

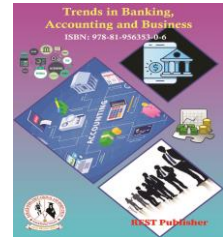


Trends in Banking, Accounting and Business

Vol: 3(1), 2024

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

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



A Study on Employee Welfare with Reference to Chellam Logistics India Pvt Ltd at Hosur

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Abstract: *Employee welfare is a crucial aspect of organizational success, contributing significantly to workforce productivity, satisfaction, and retention. This study examines the employee welfare initiatives at Chellam Logistics India Pvt Ltd, a leading logistics company in India. The company recognizes that a motivated and healthy workforce is key to maintaining its competitive edge in the dynamic logistics sector. In addition to health and safety, Chellam Logistics emphasizes work-life balance through flexible working hours, leave policies, and recreational facilities. This research employs a mixed methods approach to gain a comprehensive understanding of the impact of employee welfare initiatives. The quantitative component involves a cross-sectional survey distributed to a random sample of 200 employees across various departments and levels within Chellam Logistics. The qualitative component includes in-depth interviews with 120 employees selected through purposive sampling to provide detailed insights into their personal experiences with the welfare programs. Furthermore, the company's welfare programs extend to financial support, such as retirement. These initiatives not only enhance employee satisfaction but also align with the company's commitment to corporate social responsibility. The statistical tools chi square, test percentage analysis. These abstract outlines the various facets of employee welfare at Chellam Logistics India Pvt Ltd, highlighting the company's dedication to fostering a supportive and productive work environment. The study concludes that comprehensive employee welfare programs are instrumental in achieving organizational objectives, enhancing employee loyalty, and sustaining business growth.*

Keywords: *Employee Welfare, Occupational Safety, Health Insurance, Work-Life Balance.*

1. INTRODUCTION

Employee welfare refers to the comprehensive range of services, benefits, and facilities provided by an employer to ensure the well-being, satisfaction, and motivation of their employees. This concept encompasses various aspects such as physical and mental health, safety, work-life balance, and professional development. The primary aim of employee welfare programs is to create a supportive work environment that enhances productivity, reduces turnover, and fosters loyalty. These initiatives can include healthcare benefits, wellness programs, recreational activities, ergonomic workspaces, flexible working hours, and opportunities for career advancement. By prioritizing employee welfare, organizations not only comply with legal and ethical standards but also cultivate a positive corporate culture that can lead to sustained business success. Employee welfare encompasses a broad range of services, benefits, and facilities that employers provide to ensure the well-being, satisfaction, and motivation of their workforce. These initiatives address various aspects of an employee's life, including physical and mental health, safety, work-life balance, and professional development. The primary objective of employee welfare programs is to create a supportive work environment that enhances productivity, reduces turnover, and fosters loyalty among employees. Examples of such programs include healthcare benefits, wellness initiatives, recreational activities, ergonomic workspaces, flexible working hours, and opportunities for career advancement. By prioritizing employee welfare, organizations not only adhere to legal and ethical standards but also cultivate a positive corporate culture that contributes to long-term business success.

2. OBJECTIVE OF STUDY

1. Assess the effectiveness of current employee welfare programs.
2. Identify gaps in existing welfare initiatives.
3. Measure employee satisfaction with welfare provisions.
4. Determine the impact of welfare programs on employee productivity.

5. Analyze the relationship between welfare measures and employee retention.
6. Evaluate the cost-benefit ratio of welfare initiatives.
7. Investigate the role of welfare programs in enhancing workplace morale.
8. Explore employee perceptions and feedback on welfare services.
9. Compare welfare practices with industry standards.
10. Recommend improvements for future welfare programs.

