

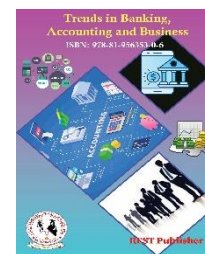


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# A Study on Employee Welfare with Respect to Raj Sriya Automotive Industries Private Limited

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**Abstract:** The main objective of the study is to find out the welfare of the employee in their job which is being influenced by various factors like pay, working condition, supervision, subordinate relationship, job security participation in decision making and welfare facilities. Mainly internal welfare, external and statutory welfare satisfaction level of employee in India cements limited is studied. Employee welfare refers to the various initiatives, programs, and policies implemented by organizations to promote the well-being and satisfaction of their employees. This includes a range of benefits such as healthcare, retirement plans, paid time off, family leave, and flexible work arrangements. The aim of employee welfare is to create a positive work environment that fosters employee engagement, motivation, and productivity. Organizations recognize the importance of investing in employee welfare as it not only benefits the employees but also contributes to the overall success of the organization. Through employee welfare programs, organizations can attract and retain top talent, reduce absenteeism and turnover, and enhance the reputation of the organization as a responsible employer. This abstract highlights the significance of employee welfare in the workplace and its benefits for both employees and employers.

## 1. INTRODUCTION

Employee welfare refers to the various initiatives, policies, and programs implemented by organizations to promote the well-being and satisfaction of their employees. The concept of employee welfare has evolved over time, from its initial focus on providing basic amenities and facilities such as housing, medical care, and education, to a broader range of benefits and programs that cater to employees' personal and professional needs. Today, organizations recognize the importance of investing in employee welfare as a means of creating a positive work environment that fosters employee engagement, motivation, and productivity. Employee welfare programs can include a range of benefits such as healthcare, retirement plans, paid time off, family leave, and flexible work arrangements, among others. These programs are designed to support employees' physical, mental, and emotional health, and can improve job satisfaction and overall quality of life. Investing in employee welfare is essential for organizations to attract and retain top talent, reduce absenteeism and turnover, and enhance their reputation as a responsible employer. Furthermore, employee welfare programs have become increasingly important in light of the COVID-19 pandemic, which has highlighted the need for organizations to prioritize employee health and well-being.

## 2. OBJECTIVES OF THE STUDY

1. To study on Employee welfare measures towards Rajsriya Automotive Industries (P) Ltd, Hosur.
2. To study the internal Employee welfare facilities in the company.
3. To analyse the external Employee welfare facilities in the company.
4. To measure the statutory welfare facilities in the company.
5. To get the suggestions from the employees on various welfare measures.

### 3. SCOPE OF STUDY

1. The study covers all important areas of welfare provided in Rajsriya Automotive Industries (P) Ltd, Hosur.
2. In this way some new spheres may be available if this project work is taken up.
3. This survey is conducted with the employees of Rajsriya Automotive Industries (P) Ltd, Hosur.
4. The size of the sample is 60.

### 4. REVIEWS

The literature for review to be collected from secondary sources such as magazines, articles, reports, budgets, newspaper etc to highlight the problems and findings of the study done by many research and business professionals to understand the significance of the Quality process of the companies. In a study titled "Employee Welfare in the Global Economy," **Basu and Hwang (2018)** examine the role of employee welfare in the global economy. The study suggests that employee welfare is becoming an important factor for firms in the global economy to attract and retain talented employees, and that firms should invest in employee welfare measures to remain competitive. A study by **Kim and Kim (2019)** titled "The Effect of Employee Welfare Programs on Job Satisfaction and Turnover Intention: A Comparison of the USA and South Korea" compares the impact of employee welfare programs on job satisfaction and turnover intention in the USA and South Korea. The study found that welfare programs have a greater impact on job satisfaction and turnover intention in South Korea, where employee welfare is highly valued. In a study titled "The Influence of Employee Welfare Programs on Organizational Commitment in Nigeria," **Igwe and Obidile (2018)** examined the relationship between employee welfare programs and organizational commitment in Nigeria. The study found that employee welfare programs have a positive impact on organizational commitment, and that organizations should invest in welfare programs to increase employee commitment.

