



A STUDY ON EMPLOYEE WELFARE MEASURES AND ITS IMPACT ON EMPLOYEE PRODUCTIVITY IN TASA FOODS PVT. LTD., CHITTOOR (A.P)

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Abstract

Employee Welfare as “the efforts to make life worth living for workmen”. The term labour welfare, Employee Welfare and workers welfare are used interchangeable to denote various services provided by the employers to the employees in addition to wages. Welfare includes provision of various facilities and amenities in and around the work-place for the better life of the employees. Employee welfare includes both statutory as well as non-statutory activities. Employee is a back bone of every organization, without employee no work can be done. So employee’s satisfaction is very important. Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feelings of workers. The main aim of this study is to analyze the welfare measures of TASA Foods employees. Personal interviews and asking related questions have been used in this study to measure the Employee Welfare.

Keywords: Employee, Welfare, Productivity.

Introduction

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. 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.

- ✓ Labour welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.
- ✓ Labour welfare has the following objectives

- ✓ To provide better life and health to the worker
- ✓ To make the workers happy and satisfied.
- ✓ To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers. The basic features of labour welfare measures are as follows:
- ✓ Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- ✓ Labour welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
- ✓ Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
- ✓ The purpose of labour welfare is to bring about the development of the whole personality of the workers to make a better workforce.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labour force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. The important benefits of welfare measures can be summarized as follows:

They provide better physical and mental health to workers and thus promote a healthy work environment. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.

- ✓ Employers get stable labour force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- ✓ Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. The social evils prevalent among the labours such as substance abuse, etc are reduced to a greater extent by the welfare policies



Review of Literature

This part represents the review of those studies that have been carried out in the employee welfare.

Aruna Dhamija, (2020), conducted research to discover how the welfare activities are effecting employee satisfaction. It is found that welfare activities are showing significant impact on employee satisfaction. For data analysis Cronbach's alpha was used for determining validity and reliability of the variables used in this study.

Nanjundeswaraswamy T.S, Vanishree Beloor and Swamy D.R and Nagesh P (2019), An empirical study on effect of welfare facilities on job satisfaction revealed the relationship between welfare facilities and employee satisfaction using. A sample of 50 employee's responses were considered for the study and the data was analysed using K-S Single sample Test and K-S Two-Sample Test conducted to check the stated Hypothesis and Regression analysis. Structural Equation Modelling was designed.

Lalitha and Priyanka (2014), ideated that 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 healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families..

Chaudhay, Dr Asiya, And Roohi Iqbal (2011), "an empirical study on effect of welfare measures on employees' satisfaction in" studied that the concept of employee's welfare has been used by many organization as a strategy of imp rousing productivity of employee. It is argued that welfare services can be used to secure the employee force by providing proper human conditions of work.

Ramana, T. Venkata, And E. Lokanadha Reddy (2015), "A study on employee welfare refer to they want to assess the overall satisfaction level regarding welfare program. Through their papers they want to obtain correction by the study suggestion are made that it may be railway minimize the cost of social burden and apply for government for betterment of welfare provisions. Between statutory and non-

statutory activities at industry and to obtain relationship between employees.

Dr.G. PRABU, Ms.K. Sangeetha (2020), “Health is mostly being outlined as a state of complete physical, mental and social successfulness and not simply the absence of sickness or illness. Safety refers to the nonappearance of accidents. The idea of labour, health, safety and wellbeing are flexible and broadly differ with respect to the time, region, industry, state, social value and civilization, degree of industrialization the common socioeconomic development of the people and political ideologies existing during a particular time frame.”

Dr.D. Mohan raj, Dr.S. Sara, G. Ramesh (2021), The most businesses prefer to focus on employee satisfaction. Aside from being more pleasant to have around, happy and fulfilled employees feel motivated and productive than employees who are frustrated, side lined, or dissatisfied. The primary goal of increasing employee satisfaction is to have great employees who stay long term, reducing turnover and ultimately assisting the business in growing. The goal of this study is to see if there is a link between welfare measures and job satisfaction in an organization.

Regina Wangui Muruu, Susan Were and Mwajuma Alice Abok (2016), Analysed the effect of welfare applications on labour delight in public region and established the outcomes of compensation programmes and protection and fitness programmes affected employee satisfaction in public quarter and recommends that management team of workers of public service commission need to introduce employees repayment programmes inside the business enterprise since it had a wonderful effect on worker pleasure and similarly European Journal of Molecular & Clinical Medicine recommends that control group of workers of public provider fee must galvanize safety and fitness programmes at work region with a view to decorate worker pleasure.

