



International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

IMPACT OF WELFARE FACILITIES ON EMPLOYEES OF THE ORGANIZATION

Assist.Prof. Nita Vaghela, Purohit Jay

¹Assistant Professor, Parul Institute Of Social Work Parul University, Vadodara 391760, India

²Student, PISW (MHRM), Parul University, Vadodara 391760, India

ABSTRACT

Employee welfare entails everything from services, facilities associate degreed advantages that are provided or done by associate degree leader for the advantage or comfort of a worker. It's undertaken so as to inspire workers and lift the productivity levels. The study aims to search out however job satisfaction depends on worker welfare in organizations from 3 totally different sectors of bank sector, health sector and company sector. The comparative analysis style has been wont to conclude whether or not the staff are aware of the welfare policies of the organization and their opinion on numerous welfare policies, that they just like the most and that they require to urge modified for his or her higher future. A survey was conducted with the assistance of a structured form at these organizations. Non-Probability Sampling technique has been used. Within the study it's been ascertained that the majority of the staff are happy with the welfare facilities availed to them and that they also are obtaining their skilled development within the organization that they're serving.

Keywords: *Welfare, job satisfaction.*

1. INTRODUCTION

An organization is an element – like a company, a foundation, or an affiliation – including at least one individual and having a particular cause. An employee is a person who was recruited by a business to do a particular job. An employee is a term for laborers and supervisors working for an organization, association or local area. These individuals are the staff of an organization. Employee Welfare is a time period which incorporates the perks and blessings supplied to the personnel of the enterprise aside from their normal income or remuneration, the primary reason of serving worker blessings offerings is to enhance or beautify the worker's health. Employee's welfare centers identify with coping with the prosperity of employees through managers, employees' guilds, legislative and non-administrative institutions and offices. Welfare centers contains anything is performed for the solace and development of people and is given a long way past the wages.

Welfare centers facilitates in retaining the remedy and motivation of the personnel excessive which will maintain them for longer span. Employee welfare centers contains checking of running conditions, formation of mechanical settlement via basis for wellbeing, cutting-edge family members and safety towards illness, mishap and joblessness for the experts and their ménage. Employee Welfare conditioning are fed under colorful schemes by central government/ state government/ trade unions/ voluntary agencies.

The welfare program aims to promote the physical and mental health of the employees. One can observe, experiment, and enjoy the benefits, but its effectiveness may be more difficult to measure. This research will be an analysis of the effectiveness of employee benefit plans and can be used as effective feedback for the organization.

2. Review Papers

- Dhruval Devani (2020), conducted research in which it has been found that overall respondents are satisfied with the welfare measure of employee's performance method. It also increases the effectiveness and productivity of employees and organization as a whole. The employees are aware about social security measures provided by the organization. Overall, the welfare measure of employer's performance method is designed well and is beneficial to the employees.
- Richa Brahmabhatt (2017) did a study on Sumul Dairy in which she found that company is using factory act legislation and it has also implemented that in organization. The training provided to employees before handling the difficult machines is very satisfactory. The employees of the organization are satisfied with provided transport facility.
- Sazzad Parwez (2016), revealed in his study that there is absentia of even simple form of labor welfare measures supposed for people as per law. Companies have a tendency to take advantage of leak-ages in the system. Field information also disclosed that there is lack of pleasure in the

direction of existing or non-existing welfare measures in sweatshop ground complemented by high stage of unawareness main to worst shape of working conditions. The policy has only strengthened the hand of company elites, the already enriched population. It is accordingly contributing to unexpectedly rising financial inequality. The truly study done revealed that a number of labor welfare measures have been taken away from the worker and it is issue to exploitation. It concluded that the SEZ represents a lack-luster form of judicial and administrative affairs.