3. SCOPE OF THE STUDY

The scope of study on employee welfare covers multiple dimensions that contribute to the holistic well-being of employees in an organization. This includes analyzing physical welfare measures such as workplace safety, health benefits, and ergonomic practices. It also involves exploring financial welfare provisions like salaries, bonuses, pensions, and other monetary incentives. Additionally, the study examines psychological welfare aspects, including mental health support, stress management programs, and work-life balance initiatives. The study further investigates the impact of these welfare measures on employee satisfaction, motivation, productivity, and retention rates. It also looks into the roles and responsibilities of management in the design, implementation, and evaluation of welfare programs. Furthermore, it assesses how organizational culture and policies influence the success and acceptance of these welfare initiatives. By covering these areas, the study aims to offer a comprehensive understanding of how effective employee welfare practices can enhance overall organizational performance and create a supportive work environment.

4. LITERATURE REVIEW

Satyanarayana M. (2020) Revealed that overall satisfaction level of KCP Ltd. Employees at Macherla, Andhra Pradesh is satisfactory. However researcher suggested some measures for further improvement that are productivity linked annual bonus subsidized food in canteen, four pairs of uniforms & increase the quantity of provisions in the co-operative stores. Such measures will enrich the employees standard of living & satisfaction level.

Shelar (2019) identified the effective & welfare provisions on manufacturing industrial units & service industrial unit in Karad taluka, District Satara, Maharashtra. She found that employed welfare & social security measures offered by management of service industries in Karad taluka are not effective in reducing employee absenteeism of turnover management employees are satisfied or moderately satisfied with some provisions while service employees have problem related to employment security.

Salaria (2021) studied about employee welfare measures in auto sector at NCR Delhi & asserts that employees in auto sector (NCR Delhi) are highly satisfied with internal mural welfare measures & few are dissatisfied with extramural welfare measurer. Perception of the employees on total welfare measures is satisfied.

Regi (2022) stated that Indian overseas bank (IOB) gives more welfare schemes to their employees such as safety measures, promotion facility, recreational facility etc. but they are lacking in canteen facility, rest room & toilet facility, ID card issue but the overall satisfaction level of IOB employees about welfare measures are satisfactory.

Bhagat (2015) revealed that cleanliness is the big issue in Nashik MIDC. She suggested that cleanliness should be improved, clean & adequate latrines & urinals at the work place improve indirect motivation to employee.

5. RESEARCH METHODOLOGY

Research methodology on employee welfare typically involves a multifaceted approach to gather, analyze, and interpret data related to the well-being of employees within an organization. It often begins with defining the scope and objectives of the study, followed by a review of existing literature to understand the current state of employee welfare practices and their impact. Data collection methods may include surveys, interviews, focus groups, and analysis of organizational documents and policies. Quantitative techniques such as statistical analysis and qualitative methods like thematic analysis are commonly employed to analyze the collected data. The findings are then interpreted to draw conclusions and make recommendations for improving employee welfare programs and initiatives within the organization.

6. DATA ANALYSIS

TABLE 1. Percentage Analysis

GENDER	NO OF RESPONDENT	PERCENTAGE
Male	35	52.94117647
Female	25	47.05882353
TOTAL	60	100

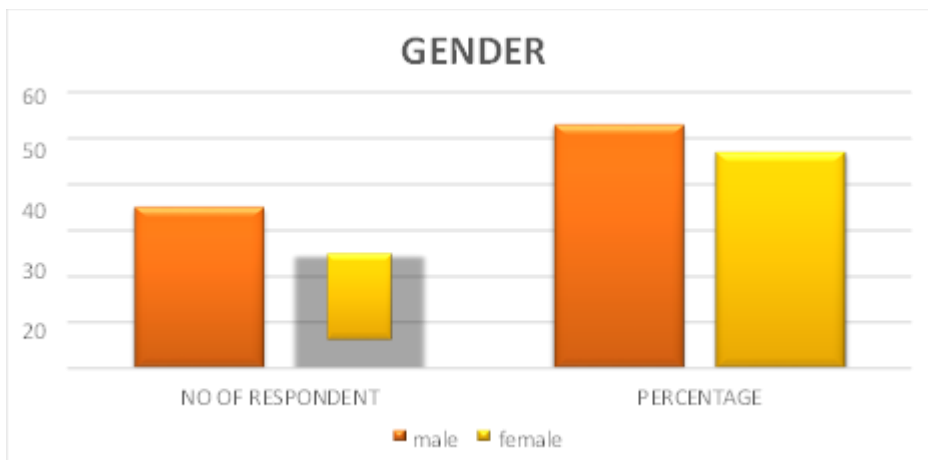


FIGURE 1

CHI SQUARE TEST:

Employee’s grouping based on the company take safety measures for the employee safety.

