



ISSN: 2454-9940



**INTERNATIONAL JOURNAL OF APPLIED
SCIENCE ENGINEERING AND MANAGEMENT**

E-Mail :
editor.ijasem@gmail.com
editor@ijasem.org

www.ijasem.org

EMPLOYEE WELFARE AND IT'S EFFECTIVENESS ON EMPLOYEE PERFORMANCE

*K.V. AMRUTHA¹, **TAHSEEN FATIMA²

E-Mail -: amruthakethu13@gmail.com, tahseenfatimashaik@gmail.com

Mobile No: 6309810509

Corresponding Author – S. Tahseen Fatima

Student, Department of MBA, Chaitanya Bharathi Institute of Technology, Proddatur.

Assistant professor, Department of MBA, Chaitanya Bharathi Institute of Technology, Proddatur.

ABSTRACT: -

An employee in an organization is very crucial so as the welfare. Employee Welfare is essential in the private and public sector. The main purpose of taking up this topic is to find out whether the employees are provided with welfare schemes like housing, medical, transport and safety precautions or not. The study on employee welfare was done at Rayalaseema Thermal Power Project (R.T.P.P). The research was done by using descriptive research. The sample size taken was 100. This study concludes that most of the employees are satisfied with the welfare scheme in their workplace.

INTRODUCTION: -

Employees resemble the spine of an organization which prompts the progress of the organization. They contribute a great deal to the association. Employee Welfare assistance is imperative for both the association and workers. In the present situation Employee Welfare assistance assumes a significant part in supporting and sustaining workers and their workplace. Employee Welfare assistance is conceivable when employees are happy with the plans.

Employee Welfare amounts to something that is finished for solace and improvement of workers. Employee Welfare assists representatives with remaining inspired and keep confidence high. Employee Welfare assistance need not be money related term all time it very well may be in some other structure.

Employee Welfare assistance involves that large number of exercises of the business which are coordinated towards furnishing the representatives with specific offices and administrations

notwithstanding compensation. The rationale behind giving government assistance plans is to make proficient, sound, faithful and fulfilled worker force for the association.

Definition Of Employee Welfare -:

The whole field of welfare is one in which much can be done to combat the sense of frustration of the industrial workers.

Employee Welfare covers all the efforts which employers make for the benefits of their employees over and above the working conditions fixed by Factories Act and the provisions of the social legislation providing against accident, old age, unemployment and sickness.

Employee Welfare refers to the efforts made by the employers to improve the working and living conditions over and above the wages paid to them.

Principles of Employee Welfare -:

Social Responsibility

Democratic Values

Fair Wages

Reconstruction of Personality

Work Efficiency

Employee Welfare assistance highlights are the different perspectives and drives that associations carry out to guarantee the prosperity and fulfillment of their workers. These highlights can incorporate medical services benefits, adaptable work game plans, representative help projects, and open doors for proficient turn of events. By focusing on representative government assistance, associations can establish a positive workplace that advances efficiency and worker maintenance.

REVIEW OF LITERATURE -:

K. Lalitha, T. Priyanka (2014) -: Purpose of employee welfare is to keep employees happy & enrich their life. Employees spend most of the time in an organization & knowing that they contribute so much to the organization. HR plays vital role and welfare schemes are concern to this department. Welfare Schemes in the IT industry is promoting welfare facilities.

Supriya Choudary-: The basic purpose of employee welfare is to enrich the life of employees and to keep them happy and conducted. The scheme of Employees Welfare may be regarded as a “wise investment” as these would bring a profitable return in form of greater efficiency. The

welfare measures are more important for every employee, without welfare measure employee cannot work effectively in the organization.

Vanishree Beloor , Chaya J Swamy, T S Nanjundeswara swamy,D R Swam, P Nagesh: To analyze the impact of welfare facilities on Job satisfaction of employees working in garment industries. The study proved that welfare facilities are an important key component in ensuring job satisfaction of employees in the Garment sector and satisfied employees retain longer and yield better productivity.

Usha Tiwari -: The basic purpose of employee welfare is to enrich the life of employees and to keep them happy and conducted. As per the study it is observed that VTL Rewa (M.P.) is provided various facilities to the employees and follow the rules and regulation of state and Indian Government. The management is required to provide good facilities.

Simion Nyakwara, Dr. John Shindu, Prof. George Enock Gongera -: The objectives of the study were: to determine the effects of employee welfare facilities and working conditions influenced the industrial unrest intervention strategies on organizational performance in Mumias Sugar Company. MSC workers formed welfare associations which enable them to meet certain objectives and needs which otherwise the organization may not have been able to fully meet. The objective of these welfare facilities is raising employees' standards of living.