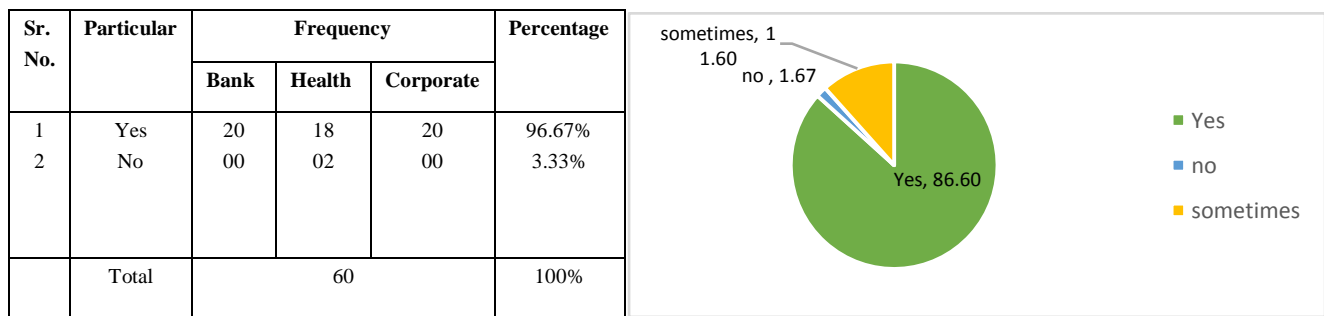
- Ms. Dashana Patel (2018) conducted a study on employee welfare and its impact on their performance at private hospitals and its research center-cross sectional descriptive study in which she concluded that a large portion of the respondents are happy with generally government assistance offices. In view of the examination of government assistance plans like rebate, consideration regarding references, drinking water offices, lighting, working climate, generally well-being security are not fundamentally affecting the representative's exhibition. The remainder of the offices like putting something aside for future, opportune asset plans, health care coverage, convenience for remaining, transportation, container hygienist, evolving room, plan adaptability affect the representative's presentation that shows positive connection.
- Hemalatha.K (2017) in her study on impact of welfare facilities on job satisfaction discovered that Employee government assistance office enormously affects work fulfillment. The government assistance measures ought to be made so that it achieves the necessities of the workers if the requirements of the representatives are fulfilled it will prompt the fulfillment of the representatives which will consequently prompts expansion in efficiency of the company. It gives the vibe of care to the workers that bring about genuineness and faithfulness of the representatives towards the association.

3. Research Methodology

The universe considered for this study is the employees of the organization. Comparative research design was used in this research for making a brief study about the impact of welfare facilities on employee of an organization. Simple random sampling method is used to get the data. Response has been taken from 60 sample size from organizations. Primary and secondary tools of data collection have been used to collect the data. Questions were circulated over the targeted sample and response was taken for data analysis. Here are the questions and responses received for that.

Are you aware about the welfare facilities provided to the employees by the organization?

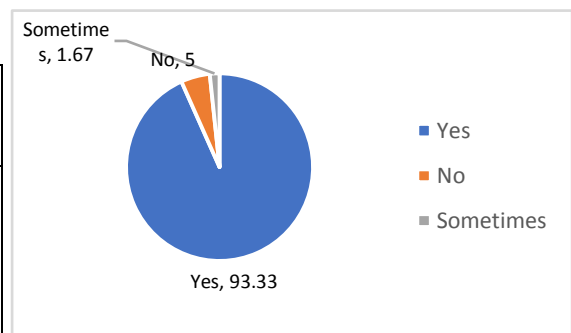
Graph 1: Are you aware about the welfare facilities provided to the employees by the organization?



Do you have access to safe drinking water in the organization?

Table 2: Do you have access to safe drinking water?

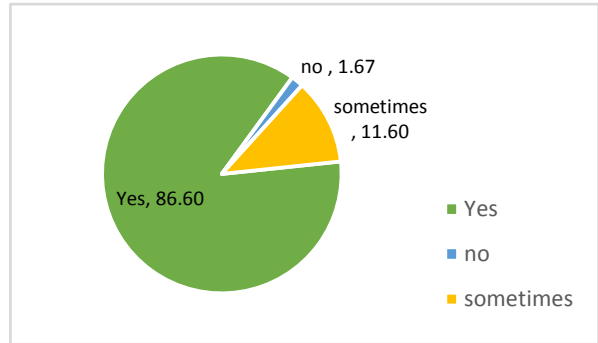
Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Yes	20	16	20	93.33%
2	No	00	03	00	5%
3	sometimes	00	01	00	1.67%
Total		60			100%



Are you provided with all safety measures at work?

Table 3: Are you provided with all safety measures at work?

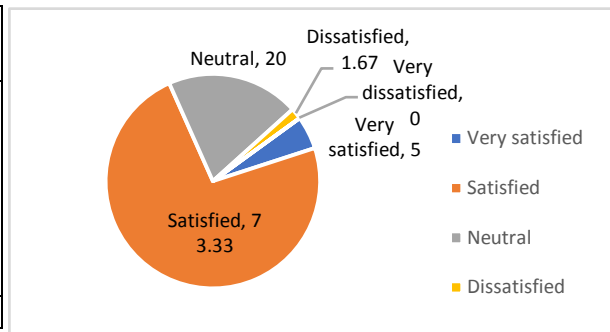
Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Yes	20	12	20	86.6%
2	No	00	01	00	1.67%
3	sometimes	00	07	00	11.66%
Total		60			100%



How much satisfied you are with the status of medical provision expenditure?

Table 4: How much satisfied you are with the status of the medical provision expenditure?

