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## **A Study on Employee Welfare Measures at Reliable Techno System India Pvt. Ltd, Hyderabad**

*S. Shreelekha<sup>1</sup>, Prof. Kavita Achchalli<sup>2</sup>*

<sup>1</sup>Student, Department of Management Studies, Ballari Institute of Technology and Management, Ballari

<sup>2</sup>Assistant Professor, Department of Management Studies, Ballari Institute of Technology and Management, Ballari

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### **ABSTRACT:**

Employee welfare facilities provided by an employer keep employees happy and satisfied. These facilities aid management in motivating employees for better performance. It also creates cordial relationship between the employer and the employee. The study aims to study the employee welfare measure at Reliable Techno System India Pvt. Ltd., Hyderabad. The study emphasizes on understanding employee satisfaction towards facilities.

Keywords: employee, welfare facilities, cordial relationship, employee satisfaction

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### **Introduction:**

Employee Welfare Measure provides staff with better physical and mental health. Facilities include a safe working atmosphere, services such as accommodation, medical benefits, schooling and leisure facilities for employee families and help raise their living conditions. It allows staff to focus more on work and there-by increase productivity. By having healthcare benefits, workers provide a steady workforce.

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### **Types of Welfare Measures**

Welfare Measures can be classified as legal and non-legal, significance as likely by the law or by the desire of the administration separately. Employee Welfare activities can likewise be delegated either intra-wall painting or extra-wall painting.

1. Intramural welfare measures facilities are those inside the organization like security, tidiness, wellbeing, washrooms and drinking water, medical aid and therapy focus, emergency vehicle, etc.
2. Extramural welfare measures activities are different with a large number of them being supported by welfare acts. They include housing accommodations, insurance, recreation clubs etc.
3. **Benefits of Employee Welfare Facilities**
  - Employee feel contented and it leads improvement in their general efficiency.
  - Enhances employee productivity as contented employees are more productive.
  - Low employee absenteeism.
  - Improvement in employee standard of living.

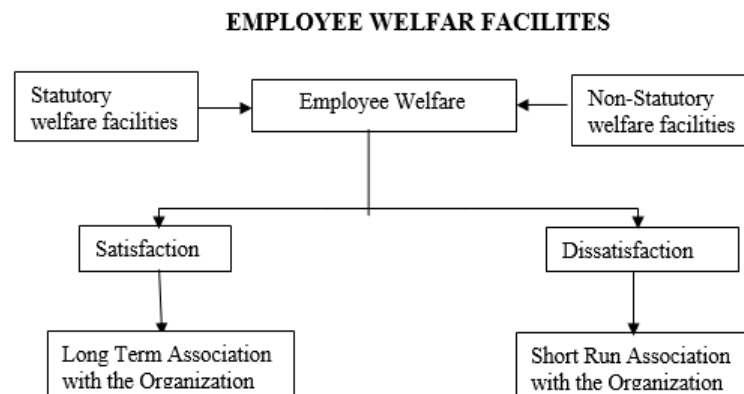
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### **OBJECTIVES OF THE STUDY**

- To know the concept of employee welfare measure
- To study employee welfare measures provided by the employer
- To study satisfaction level of employee towards employee welfare measures
- To offer suggestions based on the study

## Limitations of the study

- Time constraint as the study was restricted to 6 weeks
- Possibility of employee bias during the response cannot be denied
- Study results cannot be generalised as the study was conducted in a single organization and not across the industry.



The above diagram shows the relationship between welfare facilities and employee satisfaction and employee association with the organization.

## Review of Literature

**G. Aarthi and P. Srinivasan (2018):** "The Study on Impact of Employee Welfare Measures in Automobile Industry", goal of determining if employee welfare is in the best interests of both the employee and the business, and to convey philanthropic and paternalistic feelings. This project would benefit the corporation while also improving some welfare and safety activities within the company. The management should take great care to develop specific policies and procedures to strengthen the organization's welfare and safety measures.

**Preethi,S, Sharmila (2022):** "A Study On Employee Satisfaction Towards Welfare Measures." The study's main goal is to examine employee satisfaction about welfare measures in the automobile industry. The study's findings indicate that further provisions for improving the welfare facility are required to increase staff satisfaction and performance levels.

**Asha (2019):** The goal is to assess employee attitudes towards statutory welfare measures and to learn about employee attitudes towards non-statutory welfare measures. The questionnaire research design was chosen. As a result of employees, their involvement in the job will grow, as will the organization's productivity. Employee welfare measures increase employee morale when they are adequately implemented and carried out.

**Jyoti Gupta and Prof. Anil Mehta (2023):** "Financial Welfare Schemes, Employee Satisfaction", the purpose look into the effect of financial welfare programmes on employee happiness and employee performance of increasing organizational productivity. Design, sampling, and data gathering research. Study, high levels of performance are required for high levels of organizational production. SMEs are improving employee performance through wellbeing facilities to increase organizational productivity.