NEED OF THE STUDY: -

Employees are the most important resources in an organization they must be treated well in an organization. The expectations of employees should be fulfilled so that an employee can perform better. This helps to find employee satisfaction regarding welfare schemes. It also helps to develop efficiency and productivity among the employees. It also promotes a positive environment and work life balance. The welfare schemes keep employees motivated and help them to perform better, which leads to growth in production.

SCOPE OF THE STUDY: -

The review has been led to dissect the elements which impact the workers' inclination towards the employee welfare measures continued in R.T.P.P. This study examines certain boundaries like neatness around the work-place, expulsion of residue and wastage, satisfactory lighting, quality drinking water and food, great rest-rooms, sufficient clinical offices, great latrine offices, adequate emergency treatment boxes, sufficient security instruments like veil, shoes, cap and so on, This will be useful to be familiar with the different degrees of government assistance plans and the association's advantages reached out to the representatives.

OBJECTIVES OF STUDY -:

- To know what are the welfare schemes provided by the organization.
- To know how schemes are helpful for employees in an organization.
- To know the satisfactory level of employees on the schemes.
- To know whether schemes are implemented and followed by the employees.
- To know about the safety precautions in an organization.

RESEARCH METHODOLOGY -:

Research philosophy alludes to the precise methodology and strategies used to direct research and accumulate information for review. It includes choosing fitting techniques, devices, and methods to respond to investigate questions or test speculations. The strategy gives a system to gathering, dissecting, and deciphering information, it is thorough and dependable to guarantee the exploration. It incorporates factors, for example, the exploration plan, information assortment strategies, testing methods, and information examination techniques. The decision of exploration strategy relies upon the idea of the examination, the exploration goals, and the kind of information required.

R.T.P.P has more than 1000 employees. The research method used here is descriptive research based on primary data and by using questionnaire.

SOURCE OF DATA -:

Primary Data -: Primary Data alludes to the first information that is gathered firsthand for a particular exploration study. This information is accumulated straightforwardly from the source, like through studies, meetings, perceptions, or tests. Essential information is extraordinary to the examination project and is gathered considering a particular reason. It permits specialists to get data that is custom-made to their examination goals and gives a new point of view on the subject being considered. Essential information is frequently viewed as more solid and precise since it is gathered straight by the actual scientists. Here the data is collected from the employees directly working in R.T.P.P.

Secondary Data: - Secondary Data alludes to information that has previously been gathered by another person for an alternate reason. Data isn't gathered straight by the analyst yet rather got from existing sources like books, articles, information bases, or government reports. Specialists examine and decipher auxiliary information to address their examination questions or backing their discoveries. Optional information can be a significant asset as it saves time and assets contrasted with gathering essential information. Notwithstanding, it's fundamental to assess the

quality and dependability of the optional information prior to involving it in research basically. Here the secondary data is collected from www.apgenco.gov.in

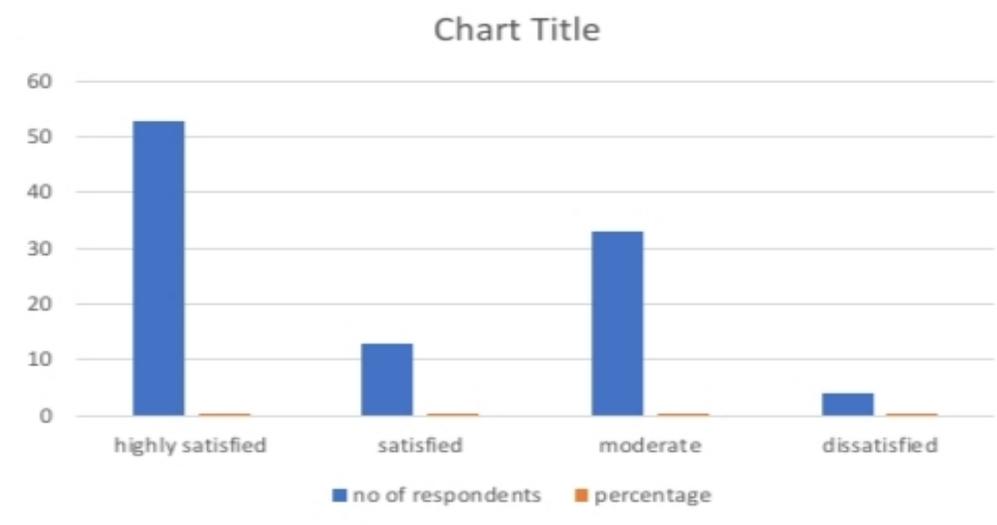
Sample Size: - The sample size taken here was 100.