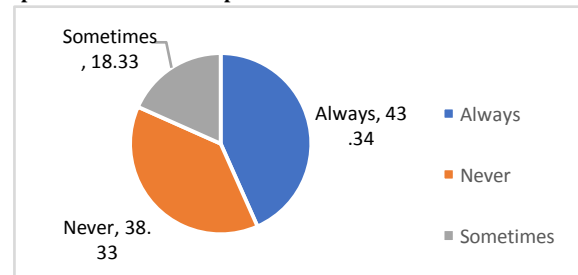
Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Very satisfied	02	00	01	5%
2	satisfied	12	13	19	73.33%
3	satisfied	05	07	00	20%
4	neutral	01	00	00	1.67%
5	dissatisfied very dissatisfied	00	00	00	00%
Total		60			100%



Does organization have availability of Ambulance to shift the patients to nearest hospital in case of emergency?

Table 5: Does the organization have availability of ambulance to shift the patients to nearest hospital?

Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Yes	00	18	18	60%
2	No	20	02	02	40%
Total		60			100%



Does the organization provide convenient transport facility to the employees?

Table 6: Does the organization provide convenient transport facility to the employees?

Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Always	00	08	18	43.34%
2	Never	20	03	00	38.33%
3	Sometimes	00	09	02	18.33%
Total		60			100%

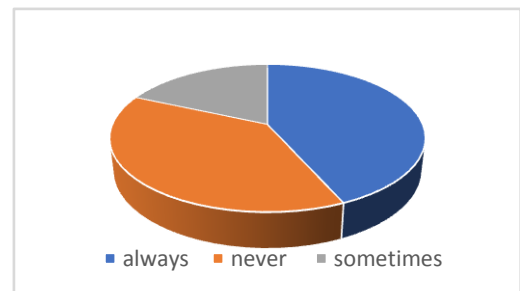
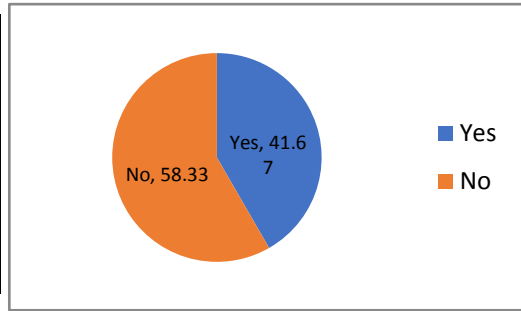


Table 7: Does the organization made regular contribution towards transport?

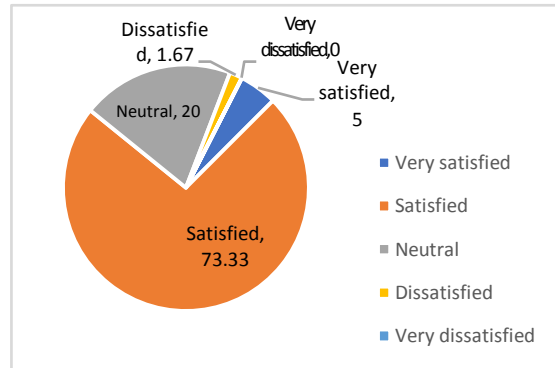
Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Yes	00	10	15	41.67%
2	No	20	10	05	58.33%
Total		60			100%



Are you satisfied with the service at canteen?

Table 8: Are you satisfied with the service at the canteen?

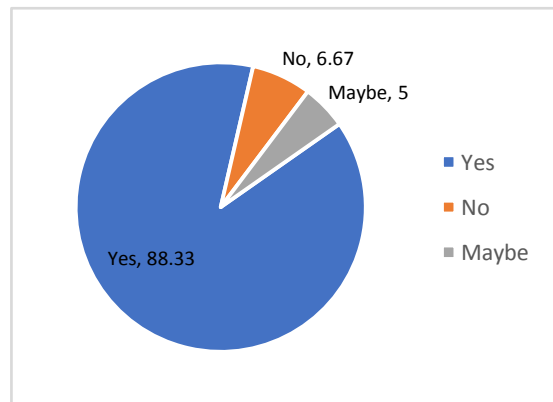
Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Very satisfied	00	02	02	6.67%
2	Satisfied	13	12	10	58.33%
3	Neutral	07	05	08	33.33%
4	Dissatisfied	00	01	00	1.67%
5	Very dissatisfied	00	00	00	00%
Total		60			100%



Is the food prepared in hygiene manner at organization's canteen?

Table 9: Is the food prepared in hygienic manner?

