in the United States.