### 5. RESEARCH METHODOLOGY

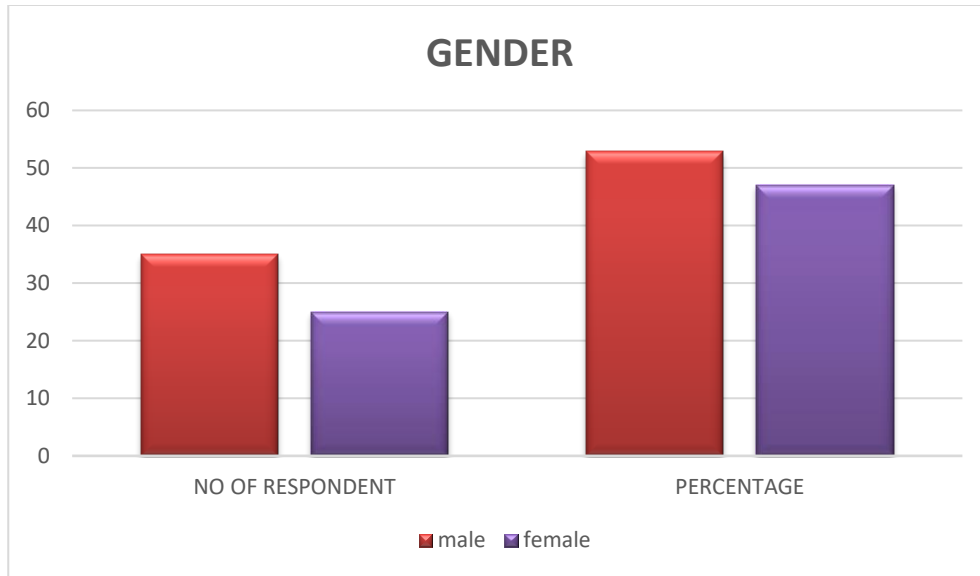
Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically in it we study the various steps that are generally adopted by a researcher in studying his research problem long with the logic behind them. It is necessary for the researcher to know nor only the research methods techniques but also the methodology It refers to process used to collect information and data for the purpose of making budness decision. The methodology may include publication research, interview, surveys and her research techniques, and could include both present and historical information.

### 6. RESEARCH DESIGN

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the "research design". A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

### 7. DATA ANALYSIS

Gender	No of respondent	Percentage
male	35	52.94117647
female	25	47.05882353
<b>Total</b>	<b>60</b>	<b>100</b>



Anova: Single Factor

SUMMARY

Groups	Count	Sum	Average	Variance
2. Gender	59	84	1.423729	0.248393
4.Marital status	59	102	1.728814	0.201052

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	2.745763	1	2.745763	12.21847	0.000671	3.922879
Within Groups	26.0678	116	0.224722			
Total	28.81356	117				

8. FINDINGS

1. Most of the employees that is 48% feel the facility of the canteen at RAJSRIYA, is average.
2. The 50% of employees are not satisfied with the quality and quantity of the food provided by the canteen.
3. The employees feel good about the welfare and recreational facilities provided by the company.
4. The employees are satisfied with the old age and retirement benefits provided by the company.
5. The medical assistance provided by the company is satisfactory at RAJSRIYA.

**Suggestion And Recommendation:** The quality and quantity of the food provided in the canteen must be improved. Employees also were demotivated as there was limited variety of food in the canteen. Non-veg food is provided very rarely. More food is wasted by the employees. Regulations are required to control this. Proper rest rooms must be provided by the company. The rest room provided by the organization is not sufficient for the employee.

## **9. CONCLUSION**

The purpose of the present study was to find out the statutory (need to have this facility as per the statute laws by the government) and non-statutory (initiated by the organization RAJSRIYA) welfare measures provided by RAJSRIYA. The study also tries to find out the level of satisfaction of the employees towards the welfare measures provided by the organization.

## **REFERANCE**

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