DATA ANALYSIS & INTERPRETATION:-

Information investigation and understanding include looking at and getting a handle on the gathered information to make significant inferences and experiences. It is the most common way of coordinating, cleaning, changing, and investigating information to recognize examples, connections, and patterns. This investigation assists analysts with responding to their exploration questions or test speculations. When the information is breaking down, scientists decipher the discoveries to grasp the ramifications and meaning of the outcomes. Information examination and translation are critical stages in the exploration cycle as they give the establishment to making legitimate and dependable determinations from the information.

Safety measures of the company

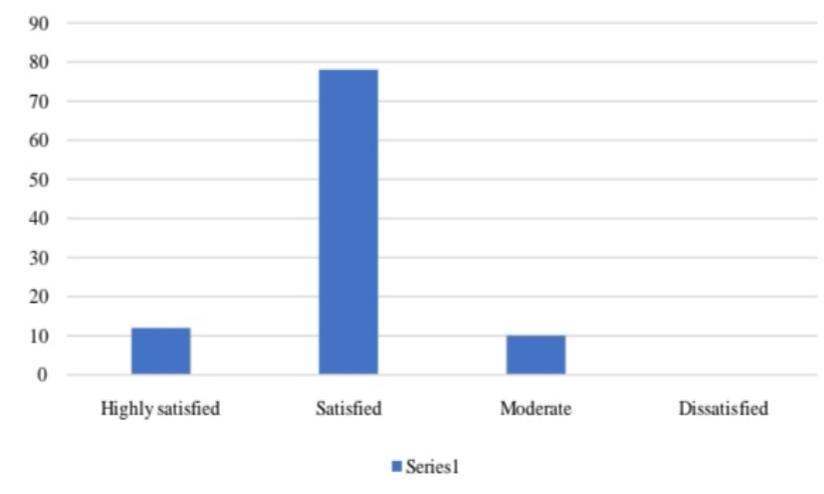
Level Of Satisfaction	No. Of Respondents	Percentage
Highly Satisfied	53	53%
Satisfied	13	31%
Moderate	33	33%
Dissatisfied	4	4%



Analysis -: From the above table it is inferred that 53% of the employees are highly satisfied, 13% are satisfied,33% are moderate and 4% are dissatisfied.

Are you satisfied with the welfare scheme provided by the organization?

Level of Satisfaction	No. Of Respondents	Percentage
Highly Satisfied	12	12%
Satisfied	78	78%
Moderate	10	10%
Dissatisfied	0	0
Total	100	100

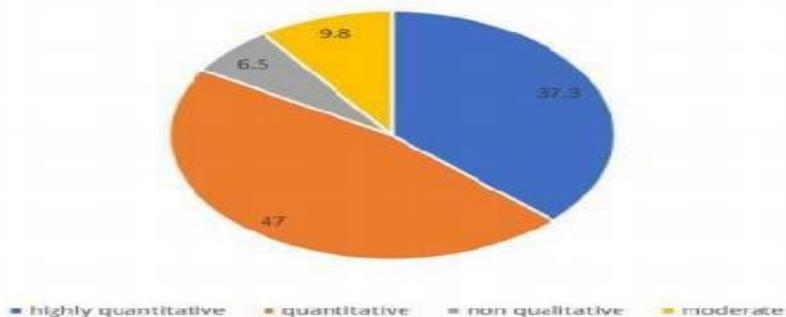


Analysis-: From the above table it is inferred that 12% of employees are highly satisfied, 78% of employees are satisfied and 12% feel moderate.

The Welfare measures provided by the company is

Level of Satisfaction	No of Respondents	Percentage
Highly Quantitative	38	37.3
Qualitative	48	47
Non-Qualitative	7	6.5
Moderate	10	9.8
Total	103	100

The welfare measures provided by the company is

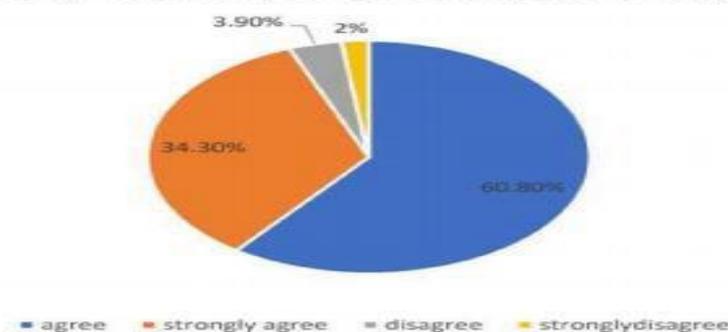


Analysis -: From above, 37.3% are respondents as highly quantitative. 47% are respondents as quantitative. 9.8% are respondents as moderate. 6.5% are respondents as non-qualitative.

