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“IMPACT OF WELFARE MEASURES ON THE EMPLOYEE PERFORMANCE WITH PARTICULAR REFERENCE OF SOLLYS CONSULTING AND SOLUTIONS PVT LTD”

Ms. Gayithri S

IDA20BA011, Department of MBA, Dr. Ambedkar Institute of Technology, Bangalore 560056, Karnataka, India

ABSTRACT

The important study was conducted on impact of Welfare measures on Employee Performance at Sollys consulting and solutions private limited in Bangalore. It means efforts to make a workers life worth living. Employee welfare provided for the better living of employee.

The study was conducted to determine the impact of employee welfare facilities on the employee performance. Welfare is the pre-requisite of minimal level of well-being and social support for all citizens. Organization provides welfare facilities to their employees to maintain their motivation level high. The main objective is to determine the satisfaction levels of workers with regards to welfare services and to propose some measures for improving welfare measures in the organization. Research was sustained by stratified random sampling of 32 employees from various departments. Structured questionnaire was used for collecting the data. The data was analyzed through the percentage analysis and cross tabulation method by using SPSS software. The main findings of the study are : The majority of employees were satisfied with the statutory and non-statutory welfare measures. Majority of employees were highly satisfied with social security training program facilities by indentifying the needs of each employee

Keywords: *Welfare facilities, employee performance, productivity, job satisfaction.*

1. INTRODUCTION

Employee welfare refers to everything that goes above and beyond the employees' financial well-being to increase their comfort and (intellectual or social) development. Its simple definition is "the efforts to make workmen's lives worthwhile." Because the word "welfare employee" is so broad, there are numerous possible interpretations and meanings. In a broad sense, welfare refers to a employee's level of happiness within a community, a group, or in a positive interaction with the environment as a whole. It offers a variety of services, amenities, and facilities to employees for their benefit. Employee welfare refers to efforts to create a life that is worthwhile for workers. Employees are a company's most valuable asset; hence the accounting field is very vital. Employee welfare may be a comprehensive term including various services, facilities and amenities provided to employees for his or her betterment. The team welfare refers to an act to seeking physical, mental, moral and emotional well-being of an individual.

Project is a great opportunity for students to have a piece of good knowledge about the organization it is useful for students to understand the consultancy environment. It helps in a very efficient manner with appropriate guidelines provided by the guide.

OBJECTIVE OF THE STUDY:

- To determine the various welfare measures adopted at Sollys Consulting Ltd.
- To analyze the impact of employee welfare practices on productivity at Sollys Consulting.
- To study the level of employee satisfaction towards the welfare facilities offered at Sollys Consulting.

2. METHODOLOGY

The research has been involved Descriptive research. This research is used to gather the information from various sources of subject on the survey method. To examine report definite methodology were utilized to impose the topic in a clear approach. This research design uses descriptive research method, which will rely on primary data.

Data collection is an act of collecting relevant and adequate data required for the research from sample size. Primary data are those which are collected fresh for the first time. Under this method primary data are collected through the questionnaire. The sampling technique is used as a non-probabilistic sampling in that Convenience sampling method is used for collecting the data.

3. REVIEW OF LITERATURE

- **G. Aarthi, & P. Srinivasan (2018)** : Conducted The Study on Impact of Employee Welfare Measures in Industry. By analyzing the summary of the results it has been identified that the welfare and safety activities, which was followed by organization was satisfied and that they wanted some improvements within the system.
- **Meenakshi Yadav (2020)**, in his paper 'welfare measures'-A study on analysis of workers reveals the welfare measures within the corporate sector. The correlation analysis model has various issues for labor welfare into eight factors. Dr.P.Venkatesh A Study On Employee Welfare Measures With regard To Kawman Pharma Private Limited provision of cooperative societies. To take care of good industrial relations within the organizations, these forms of welfare facilities can maintain great distance efficiency within the organization.
- **K. Lalitha & T.Priyanka (2016)** : Conducted a study on employee welfare measure with reference to IT industry. They concluded that Human resource plays an important role in any organization employee welfare facilities are concern to the present department, if the worker pleased with welfare facilities then only the productivity of that organization are often increased.
- **Ramamoorthy, Thooyamani, et al. (2017)**, who has conducted a study on effectiveness of welfare measures and employee morale in TV Sundar amiyengar & sons limited, Madurai. It has been observed to work out the worker satisfaction about the facilities given by the organization and to assess the impact of welfare measures on employee morale

HYPOTHESIS: To obtain the objective of this research work, the following hypothesis shall be tested. The hypotheses are noted that Null hypothesis is accepted and Alternative hypothesis is rejected.

Ho: There is no significant relation between welfare facilities and the motivation for higher productivity of employees. (Null Hypothesis) .

Ha: There is significant relation between welfare facilities and the motivation for higher productivity of employees. (Alternative Hypothesis) .

4. RESULTS AND DISCUSSION

It is observed that 93.8% of the employees are the female in the sollys consulting.

It is found that 100% of the employees in the organization agrees that hygienic condition are maintained in workplace area. It is found that 93.8% of the employees in organization agrees that more importance is given to first aid box in the every department.

Safety meetings should be conducted regularly because moderate of the respondents felt that there should be a improvement in the safety meetings. Fire buckets need to kept near each departments. The organization has to improve the washroom hygienic as it basic necessity for the employee. With the help of the analysis it can seen that few employees are not satisfied with its functioning. A little improvement in this area and it will motivated to the employee performance.

5. CONCLUSION

Employee welfare measures refer taking care of well being of the employees by employer. The study fundamentally done to find out the current satisfaction level of the workers about the welfare measures provided to the employees performance, with this also to make the organization alert about the workers dissatisfaction with certain welfare measures and given them suitable recommendation to it. Based on data gathered, numbers of significant conclusion have been drawn out.

From the study undertaken, it can be concluded that the safety measures are more crucial for every workers, without safety measures one cannot work efficaciously in the agency. Majority of the employees are happy with the safety measures. They need to take essential steps to solve trouble in alternative unions so that each employee can do this activity greater efficaciously.