

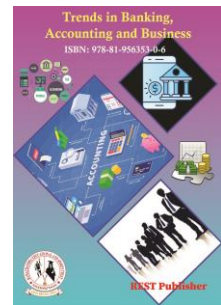


**Trends in Banking, Accounting and Business**

**Vol: 3(1), 2024**

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

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



## **A Study on Employee Welfare Measure sat Sri Balaji Packages Hosur**

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**Abstract:** *This study explores the impact of employee welfare measures on overall job satisfaction and organizational performance. Employee welfare encompasses a wide range of services, benefits, and facilities provided by employers to ensure the well-being of their workforce. This research aims to identify the most effective welfare measures that contribute to enhanced job satisfaction, reduced turnover rates, and improved productivity. Using a mixed-methods approach, data were collected through surveys and interviews with employees from various departments within the organization. The results indicate that comprehensive welfare programs, including health and wellness initiatives, financial benefits, and work-life balance policies, significantly enhance employee morale and loyalty. The study also highlights the importance of continuous assessment and adaptation of welfare measures to meet evolving employee needs and expectations. These findings provide valuable insights for HR professionals and organizational leaders in designing and implementing effective employee welfare strategies.*

**Keywords:** *employee welfare, job satisfaction, organizational performance, well-being, productivity, turnover rates, health and wellness, financial benefits, work-life balance, HR strategies*

### **1. INTRODUCTION**

The main aim of this report is to highlight the importance of the welfare measures in an organization. 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.

### **2. OBJECTIVES OF STUDY**

To identify the statutory welfare measures To identify the employees' satisfaction regarding the welfare measures in Sri Balaji Packages To identify any deficiency in the welfare measures and suggest improvements.

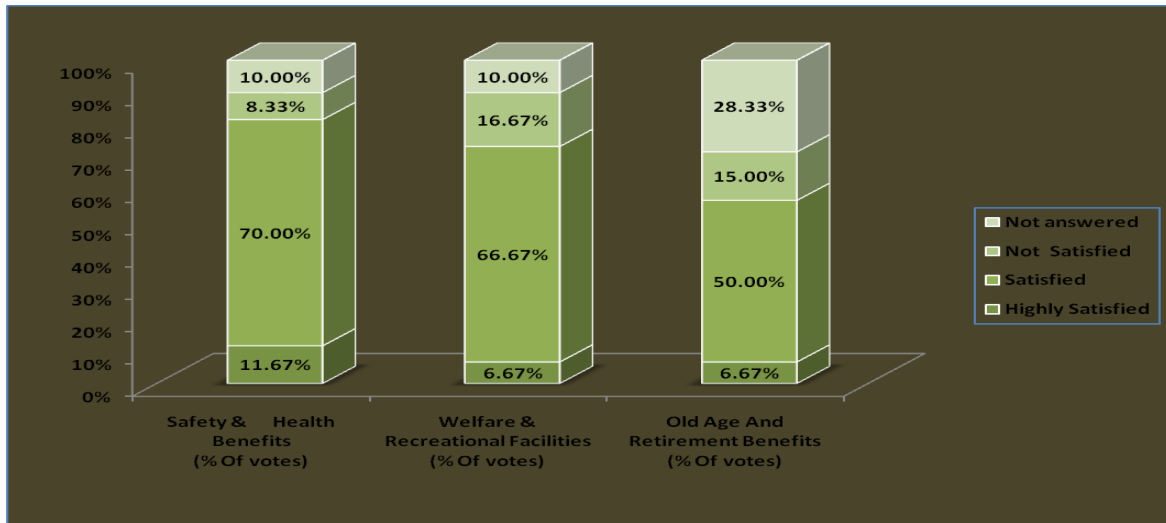
### **3. SCOPE OF THE STUDY**

This study was conducted at Sri Balaji Packages Bangalore among the management executives. It was undertaken to cover the employees across all levels at Sri Balaji Packages and the purpose was primarily to gauge the level of satisfaction of the employees of Sri Balaji Packages regarding the welfare measures taken by the organization. This study was carried out through convenience sampling and covers all the departments at Sri Balaji Packages. This study has been taken up for educational purpose only. This study helped me to know how welfare plays important role by increasing the loyalty, efficiency of the employees and how the productivity is influenced by the welfare

measures provided by the company.

