



A STUDY ON IMPACT OF EMPLOYEE WELFARE FACILITIES ON JOB SATISFACTION

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ABSTRACT

Employees who report high levels of job satisfaction report better efficiency on the job, which helps both the company and its bottom line. It's crucial for keeping workers happy and committed to their jobs. Happier workers provide for a more pleasant workplace, which in turn boosts output. Another difference between contented and dissatisfied workers is that the latter will stick around to help the firm expand while the former would look elsewhere. This study aimed to investigate the elements that contribute to or detract from ONGC workers' levels of job satisfaction. Organizational culture,

environment, and role stress were all taken into account as potential contributors to levels of dissatisfaction on the work. In order to better understand the topic, a descriptive method was used for this study. Using a thorough questionnaire, we were able to obtain primary data from 380 ONGC staff members.

The impact of job pressure, company ethos, and atmosphere were dissected using Multiple Regression Analysis. The research showed that ONGC workers' job satisfaction was negatively affected by stress related to their organizational roles, whereas it was positively affected by the company's culture and atmosphere.

Additionally, the research found that organizational culture is the single most important factor in determining employee happiness on the job.

Keywords: Organizational role stress, organizational culture and climate, and job satisfaction are some relevant concepts to consider.

GENERAL INFORMATION

The term "employee welfare" is used to describe the services and amenities supplied to workers, such as a cafeteria, restrooms, leisure areas, and so on. Employer welfare programs aim to improve employees' health, happiness, and productivity. Early on in the industrialization process, manufacturing employees' welfare activities were underfunded. The cost of assistance programs was seen as too much of a burden by employers.

Therefore, the State had to step in and use its persuasive abilities or, if persuasion failed, force legislation in order to fulfill its obligation to ensure the welfare of its citizens. The health, safety, and welfare of factory employees are therefore mandated under the terms of the Factories Act, 1948. Employees are more responsible and productive when they have a sense of belonging to the business, which is fostered by the provision of welfare services. Employee well-being is essential for enhancing working conditions, increasing productivity, maintaining a loyal workforce, and reducing the likelihood of strikes and other forms of labour

unrest. Facilities aid in attracting and retaining top talent.

ABOUT THE COMPANY

INDUSTRY PROFILE

ONGC

Employees who report high levels of job satisfaction report better efficiency on the job, which helps both the company and its bottom line. It's crucial for keeping workers happy and committed to their jobs. Happier workers provide for a more pleasant workplace, which in turn boosts output. Furthermore, dissatisfied workers will be looking for other employment opportunities, whereas happy workers will remain with the firm and contribute to its success.

Job satisfaction may be defined as an employee's level of enthusiasm for, and contentment with, his or her work. Job satisfaction is a pleasant emotional condition brought on by an honest evaluation of one's work and work experiences, as defined by Locke (1976). How happy a person is with their job depends on how they feel about their job overall. It quantifies the degree to which one's expectations of the employment and the benefits the job really gives match up.

Assumptions, beliefs, standards, and concrete indicators of members' and the organization's behaviour make up the culture.

Because of its subjective nature, culture is one of those concepts that is hard to define. "The collection of values, guiding principles, knowledge, and methods of thinking that are shared by members of an organization and taught to new members," as described by R.L. Daft (2005). Work-related responsibilities, connections, beliefs, conventions, values, attitudes, skills, and so on are all part of an organization's culture. Organizational culture is the interplay between a group's learned norms of behaviour and ideas about how the world works (Conner, 1983). Organizational culture is described by Tunstall (1983) as a "generic constellation of ideas, mores, conventions, value systems, behavioural standards, and methods of conducting business that are unique to each firm." According to Skandia (1998), an organization's culture is the total of its members' beliefs, attitudes, values, and customs.

OVERVIEW OF GLOBAL MARKET

The challenges individuals face on the job are what push them to succeed.

The ability to utilize with relative ease (short commutes, access to the right digital tools, and flexible hours)

Consistent expressions of appreciation from management and staff.

Fair compensation that enables employees to maintain a comfortable level of life.

Job security that allows employees to grow in a way that matters to them personally and professionally.

