



A STUDY ON EMPLOYEE WELFARE MEASURES AND ITS EFFECTIVENESS AT MEHROTRA BUILDCON PVT.LTD

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Abstract: This study aims to assess the effectiveness and employee satisfaction levels regarding the various welfare measures provided by Mehrotra Buildcon Pvt Ltd. Employee welfare measures encompass a wide range of services, facilities, and amenities provided by employers to improve the well-being and efficiency of their workers. A descriptive research design was used for this study. Primary data was collected from a sample of employees at Mehrotra Buildcon Pvt Ltd.

Keywords: Digital payments, Youth spending behaviour, financial literacy, Consumer behaviour, Cashless economy.

1. INTRODUCTION:

Employee Welfare Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also 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. Through such generous benefits the employer makes life worth living for employees. Employee welfare refers to anything that is done towards the comfort and well-being of employees. It is given in addition to employee's salaries or wages. However, the welfare not necessarily has to be in the form of money, it can be in the form of insurance, additional facilities etc. Employee welfare measures include benefits and services beyond regular wages, such as health and safety provisions, retirement plans, and work-life balance programs, to boost morale and productivity. These can be statutory, meaning they are required by law (e.g., social security, mandatory paid leave) or voluntary, offered by companies as extra benefits (e.g., flexible work hours, training).

2. COMPANY PROFILE

The parent company, M/s. **MEHROTRA BROTHERS**, which was incorporated in 1979 under the companies Act, 1956 switched over to new title as **M/s MEHROTRA BUILDCON PRIVATE LIMITED** in the year 2000. The Company's Registered and Administrative office is situated at 9, Industrial Estate, Rewa Road, Satna (M.P) 485001. The flagship company is engaged mainly in Civil Construction & Engineering activities have executed works over Rs.6612 lakhs during 2009-10. M/s Safex Commercial Pvt. Ltd. Part of the group have achieved a turnover of Rs. 901 lakhs. From a modest turnover of just Rs.4 lacs in the year 1979, the group of companies has achieved turnover of Rs. 7513 lakhs in the year between 2009-2010. The Above growth is testimony to the confidence of our valued Clients and dedication of our technocrats and staff.

3. LITERATURE REVIEW

Ms. Y. V. Nagakumari, Ms. CH. N. S. Pujitha (2021): A successful human resource management contributes to a powerful labour welfare and smooth industrial relations. Welfare measures provided by the industry directly

impact the work competence of the employees. Proper measures should be provided to the employees and increase proficiency and effectiveness. The strength of any organization depends entirely on sincere working of all the employees. Several policies, frameworks procedures should be introduced by the management in order to improve the welfare and safety measure of the organizations.

Kinjal Sheth¹, Dr. Hiral Dhal (2025): Employee welfare at Google is not limited to statutory requirements but extends into a wide range of well-designed benefits that holistically enhance the work environment. These welfare initiatives are closely tied to employee motivation and organizational success, underlining the strategic value of investing in employee-centric policies. By continually evolving welfare programs to meet employee expectations, organizations can not only enhance job satisfaction but also secure long-term organizational success.

Varsha R , Vanitha P (2023): It also increases the effectiveness and productivity of employees and organization as a whole. The welfare measures are very important for all the employees, without the welfare measures workforce cannot work effectively in the organization. It is recorded that the welfare measures help in reducing the employee absenteeism and amplify the efficiency of the employees

Pritha Agrawal and Dr. Shantanu Bose (2023): Employee welfare is one of the most important aspects of human resource management which leads to increase in the productivity and performance of the employees which again results in the increment of the productivity of the organization. Thus, through the analysis and the interpretations of the data it can be concluded that due to implementations of various employee welfare schemes in the organization, the employees are much satisfied and happy with the organization.

4. OBJECTIVES & SCOPE OF THE STUDY:

- Identifying and analyzing existing Welfare facilities.
- Assessing employee satisfaction and awareness regarding welfare measures.

5. RESEARCH METHODOLOGY:

Research is the process in which the research wishes to find out the end result for the given problem and thus the solution helps in future course of action. The research has been defined as “A careful investigation or research especially through search for new fact in any branch of knowledge”

Research tool

1. Data source: primary and secondary data
2. Research Design: Descriptive.
3. Sample Size: 60 Employees
4. Research area: Satna (M.P.)
5. Data Collection Tool: Structured questionnaire.