4. Welfare facilities provided will help & motivate work to work sincerely, do you agree with this?

Level OF Satisfaction	No of Respondents	Percentage
Agree	62	60.8%
Strongly Agree	35	34.3%
Disagree	4	3.9%
Strongly Disagree	2	2%

Welfare facilities provided will motivate work to work sincerely'-how far you agree with this statement?

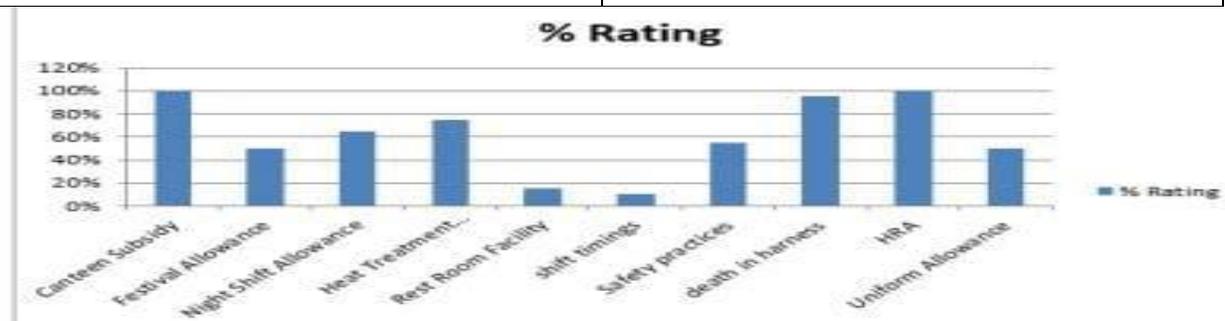


Analysis:- From the above table 60.80% are respondent as agree. 34.30% are respondent as strongly agree. 3.90% are respondent as disagree. 2% are respondent as strongly disagree.

5. Rate the welfare schemes you're getting in your organization?

Particulars	Percentage
Canteen Facility	100%
Allowance	50%
Shift Allowance	65%

Heat Treatment Allowance	75%
Rest Room Facility	15%
Shift Timings	10%
Safety Practices	55%
Death in harness	95%
HRA	100%
Uniform Allowance	50%



Analysis -: From the above table we can find employees in the organization are getting benefits from the organization as an employee welfare programs.

CONCLUSION-:

At last, I presume that the task report embraced by me is palatable and the work has a generally excellent reaction from the respondents.

The wellbeing and the government assistance exercises did by the organization are exceptionally gainful for the representatives. In end the vast majority of the respondents are exceptionally sure about the offices. As indicated by my exploration every one of the representatives are furnished with better offices by the organization.

REFERENCE -:

- 1)Aswath Appa. K. (2010), "Human Resource Management", Tata McGraw Hill Education Private Limited, New Delhi, pp.: 378-392.
- 2)Subba Rao. P. (2010), "Essentials of Human Resource Management and Industrial Relation: Text, Cases and Games (3rd ed.)," Himalaya Publishing House, Mumbai, India.
- 3) Michael. V.P (2001), "Labour Welfare Measures and Labour Welfare Officers: Human Resource Management and Human Relations," Himalaya Publishing House, Mumbai, pp.: 612-618.

- 4) Shashi. K. Gupta (2005), "Labour Welfare: Human Resource Management," Kalyani Publishers, New Delhi, pp.: 26.1 -26.13.
- 5) Debashish Sengupta (2007), "Responsibility for Sustainability: The Changing Face of CSR", ICFAI Reader, Hyderabad, July, pp.: 21-28
- 6) Garry Dessler and Biju Varkey (2009), "Human Resource Management," Dorling Kindersley (India) Pvt Ltd, New Delhi, pp.: 513-546
- 7) Nageswara Rao (2012), "Employee Welfare Measures in Coal Mine Industry," "VSRD International Journal of Business & Management Research
- 8) Shrinivas. K.T. (2013), "A study on employee's welfare facilities adopted at Bosch Limited, Bangalore, Res. Journal of Management Sciences Vol. 2 (12), pp.: 7-11
- 9) Divya Bharathi.S, May (2017) Employee Welfare Schemes and Its Implication in Performance in Lear Automotive Private Limited, Chennai, Volume 19, Issue 5, Ver. VI (), PP45-48.
10. www.apgenco.gov.in
11. www.google.com
12. www.wikipedia.com