

Effectiveness of Welfare Facilities on Employee Performance

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Abstract: *The Present study was conducted and aims at analyzing that weakness of the welfare facilities in DYNASPEDE INTEGRATED SYSTEM – HOSUR non-respondents' frequencies, correlations, one-way ANOVA. Employee welfare means anything done for the comfort and improvement of the employees over and above the wages paid which is not necessity of the industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. And the company work shared workplaces and industry has different requirements for health (H), safety (S), environment (E), and quality (Q). Many globally operating companies have defined their own corporate requirements. Requirement in local national legislation and insurance policies are creating more challenges. The various requirements affect how HSEQ management is implemented in changing, complex and heterogeneous working environments. The study describes the current state of HS and partly EQ [HS (EQ)] management practices and tools in a global steel company. A mixed methods approach (interview, document study, questionnaire, bench making and learning, SWOT analysis) were used in the study. An employee has an important role in the industrial production of the company. The personnel management really concern with the management of the people at work management is an art of getting work done by the people. Therefore, it is very necessary to seek the co-operation of the employee's force to increase the production and to earn higher profits. The Co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions of the job. In order to seek the Co-Operation of the employees, provision of better conditions of work like suitable temperature, adequate lighting and in general a pleasant atmosphere is very necessary to get them to realize that the management thinks of their welfare.*

1. INTRODUCTION

Anything done for the intellectual, physical, moral and economic betterment of the Employees, whether by employers or by government or by agencies, over and above what laid down by law or what is normally expected of the contractual benefits for which employees may have bargained. The idea of employee well-being is dynamic welfare. Welfare is comfortable living and working conditions". People are the most important asset of an organization. That means anything done for the comfort and (Intellectual or social) improvement of the employees. The success of an organization depends not on materials, mechanics and equipment but on efficiency of the personal who are to put in their best efforts for an organization. Welfare is more comfortable living and working conditions". Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means "the efforts to make life worth living for workmen." It includes various services, facilities and amenities provided to employees for their betterment. Employee welfare means the efforts to make life worth living for workman. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization.

2. Review of literature

Ferguson, (2003), the aim of the research is to workplace spirituality concerns the relationship of this construct with employee work attitudes. This study attempts to make a rigorous empirical examination of the relationship between workplace spirituality and five prevalent employee job attitudinal variables. While acknowledging that spirituality at work is an abstract concept, this study attempts to provide some of the first empirical support that there is a positive association between spirituality at work and employee job outcomes. The paper concludes with a number of implications and research directions for both academics and business managers. **Hong, (2005)** everyone works in expectation of some rewards, and welfare is one of them. In order to understand the impact of employee benefits on employees' work-motivation and productivity, questionnaires were sent to corporations which had undertaken employee benefit programs. Some of the significant results of this study are: employee benefit programs have greater impact on work-motivation than on productivity; monetary benefit programs are most highly valued by both executives and workers; there is a cognitive gap between management and worker on the importance of employee benefit programs; different genders have different benefit demands; unmarried employees, more than married employees, perceive that employee benefits have a greater impact on job performance. Employees with different education levels and positions perceive different employee benefit impacts; and employee benefit programs have greater influence on younger employees' job performance. **Alas, R. (2006)**,

The aim of this research is to highlight employee attitudes toward organizational change and how organizational culture can influence these attitudes in a rapidly changing environment. Under the conditions of economic transition, employees with higher job satisfaction are more willing to participate in an organizational change process than employees with a lower level of job satisfaction. Employees who evaluated their organizational culture as being stronger were more willing to participate in implementing organizational changes and were more satisfied with their jobs and managers.

3. RESEARCH METHODOLOGY

Employee welfare defines as “efforts to make life worth living for workmen”. “Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees & by the employers. Through such generous fringe benefits the employer makes life worth living for employees.” Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Primary data: the primary data those which are collected fresh and for the first time and also it is original source of data. Data were are collected through questionnaire's which was fabricated keeping in mind he stated objectives (direct personal interview, indirect or oral interview and information from employees).

Secondary data: the secondary data, on the other hand, are that which have been already been collected by someone else and which has been proved and processed data. It is helpful for analyzing and framing suggestions and recommendations for this study. Sources are the information gathered professional organization and internet. I got industry profile and company profile as a secondary data.

Descriptive research: descriptive research includes survey and facts finding enquiries of different kinds. The major purpose of descriptive of the state, as it exists at present. The main characteristics of this method is that the researcher has no control over the variable the researcher can only report what has happened or what is happening.

Sampling: through the primary purpose of research is to apply the conclusion for universal application. It is difficult to study the whole population hence we need to select a small group and w select some of the element of the population with the intension finding not something about the population from which the key taken we refer to that element as sample.

Simple random sampling: a probability sampling is also known as "change sampling". Under this sampling design every item of universe has equal chance of inclusion in the sample. It is a form finite population refers to the method of sample selection is based on piece of paper, which gives each possible sample combination on equal chance of being included in the sample.