#### 4. REVIEW OF LITERATURE

Lalitha, K., & Priyanka, T. (2014). A study on employee welfare measures with reference to IT industry. The present study is made an attempt to identify the employee welfare measures adopted in IT industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. Manasa, B. R., & Krishnan, C. N. (2015). Employee welfare measures-A study on cement corporation of India units, in Thandur and Adilabad. The main purpose of employees' welfare is to enrich or develop the quality of life of employees and keep them satisfied and contented. Extra-Mural benefits are the result of employer's generosity, enlightenment and philanthropic feelings. This paper contributes the in-depth analysis of both Intra-Mural and Extra-Mural and its impact on employee satisfaction in Cement Corporation of India units in Thandur and Adilabad. And also focussed on layoff benefits, welfare measures providing by the organization to its temporary employees. Venugopal, D., Bhaskar, T., Principal, V. I. C. E., & Usha, P. (2011). Employee welfare activities with respective measures in industrial sector. Human Resources play a very important role in the development of the business. They constitute the organization at all levels and are regarded as a dynamic factor of production. In order to get best results from the employees, management must be aware of what employees expect from their employees. In the 'narrow sense', welfare in addition to general physical working conditions is mainly concerned with the day — to — day problems of the employees and social relationships at the place of work. Patro, C. S. (2017). Employee welfare measures in public and private sectors. Employees' play a key role in the existence and growth of any organization, therefore their welfare is essential. During the past few years, both public sector and private sector organizations have been contributing toward the employee's benefits and also increase their efficiency. The study also throws light on impact of welfare measures on the employees' performance Data Analysis: According to the study 11.67% are highly satisfied with the safety and health benefits provided; 70% are satisfied and 8.33% are not satisfied. 10% have not answered the question. 6.67% are highly satisfied with welfare and recreational facilities; 66.67% are satisfied and 16.67% are not satisfied. 10% have not answered the question. 6.67% are highly satisfied with the old age and retirement benefits; 50% are satisfied and 15% are not satisfied. 28.33% have not answered. Response received:



Facilities (options)	Safety & health benefits (% of votes)	Welfare & recreational facilities (% of votes)	Old age and retirement benefits (% of votes)
Highly satisfied	11.67%	6.67%	6.67%
Satisfied	70.00%	66.67%	50.00%
Not satisfied	8.33%	16.67%	15.00%
Not answered	10.00%	10.00%	28.33%

## 5. FINDINGS

Most of the employees that is 48% feel the facility of the canteen at Sri Balaji Packages is average. The 50% of employees are not satisfied with the quality and quantity of the food provided by the canteen. The employees feel good about the welfare and recreational facilities provided by the company. The employees are satisfied with the old age and retirement benefits provided by the company. The medical assistance provided by the company is satisfactory at Sri Balaji Packages. The employees agree on the statement that the transport facility is better than any other companies. Through the interaction with the employees, it was found that the well-being of the employees is considered before the welfare measures are taken. The employees are free to make suggestions to improve or change the existing facilities. Their suggestions are also sought for introducing new welfare measures. It is found that the employee needs are considered while providing welfare facilities. It is found that the educational facility provided by the company is satisfactory. Providing welfare measures to the employees and their family members invariably increase cost of labor to the employers. Sri Balaji Packages provides its employees a good working environment like ventilated workspaces, clean surroundings, good rest room facilities etc. It is found that majority of the employees are satisfied with the welfare measures provided by the company. It is found that sports and recreational committee exists in the company. Suggestion and Recommendations: The quality and quantity of the food provided in the canteen must be improved. Employees also were de motivated 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. It was noticed that there are no special facilities for the women employees like crèche and resting room.

## 6. 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 Sri Balaji Packages) welfare measures provided by Sri Balaji Packages. The study also tries to find out the level of satisfaction of the employees towards the welfare measures provided by the organization. The data has been analysed and presented in the previous chapters from the findings it can be concluded that Sri Balaji Packages basically provided very good welfare measures and benefits to its employees. Most of the employees feel that they are satisfied with the benefits such as canteen, transportation facility, recreation facility, medical benefits, monetary benefits, Old Age And Retirement Benefits sports, cultural events, fine art club and educational facility .But at the same time It is found that few(production department)of the employees at Sri Balaji Packages, Engine Division is not much satisfied with the present level of the welfare measures, so the company should concentrate little bit more on improving the welfare measures so that they keep their employees motivated towards their work and make them efficient.

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