## Research Methodology:

A descriptive was conducted o understand the employee opinion towards various employee welfare facilities at the organization. A structured questionnaire with dichotomous and five point Likert Scale questions were asked to elicit the survey data.

A total of 100 employees were approached to collect the responses. Sampling technique used to select the respondents was simple random sampling. Percentage and chi square statistical tools were applied to analyse the data.

## Data analysis

VARIABLE ANALUYSIS			
Variable		Frequency	Percentage
Are you aware of various welfare measures providing by the company	Yes	73	73%
	No	27	27%
<b>Total</b>		<b>100</b>	<b>100</b>

company provide orientation about the employee welfare measures	Yes	65	65%
	No	35	35%
<b>Total</b>		<b>100</b>	<b>100</b>
Does organization provide bonus?	Yes	92	92%
	No	8	8%
<b>Total</b>	<b>100</b>	<b>100</b>	
Does organization provide a crèche facility	Yes	98	98%
	No	2	2%
Organization offers a sufficient number of lavatories	Yes	91	91%
	No	9	9%
<b>Total</b>		<b>100</b>	<b>100</b>
Does the organization provide ESI facilities	Yes	87	87%
	No	13	13%
<b>Total</b>		<b>100</b>	<b>100</b>
rate Conveyances Allowance offered by the Organization?	Highly dissatisfied	1	1%
	Dissatisfied	11	11%
	Neutral	34	34%
	Satisfied	48	48%
	Highly satisfied	6	6%
<b>Total</b>		<b>100</b>	<b>100</b>
Rate the canteen services providing by the organization	highly dissatisfied	1	1%
	dissatisfied	4	4%
	neutral	33	33%
	satisfied	53	53%
	highly satisfied	9	9%
<b>Total</b>		<b>100</b>	<b>100</b>
Rate the Restroom and lunchroom facility provided to the employees?	Highly dissatisfied	00	00%
	Dissatisfied	2	2%
	Neutral	33	33%
	Satisfied	58	58%
	Highly satisfied	7	7%
<b>Total</b>		<b>100</b>	<b>100</b>
Does organization take safety measures for employee safety	Yes	97	97%
	No	3	3%
<b>Total</b>		<b>100</b>	<b>100</b>
rate medical benefits providing by Organization for the respondents & their families?	Highly dissatisfied	2	2%
	Dissatisfied	6	6%
	Neutral	37	37%
	Satisfied	50	50%
	Highly satisfied	5	5%
<b>Total</b>		<b>100</b>	<b>100</b>
How do you rate the overall satisfaction with employee welfare activities of the Organization?	Highly dissatisfied	00	00%
	Dissatisfied	2	2%
	Neutral	32	32%
	Satisfied	60	60%
	Highly satisfied	6	6%
<b>Total</b>		<b>100</b>	<b>100</b>

1. H<sub>0</sub>: There is no significant relationship between gender and satisfaction towards employee welfare facilities

H<sub>1</sub>: There is significant relationship between gender and satisfaction towards employee welfare facilities.

Overall satisfaction with the employee welfare activities towards the Organization

Gender	Highly dissatisfied	Dissatisfied	Neutral	Satisfied	Highly satisfied	Total
Male	00	4	25	28	4	61
Female	00	3	13	20	3	39
Total	00	7	38	48	7	100

#### CHI SQUARE TEST

Observation(O)	E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
0	0	0	0
4	4.27	0.0728	0.0170
25	23.18	3.3124	0.1428
28	29.28	1.6384	0.0559
4	4.27	0.0728	0.0170
0	0	0	0
3	2.73	0.0729	0.0267
13	14.82	3.3124	0.2232
20	18.72	7.4529	0.3981
3	2.73	0.0729	0.0267
<b>Total</b>			<b>0.9075</b>

Degree of freedom = (r-1) (c-1)

= (2-1) (5-1)

= 1\*4

= 4

Calculated value=0.9075

Table value = 9.488

As the calculated value is less than table value.

Hence, the null hypothesis statement is accepted.

#### SUGGESTIONS

1. The employer should continue employee orientation about employee welfare and ensure that all the employees attend the orientation.
2. The organization should provide crèche facility for female employees.
3. The organization should take care of the employees who are working in the night shift, because few are not satisfied (16%).
4. The organization should improve the restroom and lunchroom facilities.
5. The organization should improve the medical benefits provided to their employees.

#### Conclusion

In this research it is conducted that overall respondents are satisfied with welfare measures of the company. Employee Welfare Measures prove to be an important factor when compared to the other factors in the organization. When those measures are not provided to the fullest extent the workers self-interest and motivation decreases and their dedication to the work may decline. So, the task of the personnel manager becomes challenging and it imposes him to introduce the various employee welfare measures in the organization

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