4. DATA ANALYSIS & INTERPRETATION

Data analysis of employee welfare involves collecting and analyzing data related to human resource management policies and procedures within an organization. The purpose of this analysis is to evaluate the effectiveness of employee welfare in achieving their intended objectives, identify areas of improvement, and make data-driven decisions to optimize employee welfare. Employee welfare include a wide range of areas such as social security measure, insurance, provident fund, gratuity, maternity benefits, workmen compensation, retirement benefits.

Percentage analysis percentage analysis is a method of analyzing data in which the figures are expressed as a percentage of a particular base or total. This type of analysis is commonly used in various fields, including finance, economics, and statistics, to better understand the relative proportions of different variables. A percentage analysis is used to give a particular representation at the respondents view point column diagram are used in this tool.

TABLE: Experience of Employees

PARTICULARS	RESPONDENTS	PERCENTAGE
11-15 yrs	4	5.063291139
1-5 yrs	36	45.56962025
16-20 yrs	2	2.53164557
21 yrs & Above	1	1.265822785
6-10 yrs	16	20.25316456
Less than 1 yr	20	25.3164557
TOTAL	79	100

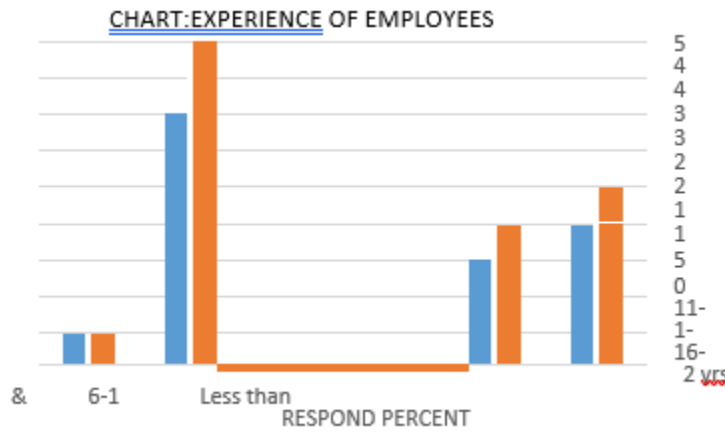


CHART: EXPERIENCE OF EMPLOYEES

Interpretation

The above bar graph depicts that 5.063% of the respondents are 11-15years, 45.5% of the respondents are 1-5years, 2.53% of the respondents are 16-20years and 1.26% of the respondents are above 21 years, 20.25% of the respondents are 6-10 years, 25.31% of the respondents are less than 1 year. Thus, the majority of the respondents are 1-5years.

ANOVA

Analysis of variance (ANOVA) tests the hypothesis that the means of two or more populations are equal. ANOVA assess the importance of one or more factors by comparing the response variable means at the different factor levels.

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} * 100$$

Null Hypothesis (Ho): Null hypothesis that there is no significant difference between specified populations, any observed difference being due to sampling or experimental error. There is a no significant relationship between the gender and area of work

Alternative Hypothesis (H∞): Alternative hypothesis is the same as your research hypothesis. In other words, it's the claim that you expect or hope will be true. There is a significant relationship between the gender and area of work.

Level of significance: Significance level = 0.05%

Inference: P value is more than 0.05. Hence it is null hypothesis

INTERPRETATION

There was a statistically significant difference between rate of hygiene and ventilation in workplace as demonstrated by ANOVA C value (1.03) P value (0.05)

5. FINDINGS & SUGGESTIONS

FINDINGS

Majority of the respondents feel very good about the canteen facility provided by the company. Majority of the respondents were satisfied towards the lunch room and rest room facility. Respondents were satisfied with the drinking water facility. Majority of the respondents feels that suitable ventilation and lightening in the workplace is been provided. Majority of the respondents were highly satisfied with the first aid and dispensary facilities provided in the organization. Majority of the respondents were satisfied with seating arrangement of the organization. Majority of the respondents feels that work does not lead to excessive fatigue. Majority of the respondents says that organization provide crèche facility. Majority of the respondents are satisfied with library facility provided by the company.

SUGGESTIONS

Recreation facilities can be improved to increase the morale of the employees and reduces the stress of the employees. More training classes should be conducted to enhance the efficiency of the employees. Quality of food, canteen facility can be improved. Annual health check-up, employee counselling should be improved by conducting health camps at least

in a month. Company should provide breakfast facility. Quarters given to the employees should be renovated. Company should provide sufficient medicines in the first aid box.

6. CONCLUSION

Employee welfare measures are the state of well-being, satisfaction protection and helps to motivate the employees. It was explored that employee welfare measures helps in employee satisfaction. With the result of improving the quality of work life among the employees, their involvement in job will be increased and productivity of the organization will be increased. Employee welfare measures boost the morale of the employees if they are effectively implemented and carried out. The welfare measures which are provided are appreciable, as the employees are satisfied with the existing welfare measures.

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