"A STUDY OF EMPLOYEE WELFARE FACILITIES AND ITS IMPACT ON EMPLOYEE PERFORMANCE"

Bindu Rawat

Research scholar, Uttaranchal Institute of Management, Uttaranchal University, Dehradun, Uttarakhand, India.

ABSTRACT

The main aim research paper is to know the employee welfare facilities and impact on employee performance. Welfare facilities are to two type statutory and non statutory facilities includes drinking water facilities, canteen facilities, lighting and sitting facilities, first aid facilities, transport facilities, maternity benefits, social security that help to enhance the employee performance. The various welfare facilities provided to employees instant impact on their health, physical and mental effectiveness that help in improving the employee performance. The environmental condition of many firm are rapidly changing. The study review the facilities provided to employees at workplace and impact on employee performance. Organization can accomplish its intention only when its employees are in high spirits and loyal to their work. Employee can focus on their job only when they are comfortable. Employee welfare facilities plays vital role in every organization. The research has be conduct using the primary data collected from 50 respondents and secondary data through journals and websites.

KEYWORD: Employee Welfare Facilities, Employee Performance.

INTRODUCTION

Employee's welfare includes all those facilities, services and benefits which are provide by employer to its employee for their comfort. Employee's welfare, safety and health are the measures that promote the efficiency of the staffs. Welfare is comfortable living and working conditions given by employer to their employees in an organization. Welfare facilities play very important role in organization. The major reason of employee welfare is to improve the life of employees and keep them happy and conducted. Organization provide welfare facilities to their employees so that there are highly motivated and improve the employee performance. Welfare facilities is classified into two categories statutory and non statutory welfare facilities.

Statutory facilities are those facilities which are compulsory to provide by an organization includes drinking water, facilities for sitting, first aid appliances, latrines and urinals, canteen facilities lighting, rest room, spittoons and Non statutory facilities are differ from one organization to another organization and from industry to industry. Non statutory includes personal health care, flexi-time, maternity and adoption leave,

employee assistance programs. Different welfare programs provided by any organization to its workers have direct impact on the physical, health and mental efficiency alertness, morale and overall efficiency of the employees.

LITERATURE REVIEW:

Krupa T, Kirsh B,Cockburn L, Gewurtz R 2009 estate that employee welfare facilities should be flexible. To improve these facilities their should be need of continuous innovation. As a result, it can make a more pleasing environment for employee and for organization as complete. They said that if the employee are satisfied that result in increasing the employee productivity of the organization.

Mishra,S,and Bhagat,M 2010 state that labour absent in Indian industry can condense to great amount, if we give good accommodation, health and family care, canteen ,learning and transport services. The customary for successful executive of labour welfare activities is nothing but creation of democratic set up in and industrialized society.

Srinivas K.T 2013 state that the managements offer goods facilities to all the employees in such a manner that employee emerge as glad about labour welfare facilities. It increase productivity in both the manner in quality and quantity. Increasing the welfare through the personnel will become happy, employee performance degree emerge as increase, it leads to improve positive effects of profitability and product of the organization.

B.Rajkuar 2014 examine that workers are comparatively unpreserved, which need regular welfare facilities for his or her up progression and presentation on the field. In India service region is most vital division which create additional service, needs welfare scheme for their improvement. The welfare facilities help to promote workers maximum welfare scheme of disinfected amongst human resource and influenced through presenting welfare measures. This motivate workers to expand their productivity and efficiency.

Dr.Usha Tiwari 2014 examine that consistent average score and percentage rating overall employee satisfied with facilities are 64%. The welfare facilities provided to employees are satisfied, but still there is scope of further enhancement in performance, efficiency and productivity and achieve the organization goal.

OBJECTIVE OF STUDY

- ➢ To study about the various statutory and non statutory facilities provided in the organization.
- ➢ To study the impact of welfare facilities on employee performance.

DATA ANALYSIS

Data analysis is a process of data inspection, cleaning, transformation and modeling in order to discover useful information, report conclusions and support the decision-making process. Analysis refers to the division all into its separate components for an individual examination. Data is collected and analyzed to answer questions, test hypotheses. To analyze the data and reach our research goal, we need to understand the motivation factors of the employees from different awards.