Ravishankar S Ule, Kotresh Patil and Aparna J Varma (2018), Describes that there exists strong high quality correlation among statutory and non-statutory measures and employee delight and most people of welfare centers are subjects of sanitation which isn't given very less satisfaction among experts are inspired via giving welfare activities and aimed to find out the numerous exertions welfare facility to understand the significant have an impact on the employee's delight level and strongly recommended to cognizance more on worker seating preparations to benefit powerful worker productiveness

A Flora Noyal, K Saranya and L Lal Priya (2019), Tested the worker satisfaction towards the welfare measures provided by means of MMHRC using both subjective and statistical records techniques have been utilized to investigate the data that changed into accumulated on this observe. Specially, descriptive facts became used to summarize the information and analysed the use of correlation and regression analysis to give the records and they also made it less complicated to compute and interpret and located that maximum of the employees have been no longer utilizing the mess advantages and suggested to reduce the costs to show it into exceedingly useful welfare degree.

Objectives of the Study

- ✓ To analyse the effectiveness of Employee welfare measures in Tasa Food and Pvt. Ltd.
- ✓ To analyse the impact of statutory welfare measures and voluntary welfare measures on employee productivity.

- ✓ To compare both statutory welfare measure and voluntary welfare measures in organization.

RESEARCH METHODOLOGY

Research Type: Descriptive Research:

The term descriptive research then refers to research questions, design of the study, and data analysis conducted on that topic. We call it an observational research method because none of the research study variables are influenced in any capacity.

Simple random technique:

Simple random technique is a sampling technique where every item in the population has an even chance and likelihood of being selected in the sample.

Research Design:

The total population in research field is 400.

Sample Size:

A sample size means the number of sampling units selected from the population for research. An optimum sample size of 110 was taken for this study.

Data Collection Method:

For the study both primary and secondary data were used.

Primary Data:

Primary data is collected by direct survey through questionnaire method. A questionnaire is a list of question in a prearranged order.

Secondary Data:

Secondary data may either be published data or unpublished data. Secondary data means data that is directly available.

Sampling Plan:

Data source-Primary & Secondary Data
Research instrument - Questionnaire
Sample size-110

Statistical Tools:

- Percentage Method
- Chi square test

Percentage Method:

Percentage Method In this research, various percentages are identified in the analysis and they are represented pictorially by diagram in order to have a better

$$\text{No. of Respondent Percentage} = \frac{\dots}{\dots} \times 100$$

Total respondents

Chi square test:

The Quantity chi-square describes the discrepancy between theory and observation.

$$X^2 = \sum \frac{(O - E)^2}{E}$$

O=Observed Frequency E=Expected Frequency

Scope of the Study

- The present study has been undertaken to study and find out effectiveness of Employee Welfare measures. To find out the practical difficulties involved in welfare measures that can be evaluated through this study. The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
- This will be helpful to know about the various levels of welfare schemes and the organization's benefits extended to the employees.

Need of the Study

Employees play an important role in the overall growth rate of the company. Hence, organizations have to secure the cooperation of employees in order to increase the production and to earn higher profits. The cooperation of employees is possible only when they are fully satisfied with their welfare facilities, employer and the working conditions on the job. Hence there is a need to study that whether welfare facilities play an important role on the productivity rate of employees.

Limitations of the Study

- ✓ Time is a major limiting factor
- ✓ Some workers are not willing to providing the information
- ✓ There may be a chance of biased information
- ✓ As the questions were direct to the personal opinion of the employees some of them were hesitant to answer negative points.

DATA ANALYSIS AND INTERPRETATION

1. How do you rate the working hours of the organization?

Table 1 : Working hours of the organization

Options	Percentage of Respondents
Highly satisfactory	50.91%
Satisfactory	32.73%
Average	0.00%
Dissatisfactory	16.36%
Highly dissatisfactory	0.00%
Total	100.00%

Source: Primary data.

Interpretation

From the above table it is clear that 50.91% of employees are Highly satisfactory with the Working hours of the organization, 32.73% of respondents are satisfied only 16.36% of respondents are dissatisfied with Working hours of the organization.

2. How do you rate the working environment of the organization?

Table 2 : Working environment of the organization

Options	Percentage of Respondent
Highly satisfactory	18.18%
Satisfactory	65.45%
Average satisfactory	0.00%
Dissatisfactory	10.91%
Highly dissatisfactory	5.45%
Total	100%

Source: Primary data.

Interpretation

From the above table it is clear that 18.18% of employees are Highly satisfactory with the Working environmental of the organization, 65.45% of respondents are satisfied whereas 10.91% of respondents are dissatisfactory, only 5.45 of respondents are highly dissatisfactory with Working environmental of the organization.

3. Rate the overall satisfaction with employee welfare activities of the organization?

Table 3 : Overall satisfaction with employee welfare activities

Options	Percentage of Respondents
Highly satisfactory	21.82%
Satisfactory	60.00%
Average	0.00%
Dissatisfactory	10.00%
Highly dissatisfactory	8.18%
Total	100.00

Source: Primary data.