5. DATA ANALYSIS & INTERPRETATION:

Table 1. Show the satisfaction towards education facility provided by the company

SI. No	Response	Number of respondents	Percentage of responds
1	Highly Satisfied	40	40%
2	Satisfied	60	60%
3	Neutral	00	00%
4	Dissatisfied	00	00%
	Total	100	100%

Interpretation:

For the table, we can say that more than half of the responded told that they are satisfied and remaining 40% respondents are high satisfied.

Table 2: The Table shows response towards Rest room & Lunch room facility provided by the company.

SI. No	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	40	40%
2	Satisfied	45	45%
3	Neutral	10	10%

4	Dissatisfied	05	05%
	Total	100	100%

In the next step, we can that 40% are high satisfied and 45% are satisfied and 10% respondents have neutral opinion, 5% are dissatisfied regarding Rest room & Lunch room

Table 3: Table show the satisfaction towards Hospital facility/Medical facility provided by the company

Sl. No	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	15	15%
2	Satisfied	75	75%
3	Neutral	00	00%
4	Dissatisfied	00	00%
	Total	100	100%

Interpretation:

Majority of the respondents i.e., 75% satisfied and 15% of the respond are highly satisfied and only 10% of respondents are dissatisfied.

Table 4: The Table shows Overall Satisfaction towards welfare facilities provided by the company

Sl. No	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	20	20%
2	Satisfied	80	80%
3	Neutral	00	00%
4	Dissatisfied	00	00%
	Total	100	100%

Interpretation:

From the table it is clear that 80% of the respondents are satisfied and remain 20% of the respondents is highly satisfied towards welfare facilities provided by the company. No employee is dissatisfied.

Table 5: Table shows the satisfaction towards canteen food & hygiene

Sl. No.	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	45	45%
2	Satisfied	55	55%
3	Neutral	00	00%
4	Dissatisfied	00	00%
	Total	100	100%

Interpretation:

For the 55% of the respond or satisfied and 45% of the respond are high satisfied to the hygiene in the Mess.

Table 6: The Table shows the satisfaction towards club/recreational facility in the company

Sl. No.	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	35	40%
2	Satisfied	60	60%
3	Neutral	05	05%
4	Dissatisfied	05	05%
	Total	100	100%

Interpretation:

For the above table it is clear that the 60% of the respondents are satisfied, 35% of the Respondents are highly

satisfied and remaining 5% respondents have neutral thought.

Table 8: Table shows the satisfaction towards Transport facility provided by the company

Sl. No.	Responses	Number of respondents	Percentage of respondents
1	Highly Satisfied	35	35%
2	Satisfied	65	65%
3	Neutral	00	00%
4	Dissatisfied	00	00%
	Total	100	100%

Interpretation:

For the above table majority of the employee responded that Transport facilities provided is satisfactory

Table 9: Table show response towards benefits & compensation provided by the company.

Sl. No.	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	45	45%
2	Satisfied	50	50%
3	Neutral	05	05%
4	Dissatisfied	05	05%
	Total	100	100%

Interpretation:

In this table there is 45% responded are high satisfy, 50% are satisfied and 5% people have common opinion.

Table 10: Table shows response towards First Aid Facility in the company

Sl. No.	Responses	Number of respondents	Percentage of responds
1	Highly Satisfied	30	30%
2	Satisfied	70	70%
3	Neutral	00	00%
4	Dissatisfied	00	00%
	Total	100	100%

Interpretation:

In this table it is clear that 70% responder are high satisfied or 30% are high satisfied with firs aid facility in the company

7. FINDINGS & SUGGESTIONS

FINDINGS:

- Most of the employees are satisfied with the education facility provided.
- The facility of community development and growth is also for goodness and benefit.
- Employees are fully satisfied by the facilities of rest room & lunch room.
- Most of the workers or employees respondents that regular medical checkup are done.
- Highest of the respondents show their satisfaction towards safety measures given by the company.
- First aid and Medical facility provided by the company is satisfied.
- The facilities like loan and advances, provided by the company is good.
- Most of the respondents responded that the taste of food provided by the company is satisfactory.

8. CONCLUSION

All organization and industries growth depends on employees. The company may have resources of capital, material, infrastructure, machine and technique but if the quality of manpower is not better, the organization cannot succeed. Employee welfare plays a key role in all organization. The standard and improvement of man force depends on the welfare measures provided by the organization and industries.

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