Reliability Test

Reliability refers to the extent to which a scale produces consistent results, if the measurements are repeated a number of times. The analysis on reliability is called reliability analysis. Reliability analysis is determined by obtaining the proportion of systematic variation in a scale, which can be done by determining the association between the scores obtained from different administrations of the scale. Thus, if the association in reliability analysis is high the scale yields consistent results and is therefore reliable.

Descriptive statistics

Mean and Standard deviation of statutory facilities

	Reliability	Mean	Std. Deviation
work place regularly cleaned	.632	1.48	.505
medical and first aid facilities		2.10	1.055
rest room and lunch room facilities provided at workplace		1.90	.839
ventilation and lighting facilities		1.82	.825
canteen facilities available at workplace		2.32	1.039
drinking water facilities at workplace		1.60	.535

Valid N (list wise)			

Interpretation : In above table we can see that Cronbach's alpha is **0.632**, which indicates a high level of internal consistency for our scale with this specific sample. Thus the data is reliable enough for further test and indicates that the means for canteen facilities available at workplace is 2.32 which is highest and Standard Deviation is also highest for the same that is 1.039.

Mean and Standard deviation of No statutory facilities

	Reliability	Mean	Std. Deviation
transport facilities provided at workplace	.727	2.36	1.191
housing and recreational facilities provide to you at workplace		2.44	1.181
maternity benefit for women employee		2.04	.781
fair distribution of work and provision for breaks		2.22	.954
social security benefit		2.16	.912
	.		

Interpretation: In above table we can see that Cronbach's alpha is **0.727**, which indicates a high level of internal consistency for our scale with this specific sample. Thus the data is reliable enough for further test and indicates that the means housing and recreational provided at workplace is 2.44 which is highest and Standard Deviation is also highest for the same that is 1.191.

Mean and Standard deviation of employee performance

	Reliability	Mean	Std. Deviation
proper working hour sat workplace	.680	2.52	.953
motivational factors like responsibility relating to welfare of employee		2.18	.919
satisfied with the supporting environment		2.04	.832
participation in decision making in workplace		2.28	1.051
satisfied with giving reasonable pay for every employee		2.16	.912
performance improving due to change in organization plans and policies		1.98	.937
employees welfare facilities increased the employee performance		1.84	.866

In above table we can see that Cronbach's alpha is **0.680**, which indicates a high level of internal consistency for our scale with this specific sample. Thus the data is reliable enough for further test and table indicates that the means for proper working hours at workplace is 2.32 which is highest and Standard Deviation is also highest for the same that is 1.051.

Hypothesis:

Hypothesis 1:

H_o:-There is no significant impact of statutory facilities on employee performance.

H1:- There is significant impact of statutory facilities on employee performance.

Hypothesis 2:

H_o:-There is no significant impact of no statutory facilities on employee performance.

H1:- There is significant I impact of no statutory facilities on employee performance.

REGRESSION ANALYSIS

Linear regression is the next step up after correlation. It is used when we want to predict the value of a variable based on the value of another variable. The variable we want to predict is called the dependent variable (or sometimes, the outcome variable). The variable we are using to predict the other variable's values called the independent variable (or sometimes, the predictor variable).

Testing Hypothesis

H_o:-There is no significant impact of statutory facilities on employee performance.

H1:- There is significant impact of statutory facilities on employee performance.

REGRESSION

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.435[a]	.189	.173	.704

a. Predictors: (Constant), Employee performance

Table describes how perfectly the model fits for the analysis. R shows the degree of correlation between the statutory and non statutory facilities And Employees performance as the value of R is .435 that means there is moderate degree of relationship between both sets of data. R^2 states the strength of association, the value of R_2 ranges from 0 to 1 value closer to the 1 shows high degree of association. In the model the value of R_2 is .189which means the strength of association between two set of data is 18%. That means the statutory facilities and employee performance are moderately associated with each other. Thus the statutory facilities have significant impact on Employees Performance.

ANOVA[s]

Model	Sum of Squares	Do	Mean Square	F	Sig.
Regression	5.567	1	5.567	11.221	.002[b]
Residual	23.813	48	.496		
Total	29.380	49			

a. Dependent Variable: Statutory facilities

b. Predictors: (Constant), Employee performance

The table indicates that the regression model predicts the dependent variable significantly well. We have to look at the "**Regression**" row and go to the "**Sig.**" column. This indicates the statistical significance of the regression model that was run. Here, $p < 0.0005$, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data).