Based on These Ten Factors, You Can Determine How Happy Your Employees Will Be Job satisfaction is defined differently in different workplaces, and the factors that contribute to it also differ. Happy programmers don't often look the same as happy factory employees. However, there are ten commonalities across all successful businesses that care about their workers' well-being.

OVERVIEW OF INDIAN MARKET

Can employees feel free to use their natural creativity on the job.

Unless the nature of your industry absolutely forbids it, employees should feel free to let their creative juices flow on the job. Learning and development initiatives that encourage workers to expand their imaginative capabilities may, in fact, help your company be more receptive to fresh suggestions. Otherwise, workers may get the impression that their input is ignored since they are constantly required to adhere to the same rules regardless of performance. The tenth inquiry need to be concerned with the level of self-assurance among employees. The threat of automation to long-standing manufacturing processes is a major concern in today's economy, and as a result, job security has risen to the top of the agenda. Employers that wish to be seen as progressive should make it clear to workers how their roles will change over time and provide them with the resources they'll need to adjust. Ensure that everyone in the firm, from entry-level workers to executives, feels that they have a voice and can influence their future via open communication.

ABOUT MAJOR COMPANIES IN THE INDUSTRY

How happy a person is with their job depends on how they feel about their job overall. It indicates how well one's expectations of the work match the actual benefits from doing the job. Expectations have a role in work satisfaction, which in turn connects to equity theory, the psychological setting, and drive. Job fulfillment is essential to overall happiness. One's outlook on the work might be influenced by the setting in which it is performed. Job satisfaction is related to life satisfaction since work is essential to one's well-being. As a consequence, contentment, like inspiration, is born of a convoluted web of interrelated factors. Happiness in one's work life and the ability to stay motivated are not easily attained.

Employees' perspectives on their jobs are the primary subject of both work satisfaction and job participation discussions, while employees' perspectives on the company as a whole are crucial to discussions about organizational commitment. Human resource management and the study of organizational behaviour are claimed to be most interested in employees' opinions on matters of work satisfaction, job participation, and organizational commitment.

PRODUCT PROFILE

Work satisfaction is the degree to which an employee is pleased with his or her job.

Dissatisfaction on the job is a factor in employee turnover. If workers are unhappy in their existing roles, they may explore elsewhere for

employment [26]. People who aren't content in their jobs could start looking for different employment opportunities as a result. Research on employee turnover has also been conducted from a wide range of angles. Workers' decisions to leave ONGC may be impacted by their desire to transfer (which is correlated with their level of job satisfaction) and their impression of the ease with which they may do so (which is related to their assessment of the available alternatives). When employees are happy with their work, their managers, and their pay, they are less likely to look for other employment opportunities.

4. INTRODUCTION OF THE STUDY

Employee welfare is "efforts to make life worth living for laborers," as described by the Oxford dictionary. Employee welfare encompasses a wide range of perks and amenities provided by companies to their staff.

What we call "welfare" in this context refers to the extra perks and benefits employers provide their staff members above and beyond their regular pay. When workers are well taken care of, they are more likely to stay with the company for the long haul because they are more invested in its success. Efforts to improve people's lives don't have to be monetary in nature. Insurance against illness, accident, and unemployment, as well as keeping an eye on working circumstances, are all part of providing a safe and healthy environment for employees.

4.1 LITERATURE REVIEW

An important part of the manager-worker dynamic is the staff member's level of contentment in their position. When a person's employment seems to meet essential

workplace values and those values are consistent with the person's needs, the worker experiences a good emotional state known as job satisfaction (Andrew Durbin, 1981). Satisfaction with one's job is a complicated amalgamation of one's beliefs, knowledge, and emotions, as well as one's evaluations of their job and the world at large, making it very difficult to describe (Hammer and Organ, 1978). As defined by P.C. Smith et al. (1960) and others in the field of organizational psychology, "work satisfaction" is "the persisted emotion toward differentiable components of the employment environment." Work satisfaction and discontent are both considered as functions of the perceived link between what one desires from one job and what one views it as entailing, as admitted by Locke, E.A. (1976).

4.3 PROBLEM STATEMENT

Mahadev, A., & Keyon, K. In light of the claim that "job happiness" encompasses a wide range of emotions and experiences, it is important to examine the variables that contribute to agree that for employees at ONGC in Vadodara, job satisfaction is the single most important factor in determining whether or not they would decide to quit their jobs.