Interpretation

From the above table it is clear that 21.82% of employees are Highly satisfactory with the Overall satisfaction with employee welfare activities in the organization, 60.00% of respondents are satisfied, whereas 10.00% of respondents are dissatisfactory, only 8.18% of the respondents are highly dissatisfactory with the Overall satisfaction with employee welfare activities in the organization.

4. How do you feel about the sanitary facilities in your company?

Table 4 : Sanitary facilities

Options	Percentage of Respondent
Very good	0.00%
Good	72.73%
Fair	0.00%
Average	27.27%
Poor	0.00%
Total	100.00%

Source: Primary data.

Interpretation

From the above table it is clear that 72.73% of employees are good with the Sanitary facilities of the organization, only 27.27% of respondents said it was average with Sanitary facilities of the organization.

5. Are you satisfied about the Hygienic conditions around working place?

Table 5 : Hygienic conditions around working place

Options	Percentage of Respondent
Very good	0.00%
Good	78.18%
Fair	14.55%
Average	0.00%
Poor	7.27%
Total	100.00%

Source: Primary data.

Interpretation

From the above table it is clear that 78.18% of employees are good with the Hygienic conditions around working place of the organization, 14.55% of respondents are fair, only 7.27% of respondents are poor with Hygienic conditions around working place of the organization.

6. How do you rate the health insurance and accidents benefits?

Table 6 : Health insurance and Accidents benefits

Options	Percentage of Respondent
Excellent	45.45%
Very good	47.27%
Good	0%
Satisfied	0%
Dissatisfied	7.27%
Total	100%

Source: Primary data.

Interpretation

From the above table it is clear that 45.45% of employees are excellent with the Healthinsurance and Accidents benefits of the organization, 47.27% of respondents are very good, only 7.27 %of respondents are dissatisfied Health insurance and Accidents benefits of the organization.

CHI -SQUARE TEST:

Rate the overall satisfaction with employee welfare activities of the organization

H₀: There is no satisfaction with employee welfare activities in the organization. H₁: There is satisfaction with employee welfare activities in the organization.

Table 7 : Overall satisfaction with employee welfare activities of the organization

Observed Frequency (O _i)	Expected Frequency (E _i)	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i) ² /E _i
24	22	2	4	0.18
66	22	44	1936	88.00
0	22	-22	484	22.00
11	22	-11	121	5.50
9	22	-13	169	7.68
			Total	123.36

$$E_i = 110/5$$

$$= 22$$

$$\text{Degree of freedom} = (n-1)$$

$$= 5-1$$

$$= 4$$

The table value of chi square at 5 level of significance at 4 degree of freedom is 9.488, the Calculated value is greater than table value. Hence, H₀ is rejected and H₁ is accepted, there is Satisfaction with employee Welfare activities in the organization.

How do you rate the working environment of the organization?**CHI -SQUARE TEST**

H_0 : There is no proper working environment of the organization. H_1 : There is proper working environment of the organization

Table 8 : Working environment of the organization

Observed Frequency (O _i)	Expected Frequency (E _i)	(o _i -e _i)	(O _i -E _i) ²	(O _i -E _i) ² /E _i
20	22	-2	-4	-0.18
72	22	50	2500	113.64
0	22	-22	484	22.00
12	22	-10	100	4.55
6	22	-16	256	11.64
			Total	151.64

$$E_i = 110/5$$

$$= 22$$

$$\text{Degree of freedom} = (n-1)$$

$$= 5-1$$

$$= 4$$

The table value of chi square at 5 level of significance at 4 degree of freedom is 9.488, the calculated value is greater than table value, H_0 is rejected, H_1 is accepted, there is working environment of the organization.

FINDINGS

- ✓ 50.91% of respondents are highly satisfactory with the Working hours of the organization.
- ✓ 65.45% of respondents are satisfactory with the Working environmental of the organization
- ✓ 60.00% of respondents are satisfied with the Overall satisfaction with employee welfare activities in the organization.
- ✓ 72.73% of respondents are good with the sanitary facilities of the organization.
- ✓ 78.18% of respondents are good with the Hygienic conditions around working place of the organization.
- ✓ 47.27% of respondents are very good Health insurance and Accidents benefits of the organization.

SUGGESTIONS

- ✓ The company should provide better transportation facility to workers for convenience.
- ✓ The company should improve rest room facility, because there is need for betterment of rest rooms of workers which plays an important role in making them fresh.
- ✓ The company should follow the best safety methods to the employees.

- ✓ Management shall arrange more programs to improve the employee's awareness on welfare measures, working conditions and social security schemes.
- ✓ The management can provide better quality and variety of food in the canteen.
- ✓ Improve the participative work environment between the employees.

CONCLUSION

The study entitled Employee Welfare Measures and Its Impact on Employee Productivity in TASA Foods Pvt. Ltd. It aims to find out the employees' awareness and satisfaction level with respect to the working condition and security measures provided by the company. It is analyzed that there exists satisfaction among the employees with the Employee Welfare Measures available in the organisation.

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