

A Study of Welfare Facilities and Its Effects on Employee Performance With Reference To Selected Manufacturing Industries in Narhe, Pune.

Mr. Khurape Abhijit.¹ Mr. Mokashi Shubham P³,

¹Assistant Professor, Zeal Institute of Management and Computer Application, Narhe, Pune, India,

²Student, MBA II, Zeal Institute of Management and Computer Application, Narhe, Pune, India

Abstract:

The main goal of the paper is to study of the strategies for the welfare facilities and its execution. Welfare facilities contain statutory and non-statutory facilities i.e. health facility, good work place, working environment, good food and so on which help in motivation of the staff to achieves objectives. The influence of the employees and their relations at the workplace also plays important role. The employee's industrial traits and psychological acceptance also impacts the success and implementation of welfare facilities in any organization, it also includes, employee family background, and their upbringing. To examine the influence of employee welfare measures the job satisfaction. The study will help the management to know that employee welfare measures the important in the impact of job satisfaction of employee. So it is the important investment for the success and the growth of the organization. The researcher selected 15 manufacturing companies in narhe region, Pune to study which welfare facilities provided and how its effects on employee performance so researcher select the convenience sampling method. For determine the researcher select the 216 sample size of population of study.

Keywords: Welfare Facilities, influence of the employees, impact of job satisfaction.

Introduction:

In the present fast changing work environment the human resource is measured as the very important skill for every organization. Employee welfare consists of those amenities and benefits which are delivered by employer to its staff for their relief. Employee's welfare, safety and health are the processes that promote the competence of the staffs. Different welfare facilities delivered by any organization for their workers have direct influence towards physical, health and mental productivity awareness, moral and all of efficiency of employee, some of welfare facilities include accommodations, arrangements, canteen facilities, it can be categorizes as to standards of living as well as for the working atmosphere. In spite of technological advancement, the role of human resource cannot be under estimated as a success of any organization or work environment directly depends on efficient use of human resource. Maintaining the quality of such human inputs rises from appropriate organization and management of welfare services can play a vital role

in helping better working environments and comfort of living for industrialized labors and also growing their efficiency.

The method of employee's welfare is essentially forceful and has been understood in changed methods from nation to nation and after period to period and equal in the similar nation, giving to common organizations, point of progress and all-purpose level of community and financial growth. Welfare consists of availability of numerous facilities to maintain healthy working environment for the improved lifecycle of the employees. Employee welfare contains in it "Such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed" Welfare actions impact and improvise the feelings of the labors.

Organization providing welfare services to their employees to save their inspiration altitudes high. The employee's welfare schemes can be confidential into two group's viz., statutory and non-statutory welfare schemes. The legal schemes are those schemes that are required to run by an institute as agreement to the laws principal worker health and safety, canteen service, drinking water, right and enough lighting, service for sitting, changing rooms, first aid appliances, latrines and urinals, washing rooms, spittoons, rest rooms. Non statutory welfare schemes may include: personal health care, flexi-time, employee assistance programs, anti-harassment policy and POSH (Prevention of sexual harassment), employee referral scheme, medi-claim insurance scheme. The non-statutory schemes change since organization to organization and industry to industry as per requirement.

Welfare processes encourage the competence of employees. The many welfare methods providing through the company will have direct influence on the fitness, physical and emotional effectiveness awareness, self-esteem and general productivity of the employee and so causal to the advanced production. The International Labour Organization (ILO) experts discusses to employment welfare as, "Such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale."

The Compilation of Common Skills takes clear employment welfare effort as, "The voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, as per the conditions of the market."

Literature Review

Many research have discovered the employment welfare amenities providing by organizations and strong-minded its effect on employees motivation, job satisfaction and employee efficiency. **Khan (1981)** According to author that the many employees is the mirror of the success of a country. Once industrial employee is seeking, the developed part will be sick. To negligence the labour session is to neglect efficiency as eventually country's welfare deceits in their welfare.