From the above table the value of Significance is .000 which means it is less than .05 indicating that the null hypothesis is rejected . Hence there is a significant impact of statutory facilities on employee performance.

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig.
1 (Constant)	.595	.427		1.393	.170
Employee performance	.677	.202	.435	3.350	.002

a. Dependent Variable: Statutory facilities

Rom the above table, the regression equation can be equated as

Employee motivation=.595 +.677(Statutory Facilities)

Thus it is concluded that Statutory Facilities has positive impact on employee performance. It indicated that increase in statutory facilities will help in improving employee performance.

Hypothesis 2:

H_o:-There is no significant impact of no statutory facilities on employee performance.

H1:- There is significant I impact of no statutory facilities on employee performance.

REGRESSION

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.477[a]	.228	.212	.624

a. Predictors: (Constant), Employee performance

Table describes how perfectly the model fits for the analysis. R shows the degree of correlation between the statutory and non statutory facilities And Employees performance as the value of R is .477 that means there is moderate degree of relationship between both sets of data. R^2 states the strength of association, the value of R_2 ranges from 0 to 1 value closer to the 1 shows high degree of association. In the model the value of R_2 is .228which means the strength of association between two set of data is 22%. That means the no statutory facilities and employee performance are moderately associated with each other. Thus the no statutory facilities have significant impact on Employees Performance.

ANOVA[s]

Model		Sum of Squares	Do	Mean Square	F	Sig.
	Regression	5.511	1	5.511	14.165	.000[b]
	Residual	18.673	48	.389		
	Total	24.183	49			

a. Dependent Variable: Nonstatutory_facilities

b. Predictors: (Constant), Employee performance

The table indicates that the regression model predicts the dependent variable significantly well. We have to look at the "**Regression**" row and go to the "**Sig.**" column. This indicates the statistical significance of the regression model that was run. Here, $p < 0.0005$, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data).

From the above table 4.2.8 the value of Significance is .000 which means it is less than .05 indicating that the null hypothesis is rejected . Hence there is a no significant impact of no statutory facilities on employee performance.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.968	.350		2.765	.008
	Employee performance	.595	.158	.477	3.764	.000

a. Dependent Variable: Nonstatutory_facilities

Rom the above table, the regression equation can be equated as

Employee motivation=.968 +.595(No statutory Facilities)

Thus it is concluded that Non Statutory Facilities has positive impact on employee performance. It indicated that increase in Non Statutory Facilities will help in improving employee performance.

CONLUSION

- The statutory facilities and employee performance are moderately associated with each other. Thus the statutory facilities have significant impact on Employees Performance.
- It seems that Statutory Facilities has positive impact on employee performance. It indicated that increase in statutory facilities will help in improving employee performance.
- The no statutory facilities and employee performance are moderately associated with each other. Thus the no statutory facilities have significant impact on Employees Performance.
- It seems that Non Statutory Facilities has positive impact on employee performance. It indicated that increase in Non Statutory Facilities will help in improving employee performance.

LIMITATIONS OF THE STUDY

- ➢ Accuracy of the study is purely based on the information as given by the respondents.
- ➢ This study was limited to sample size of 50.
- ➢ This study has been limited by time and cost factors.

REFRENCES

➢ http://ijesc.org/International Journal of Engineering Science and Computing, December 2016 India Volume 6 Issue No. 12.

➢ Abhinav International Monthly Refereed Journal of Research in Management and Technology Volume 3, Issue 11 (November, 2014) Online ISSN-2320-0073.

➢ ERA International journal of economics and business review Volume 3, Issue 11 (November, 2014) Online ISSN-2320-0073.

➢ **www.impactjournals.us** International Journal of Research in Applied, Natural and Social Sciences (IMPACT: IJRANSS)ISSN (P): 2347-4580; ISSN (E): 2321-8851 Vol. 5, Issue 11, Nov 2017, 37-52© Impact Journals.

➢ IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 19, Issue 5. Ver. VI (May 2017), PP 45-48 www.iosrjournals.org.

➢ International Journal of Civil Engineering and Technology (IJCIET)Volume 8, Issue 10, October2017,pp.://http://www.iaeme.com/ijciet/issues.asp Print: 0976-6308 and ISSN Online: 0976-6316