OBJECTIVES OF THE STUDY

- The goal of this study was to assess the degree to which workers at ONGC's Vadodara office were satisfied with their jobs across a range of criteria.

- The second objective is to determine how various demographic factors affect workers' contentment in the workplace.
- Checking in on workers' overall happiness with their workplace's welfare services.
- The purpose of this survey is to gauge the contentment of the staff as a whole.
- Finding out how happy your staff is with their working conditions.
- Learn about the many employees benefits the company offers.

RESEARCH METHODOLOGY

METHODS FOR DATA COLLECTION & VARIABLES OF THE STUDY

Methods for data collection

Primary Information

Secondary Information

Primary Information

A questionnaire was used to collect primary data.

Secondary Information

Secondary data was gathered from Books Journals Magazines Web's logistics es

Sampling

The sampling approach used for data collection is convenient sampling. The convenience

sampling technique is a non-probability approach.

Sample size

The number of individuals to be polled is indicated by logistics. Although big samples provide more trustworthy findings than small samples, owing to time and financial constraints,

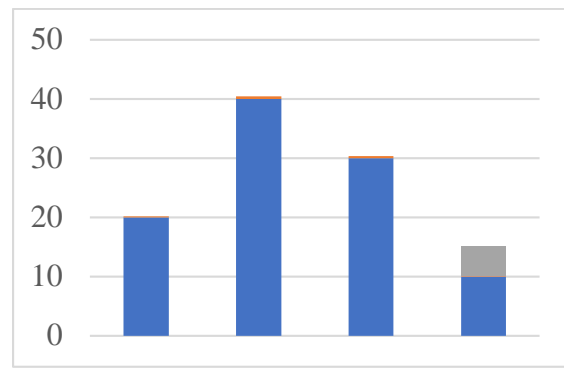
Analytical strategy

- Graphs and charts are used to depict diagrams.
- Following the use of the relevant statistical methods, logistical conclusions will be formed.
- Findings and recommendations will be provided to make the research more helpful.

DATA ANALYSIS AND INTERPRETATION

1. Are you happy with your work schedule and does it match with your personal life at ONGC?

Category	Respondent	Percentage
Satisfied	20	20%
Dissatisfied	40	40%
Strongly satisfied	30	30%
Strongly dissatisfied	10	10%

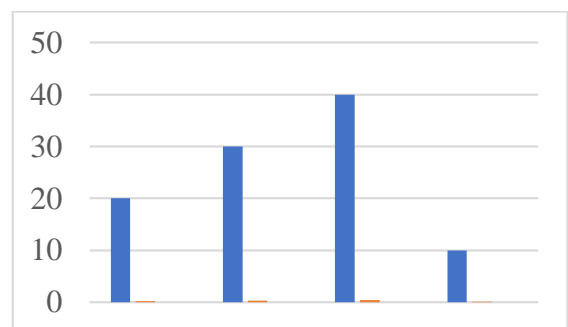


Interpretation

In accordance with this table, 20 percent of respondents are satisfied, 40 percent are dissatisfied, 30 percent are very satisfied, and 10 percent are strongly dissatisfied with their demands and their personal lives.

2. How much time you spend on household duties?

Category	Respondents	Percentage
Less than 2 hours	20	20%
2-4 hours	30	30%
4-6 hours	40	40%
More than 8	10	10%



Interpretation

Out of 100 respondents, this table indicates that 205 respondents spend less than 2 hours on domestic activities, 30% of respondents spend 2-4 hours on domestic activities, 40% of respondents spend 4-6

hours on domestic activities, and 10% of respondents spend more than 8 hours on domestic activities.

CONCLUSION/SUGGESTIONS

According to the research, an employee welfare facility has a significant influence on work satisfaction. The company's productivity will naturally grow if the welfare measures are designed in a manner that meets the demands of the workers. If the employees' needs are met, the company's productivity will rise as a result. Employee sincerity and loyalty to the company are increased when they sense that their employer cares about them. The business should own bus and provide free transportation for all employees throughout both travel times.

A 24-hour medical facility with access to physicians and ambulance services should be provided by the organization.

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