In India employee welfare methods develop all the very important because of the causes like low level of wages, irregular working hours, failure of trade union to assume welfare work, to shape up a constant labour force, to make a dedicated labour force, for making genuine welfare state, to make moral psychological feelings and to make good traditions.

Souza (2009) Define the employment welfare and job satisfaction connection in pharmaceutical companies and multinational pharmaceutical companies that all the eight labour welfare measurements (education/training, recreation, medical, subsidized loan, canteen, housing, safety and others) are completely and suggestively connected with job satisfaction at the 0.01 level. That implies an increase in any of the employment welfare dimensions is probable to significantly increase job satisfaction of staffs (N=201) in the pharmaceutical companies in Goa.

Laddha (2012) according to the author promote that employee's welfare services enable workers to increase their standard of living and more satisfactory life. Once staffs have been hired, trained and rewarded they need to be taken and sustained to assist the organization improved. Welfare amenities are considered to take care of the welfare of the staffs, they do not normally outcome in any monitory welfares to the workers or are these services providing by employers only, government and nongovernmental activities and trade unions also pays attention towards employee's benefits.

Jegadeesan (2009) the importance of employee welfare is focused on improvement for increasing productivity of the organization. After the globalization the working condition of labour have been always moving due to numerous issues, the organization are design to implement numerous welfare and social security program to decreased the social, physical, psychological issues and lessen the risk come across by the workers in their work and social life. Welfare not only inspired workers but also impact the feelings of employees when an workers feel that administration is involved in their wellness and happiness, their affinity to objection will slowly disappear. Thus welfare facilities improve the physique, morality, intelligence and the standard of living of the employee and accordingly it increases the effectiveness and output.

Singh (2008) the studied there is a positive relation between the welfare processes and man power output i.e. providing the proper welfare processes are engaged the output of the staffs will growth and finally the profit of the organization as well as it increase the self-confidence and inspiration of the staffs which gives an optimistic influence on the productivity level of the organization. **According to Khademi (2014)**, there

are some positive factors which are impact on organization performance consists cheerfulness, safety, inspiration and job satisfaction.

Problem Statement:

Main reason for down fall of public sector organization is an effect of political instability, inefficient distribution of resources and other. In today's market the objective of every organization is to satisfy its customers and its staffs. Only those firms which can keep their staff happy will achieve their long term goals. And by providing good facility to their employees we can get better outcome. Workers needs are always high than that fulfill by employer. The salary increase is not crucial factors to develop and inspired employee but staffs welfare procedures are viewed toward the moral asset by employer for successful organizational productivity and to realize the long term objectives of the organization. Each organization first importance to their employees. When organizational employees satisfied with their work then the results of the organization will be higher output. Staff health is the most important thing in every organization. Each and every staff should be healthy so that they can perform work properly and can give their best. There are some methods used by organization which can help to measure the welfare and its impact on performance of employees.

Objectives:

1. To study welfare activities to assist to the profitability and productivity of staff.
2. To study employee welfare activities and employee performance.
3. To study benefits of employee welfare facilities.

Hypothesis:

H₀: there is no significance effect of welfare facilities on employee performance.

H₁: there is significance effect of welfare facilities on employee performance.

RESEARCH METHODOLOGY:

DATA COLLECTION METHOD:

The data is collected from two sources i.e. Primary and Secondary data source.

Primary Data Source:

Primary data has collected from employees of the organization.

- ❖ **Interviews:** By interviewing the manager and the employees, essential data should be collected and the function of their system is easily understood.
- ❖ **Observation:** By observing the working of manager as well as employees of the company.
- ❖ **Questionnaire:** A questionnaire was prepared and fills up form employees.

Secondary Data Source:

Secondary data is collected from company documents, Company website, Journal's, publications and book, magazines.