TABLE 2

SAFTY MEASURE	NO OF RESPONDENT	PERCENTAGE
YES	52	86.66666667
NO	8	13.33333333
TOTAL	60	100

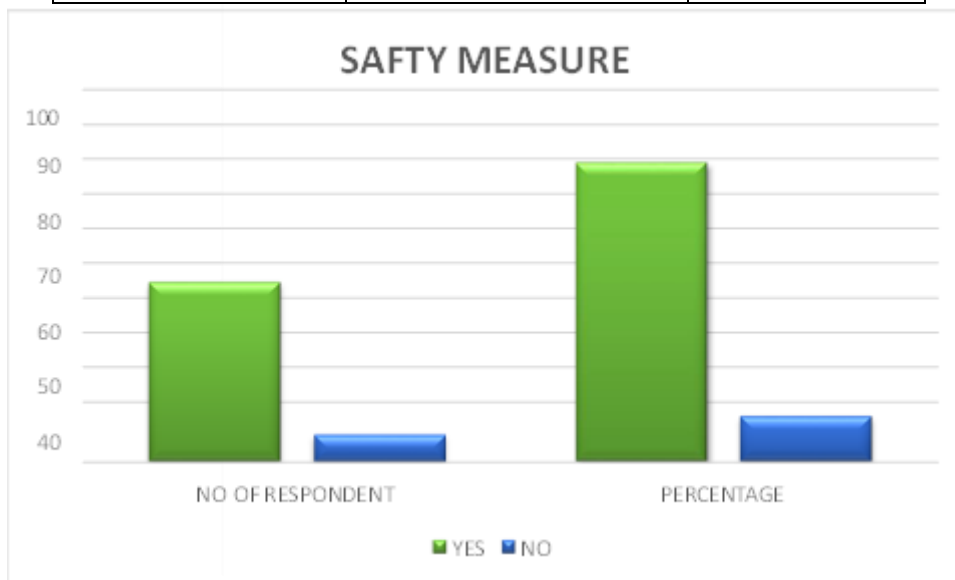


FIGURE 2

7. FINDINGS

1. All the respondents are female.
2. Most of the respondents are below 30 years.
3. Most of the respondents are 0-6 years.
4. All the respondents are married women only.
5. Most of the respondents are employed.
6. Most of the respondents say that they spend time with their children by less than 2 hours in a day.
7. Most of the respondents say that they are in the day night.

8. Most of the respondents spend nearly 2 hours to travel for a work.
9. Most of the respondents hinder their work and
10. Family commitments in their shift work.
11. Most of the respondents rarely worries about their work.

8. SUGGESTIONS

Streamline inventory management for better efficiency. Implement advanced tracking technology for real-time shipment monitoring. Enhance customer service with personalized support options. Optimize routes for faster delivery and reduced costs. Invest in employee training for improved service quality. Explore eco-friendly packaging solutions to reduce environmental impact. Foster partnerships with local suppliers for better resource utilization. Develop a mobile app for easier communication and tracking for clients. Conduct regular performance reviews to identify areas for improvement. Embrace automation to streamline repetitive tasks and increase productivity.

9. CONCLUSION

The conclusion regarding employee welfare at Chellam Logistics India Pvt Ltd would depend on various factors, including the company's policies, employee feedback, and any measurable outcomes. Without specific information, it's challenging to draw a definitive conclusion. However, ideally, a conclusion would assess the effectiveness of the company's welfare initiatives in promoting employee satisfaction, retention, and overall well-being. To delve deeper, it's essential to evaluate specific aspects of employee welfare, such as healthcare benefits, work-life balance initiatives, training and development programs, and overall organizational culture. This analysis could uncover strengths and areas for improvement, guiding future efforts to enhance employee welfare at Chellam Logistics India Pvt Ltd.

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