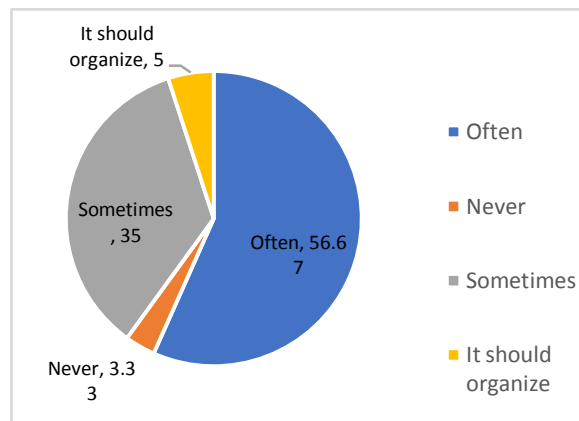
Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Yes	20	13	20	88.33%
2	No	00	04	00	6.67%
3	Maybe	00	03	00	05%
Total		60			100%



Does the organization organize leisure activities for the employees of the organization?

Table 10: Does the organization organize leisure activities for the employees of the organization?

Sr. No.	Particular	Frequency			Percentage
		Bank	Health	Corporate	
1	Often	20	13	01	56.67%
2	Never	00	00	02	3.33%
3	Sometimes	00	07	14	35%
4	It should organize some activities	00	00	03	05%
Total		60			100%



4. RESULTS

- Majority of the respondents believes that the work culture in their organization is very supportive and they rarely faces the grievances.
- Majority of the respondents said that their superior takes less than a day to solve their grievances.
- Majority of the respondents think that they face grievance related to work environment and social injustice.
- Majority of the respondents said that their grievances are being taken care off properly.
- The organization follow both open door handling policy and close door handling policy to handle grievances and employees are satisfy with handling system
- Majority of the respondents said that they register their grievances to the immediate supervisor and their immediate superior respond to their grievances in specify time limit.
- Respondents agree that the presence of grievances among employees causes indiscipline among them, strain on the labor management relation and a decline in the employee's performance and productivity.
- The main objective is to improve mutual understanding between complainant and supervisor.

5. CONCLUSION

Welfare facilities are nowadays provided in all the organizations. These facilities motivate the employees to work effectively and efficiently. Also, it is duty of the organization to take care of its employees. In this report, three organizations were chosen from three different sectors, here we came to know that corporate sector provide more welfare facilities to its employees and also the employees are satisfied with those provided facilities. In health sector we came to know that even though the welfare facilities are provided to the employees, some of them are unaware about that and also those facilities need to be improved as per the view of the employees of health sector, which shows that they are not satisfied with the welfare facilities availed to them by their organization. Lastly, in the bank sector, here the employees are satisfied with only medical and canteen facilities and this is the sector in which we came to know that least welfare facilities are available to the employees. There are many employees who look after the facilities that they will be getting after joining the job profile from the organization as these facilities are a region that makes employees perform with their full potential and this ultimately leads to development and growth of the organization.

6. REFERENCES

- 1) Dhruval D (2020) A Study on Impact of Employee Welfare Measures in Diamond Industry, International Journal of Creative Research Thoughts, Volume 8, Issue 4 April 2020 | ISSN: 2320-2882, Retrieved from <https://www.google.com/url?sa=t&source=web&rct=j&url=https://ijcrt.org/papers/IJCRT2004409.pdf&ved=2ahUKEwjMidPmhN3wAhWOaCsKHf4VDGYQFjAAegQIAxAC&usg=AOvVaw0IZ8VfuNcxyz2ieFOBoDfz>
- 2) Richa B (2017), To Study Employee Health, Safety and Welfare at Sumul Dairy, Retrieved from https://www.academia.edu/28403728/_TO_STUDY_EMPLOYEE_HEALTH_SAFETY_AND_WELFARE_AT_SUMUL_DAIRY_
- 3) Sazzad P (2018), Labor and Labor Welfare in Special Economic Zones in India with Special Reference to Gujarat, South Asian Survey, PG 135-157, Retrieved from https://www.researchgate.net/publication/326280791_Labour_and_Labour_Welfare_in_Special_Economic_Zones_in_India_with_Special_Reference_to_Gujarat
- 4) Hemalatha.K k (2017) A study on impact of employee welfare facilities on job satisfaction, Vol-3 Issue-5 2017, Retrieved from http://ijariie.com/AdminUploadPdf/A_study_on_impact_of_Employee_welfare_facilities_on_job_satisfaction_ijariie6557.pdf
- 5) Patel D (2018) A study on employee welfare and its impact on their performance at private hospitals and its research center - cross sectional descriptive study, International Journal of Research and Analytical Reviews, Pages 504-536, Volume 5, Issue 12, Retrieved from