SAMPLING METHOD:**Sampling Method: convenience sampling method**

Researcher selected 15 manufacturing companies in narhe region, Pune and collected the sample of employees through structured questionnaire method. Researcher used convenience sampling method to collect the data. The total no. of employees working in selected 15 manufacturing companies is 469. To determine the sample size researcher used 95% confidence level, 5% margin of error and consider 50% response distribution. By using the sample size formula the minimum statistically accepted sample size 210. By using the thumb rule, larger the sample then greater accuracy, so that researcher selected 216 samples which is greater than minimum statistically accepted sample size to represent the given population of study.

TOOLS TO BE USED FOR DATA ANALYSIS:**Microsoft Office:**

- MS-Excel for tabular forms and graphs.

Types of research design: Descriptive Research Design

It is a research process that defines the future of the population or status that is life planned. In this approach focuses more continuously the "What" of the study demands rather than the "Why" of the research study.

The research design and the reply of employees towards listed statutory welfare facilities and non-statutory welfare facilities are totally depends on the availability of the particular facility in-time, quality, quantity and the test of the employees towards the quality. The employee can have different psychological perspectives and a standard of quality which may differ employee to employee depends on their background, position and upbringing. The research endeavors to identify the current situation of the generalized facilities and their utilization in the current scenario. That also reflects the employee relations in group and influence of the individual personality in the organizational environment. To accommodate the psychology and the requirements of the research as the stability of the employees while research survey, the researcher gives awareness about the statutory and non-statutory welfare facilities and their significance at work-place. This orientation helps employees to give genuine feedback in research survey questionnaire and interviews.

Data Analysis, Interpretation and Findings:

Note: 1= strongly agree, 2= moderately agree, 3= Neutral, 4= strongly disagree, 5= moderately disagree.

Table No. 1

Statutory Welfare Facilities

Sr. No.	Statutory Welfare Facilities	1	2	3	4	5	Total
1.	Canteen	97	80	22	11	6	216
2.	Potable Drinking water	119	63	11	13	10	216
3.	Siting and Working space	129	33	22	26	6	216
4.	First-aid appliances	76	65	43	21	11	216
5.	Latrines and urinals and Spittoons	94	47	35	24	16	216
6.	Lightning, and ventilations	91	75	28	11	11	216
7.	Washrooms and changing room	127	39	26	15	9	216
8.	Rest and lunch room	65	54	49	26	22	216
	Total	606	363	161	106	60	1296

Table No. 1.1

Sr. No.	Statutory Welfare Facilities	1	2	3	4	5	Total
1	Canteen	101	61	27	18	10	216
2	Potable Drinking water	101	61	27	18	10	216
3	Siting and Working space	101	61	27	18	10	216
4	First-aid appliances	101	61	27	18	10	216
5	Latrines and urinals and Spittoons	101	61	27	18	10	216
6	Lightning, and ventilations	101	61	27	18	10	216
7	Washrooms and changing room	101	61	27	18	10	216
8	Rest and lunch room	101	61	27	18	10	216
	Total	606	363	161	106	60	1296

Table No. 1.2

Sr. No.	Statutory Welfare Facilities	P- Value
1	Canteen	0.022134936514
2	Potable Drinking water	0.007665979959
3	Siting and Working space	0.000023245256
4	First-aid appliances	0.001939943866
5	Latrines and urinals and Spittoons	0.018474642696
6	Lightning, and ventilations	0.129087319688
7	Washrooms and changing room	0.004996251526
8	Rest and lunch room	0.000000000332

Interpretation:

As per the above table no 1.2 of P-values, all the P-values < 0.005 (Smallest level of significance) so researcher rejected the null hypothesis H_0 and **accepted the alternative hypothesis H_1** .

This indicates, there is significance effect of welfare facilities on employee performance. Only one parameter i.e. lightning and ventilations P-Value > 0.129087319688 , (smallest level of significance) i.e.0.05 so researchers rejected the Alternative hypothesis H1 and accept **the Null hypothesis H₀**.

This indicates, there is no significance effect of welfare facilities on employee performance.

Table No.2

Non-Statutory Welfare Facilities

Sr. No.	Non-Statutory Welfare Facilities	1	2	3	4	5	Total
1.	Personal Healthcare	41	73	37	43	22	216
2.	Flexi-timing	104	32	35	26	19	216
3.	Employee assistance program	99	61	33	17	6	216
4.	Anti-Harassment Policy and POSH	111	54	29	20	2	216
5.	Maternity, paternity and Adoption	127	29	22	22	16	216
6.	Medi-claims and insurance	45	54	65	33	19	216
	Total	527	303	221	161	84	1296

Table No.2.1

Sr. No.	Non-Statutory Welfare Facilities	1	2	3	4	5	Total
1	Personal Healthcare	101	61	27	18	10	216
2	Flexi-timing	101	61	27	18	10	216
3	Employee assistance program	101	61	27	18	10	216
4	Anti-Harassment Policy and POSH	101	61	27	18	10	216
5	Maternity, paternity and Adoption	101	61	27	18	10	216
6	Medi-claims and insurance	101	61	27	18	10	216
	Total	527	303	221	161	84	1296

Table No.2.2

Sr. No.	Non-Statutory Welfare Facilities	P- Value
1	Personal Healthcare	0.000000000000
2	Flexi-timing	0.000012293474
3	Employee assistance program	0.543525267444
4	Anti-Harassment Policy and POSH	0.072747259492
5	Maternity, paternity and Adoption	0.000009305107
6	Medi-claims and insurance	0.000000000000

Interpretation:

As per the above table no 2.2 of P-values, all the P-values < 0.005 (Smallest level of significance) so researcher rejected the null hypothesis H₀ and **accepted the alternative hypothesis H₁**.

This indicates, there is significance effect of welfare facilities on employee performance. Only one parameter i.e. Employee assistance program P-Value > 0.543525267444 and Anti-Harassment Policy and POSH P-Value > 0.072747259492 (smallest level of significance) i.e.0.05 so researchers rejected the Alternative hypothesis H1 and accept **the Null hypothesis H₀**.

This indicates, there is no significance effect of welfare facilities on employee performance.

2. According to your perception please rate the following benefits of the employee welfare?

Note: 1= strongly agree, 2= moderately agree, 3= Neutral, 4= strongly disagree, 5= moderately disagree.

Table No.3

Sr. No.	Benefits	1	2	3	4	5	Total
1.	Creates efficiency towards work	121	33	26	30	6	216
2.	Improves physical and mental health	97	54	22	34	9	216
3.	Improvise Loyalty towards the work	79	59	31	36	11	216
4.	Promote healthy industrial relationship	47	64	54	34	17	216
5.	Changing in the outlook of employee	43	91	41	24	17	216
6.	Exhibits organizational CSR sense	26	97	54	26	13	216
	Total	413	398	228	184	73	1296

Table No.3.1

Sr. No.	Benefits	1	2	3	4	5	Total
1	Creates efficiency towards work	101	61	27	18	10	216
2	Improves physical and mental health	101	61	27	18	10	216
3	Improvise Loyalty towards the work	101	61	27	18	10	216
4	Promote healthy industrial relationship	101	61	27	18	10	216
5	Changing in the outlook of employee	101	61	27	18	10	216
6	Exhibits organizational CSR sense	101	61	27	18	10	216
	Total	413	398	228	184	73	1296

Table No.3.2

Sr. No.	Benefits	P- Value
1	Creates efficiency towards work	0.000022896029
2	Improves physical and mental health	0.001996216924
3	Improvise Loyalty towards the work	0.000060498339
4	Promote healthy industrial relationship	0.000000000000
5	Changing in the outlook of employee	0.000000000001
6	Exhibits organizational CSR sense	0.000000000000

Interpretation:

As per the above table no 3.2 of P-values, all the P-values < 0.005 (Smallest level of significance) so researcher rejected the null hypothesis H_0 and **accepted the alternative hypothesis H_1** .

This indicates, there is significance effect of welfare facilities on employee performance.

Conclusion:

The essential aim of this is for understanding the present welfare facilities and its impact on workplace. The main focus of this welfare focus and effect of welfare centers on employee performance and benefits. The researcher observation of primary statistics has helped to evaluate whether the welfare measures protected underneath the statutory and non-statutory welfare measures have an impact on the performance of employees. From the survey carried out, we are able to say that most of the staffs appeared to be satisfied with the given welfare centers and most of them have overall concept approximately the facilities. This supports the assumption that, the employee welfare facilities play a vital role in employee engagement and to improve their work efficiency and competency. The service factors and its effectiveness partially depends on welfare facilities as these facilities improve employee attachment and belongingness towards organization. The business enterprise offers properly non-statutory benefits to the employees. Apart from the statutory benefits organization also affords mutual blessings which are a good sign from a part of the organization to reveal that they actually care approximately the human beings operating there. At gift the facilities rendered to the employees are of very good best. They are geared up to welcome greater new mutual welfare facilities and haven't any important lawsuits about any welfare facilities. At the stop, the researcher can say that it becomes an excellent revel in to engage with the people from various departments and this can sincerely assist in coming destiny. Hence we can conclude that:

1. Welfare facilities assist to the organization to improve profitability and productivity of employee.
2. The quality of welfare facilities, its maintenance that to employee can observe, enjoy and utilization supports to employee engagement and performance enhancement
3. The statutory and non-statutory welfare facilities have their own significance in the work environment, in maximum time these facilities produce benefits and employee satisfaction which helps to create emotional attachment and belongingness towards work and task.

Bibliography:

1. Aswathappa, K. (2003). Human Resource and Personnel Management (3rd Ed.). New Delhi: Tata McGraw Hill Publishing Company Limited.
2. Acheaw, O. (2007). Staff Development and Employee Welfare Practices and Their Effects on Productivity in Three Special Libraries in Ghana. Ghana Library Journal, 19(1), 83-96.

3. Christiana Beulah, M., & Mahalakshmi, D. (2012). Moderating Role of Emotional Intelligence towards Stress & Employee Performance in the Indian Banking Sector. *International Journal of Research in Commerce, IT and Management*, 2(8).
4. Impact of Labour Welfare on Employee Attitudes and Job Satisfaction. (1968). *Management & Labour Studies*, 29(1), 31- 40.
5. Babu K.V.S.N Jawahar, Valli S. Kalesha Masthan and Bhupathi C. (2012): Recent trends in factories welfare measures, *Academisia: An International Multidisciplinary Research Journal*, 2(12), 252-261.
6. Logasakthi K. and Rajagopal K. (2013): A study on employee health, safety and welfare measures of chemical industry in the view of Sleam region, TamilNadu (India). *International Jour. of Research in Business Management*, Vol. 1 (1) pp 1 - 10.
7. <https://abhinavjournal.com/journal/index.php/ISSN-2320-0073/article/...>
8. Mr. Abhijit Khurape, Dr. Satish Punse "A Study on Factors affecting to Employee Engagement and its impact on strategic fit in an organization" © 2019 JETIR March 2019, Volume 6, Issue 3 www.jetir.org (ISSN-2349-5162).
9. https://www.academia.edu/248383/EMPLOYEE_WELFARE_FACILITIES_PROJECT_REPO_RT.
10. <http://abhinavjournal.com/journal/index.php/ISSN-2320-0073/article/view/451>.
11. Gary Dessler & Biju Varkkey, " Human Resource Management: eleventh edition "ISBN 978-81-317-2538-2 first impression Pearson education, 2008.