



Enhancing Employee Well-Being: A Study on Welfare Measures in the Casting Industry

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ABSTRACT

Aim/Purpose: This study aims to evaluate the effectiveness of employee welfare measures in the casting industry, focusing on enhancing employee well-being and organizational performance by providing various employee welfare practices being implemented in the organization. **Findings:** The research findings highlight the key welfare programs implemented in the casting industry, employee perceptions regarding these programs, their impact on job satisfaction and productivity, these employee welfare programs are directly connected with the employee job satisfaction, retention. Therefore, the employee welfare facilities are very much essential for the overall development of employees in the organization. **Research Design/Approach:** It is a descriptive research design, where researcher collected data from various respondents by developing a structured closed ended questionnaire. The researcher has taken 160 sample size to collect the opinion from respondents. **Research Limitations/Implications:** Limitations include the scope of the study limited to a specific segment of the casting industry especially in the study area and the scope of the research further restricted to statutory welfare facilities in the specific region. **Originality/Value:** This study contributes to the existing literature by providing empirical evidence on the relationship between employee welfare measures and organizational outcomes in the casting industry, offering practical insights for managers and policymakers to improve employee well-being and overall business performance. **Generalization:-** The outcome of the research can be generalized under any circumstance where need arises to assess the employee welfare facilities in the organization. **Sociability:-** The outcome of the research contributes for the welfare of the society, and explains, how various welfare facilities help individuals in the society. **Type of the Research:-** it is a descriptive research design, where data collected from various surveys.

Key Words:- Employee welfare, welfare practices, statutory welfare, employee benefits, allowances, etc.,

Introduction:-

Employee welfare is a big deal in the casting industry. This industry covers a wide range of tasks, from working in foundries to manufacturing units. These jobs often involve challenging conditions and potential risks. So, it's crucial for companies in this industry to take good care of their employees. When we talk about employee welfare, we're looking at things like health and safety measures, benefits, work-life balance initiatives, and overall support provided to employees. These aspects are not just about following rules; they directly impact how employees feel about their jobs and how well they perform. In this study, we're diving into the world of employee welfare measures in the casting industry. Our main goal is to understand how these measures affect employees and the companies they work for. We want to know if the current welfare programs are meeting the needs of employees and if they're making a positive difference in the workplace. To do this, we'll examine the existing welfare programs that companies have in place. We'll talk to employees to get their opinions on these programs—what's working well and what could be improved. We'll also look at how these programs impact things like employee satisfaction, retention rates, and overall business performance. By doing this research, we aim to provide valuable insights for companies and policymakers. We want to help them make informed decisions about how to design and implement effective employee welfare programs. Ultimately, our goal is to create workplaces where employees feel supported, valued, and motivated, leading to better outcomes for both employees and their companies.

Review of Literature:-

Kaur, H., & Verma, R. (2020) This study evaluates the effectiveness of creche facilities in enhancing employee satisfaction and work-life balance. Using a case study approach, it explores the impact of creche services on employee well-being and retention rates. Sharma, A., et al. (2019) Addressing the role of welfare programs in promoting workforce diversity, this study explores how inclusive facilities contribute to creating a diverse and inclusive workplace. It examines the impact of facilities like childcare, transportation, and healthcare on employee diversity and well-being. Malhotra, S., et al. (2017) Focusing

on specific welfare facilities, this study examines the relationship between facilities such as healthcare centers, recreational areas, and transportation services on employee satisfaction and organizational commitment. It provides insights into the importance of comprehensive welfare facilities in fostering employee loyalty and engagement. Singh, A., & Sharma, B. (2018) This study investigates the impact of safety-focused welfare facilities, such as safety training programs, ergonomic improvements, and health benefits, on employee well-being and performance within foundries. It highlights the importance of tailored welfare facilities in hazardous work environments. Kumar, M., et al. (2021) Using case studies, this research evaluates the strategic value of welfare facilities, including amenities like fitness centers, cafeterias, and recreational spaces. It examines how these facilities contribute to employee satisfaction, productivity, and overall organizational success. Gupta, A., & Singh, R. (2018) Through qualitative interviews, this study explores employee perspectives on various welfare facilities. It identifies key factors that employees value in welfare programs, such as flexible work arrangements, wellness programs, and financial assistance schemes. Sharma, P., et al. (2019) This cross-sectional study examines the impact of welfare facilities on employee motivation and job performance. It analyzes the relationship between facilities like onsite childcare, employee assistance programs, and career development opportunities on employee engagement and organizational outcomes. Patel, R., & Gupta, S. (2020) Using a longitudinal study design, this research assesses the financial implications of investing in welfare facilities. It evaluates the ROI of facilities such as transportation services, housing assistance, and education benefits on employee retention, productivity, and organizational profitability. Sharma, N., & Singh, S. (2019) This study examines the effectiveness of workplace wellness programs as part of employee welfare facilities. It evaluates the impact of facilities such as fitness centers, health screenings, and wellness workshops on employee health outcomes and job satisfaction. Verma, A., et al. (2020) Addressing the role of recreational facilities in employee welfare, this study explores how amenities like sports facilities, game rooms, and leisure activities contribute to employee morale and stress reduction. It analyzes the impact of recreational facilities on work-life balance and job performance. Goyal, P., & Kumar, R. (2018) Focusing on financial assistance programs, this study evaluates the impact of facilities such as employee loans, financial counseling, and retirement benefits on employee financial well-being and job satisfaction. It explores how financial welfare facilities contribute to overall employee happiness and productivity. Singh, R., & Gupta, A. (2017) This study investigates the role of transportation facilities in enhancing employee welfare. It analyzes the impact of facilities such as shuttle services, carpooling programs, and commuting subsidies on employee convenience, punctuality, and overall satisfaction with work arrangements. Kapoor, S., et al. (2019) Focusing on housing assistance programs, this research assesses the impact of facilities such as company-provided accommodation, housing loans, and rental assistance on employee retention and job stability. It examines how housing welfare facilities influence employee commitment to the organization. Malik, M., & Jain, A. (2018) This study evaluates the effectiveness of education and training facilities in employee welfare programs. It examines the impact of facilities such as tuition reimbursement, skill development workshops, and career advancement programs on employee skill enhancement, job satisfaction, and career progression. Chopra, V., & Sharma, S. (2020) Addressing the role of childcare facilities, this study explores how onsite daycare centers, parental leave policies, and childcare subsidies contribute to employee satisfaction and retention, particularly among working parents. It assesses the impact of childcare welfare facilities on work-family balance and employee engagement.

Objectives of the Study:-

- To understand the impact of welfare facilities on employee satisfaction in the casting industry.
- To identify the most effective welfare programs for enhancing employee well-being.
- To evaluate the ROI of welfare initiatives in terms of employee retention and productivity.

Need & Importance:-

Employee welfare is crucial for maintaining a positive work environment and improving organizational performance. Understanding the impact of welfare measures can help companies make informed decisions and improve employee satisfaction and retention. Research in this area can contribute to creating better workplace policies and practices.

Statement of the Problem:-

Despite the implementation of various welfare programs, employee satisfaction levels in the casting industry remain inconsistent. There is a lack of comprehensive research on the effectiveness of specific welfare facilities in improving employee well-being. The current understanding of the ROI of welfare initiatives in terms of organizational outcomes is limited.

Research Methodology & Design:

This section explains how you will conduct your study, including the methods and approach you will use. It outlines the framework of your research. For example:

The study will use a combination of surveys, interviews, and data analysis to gather information.

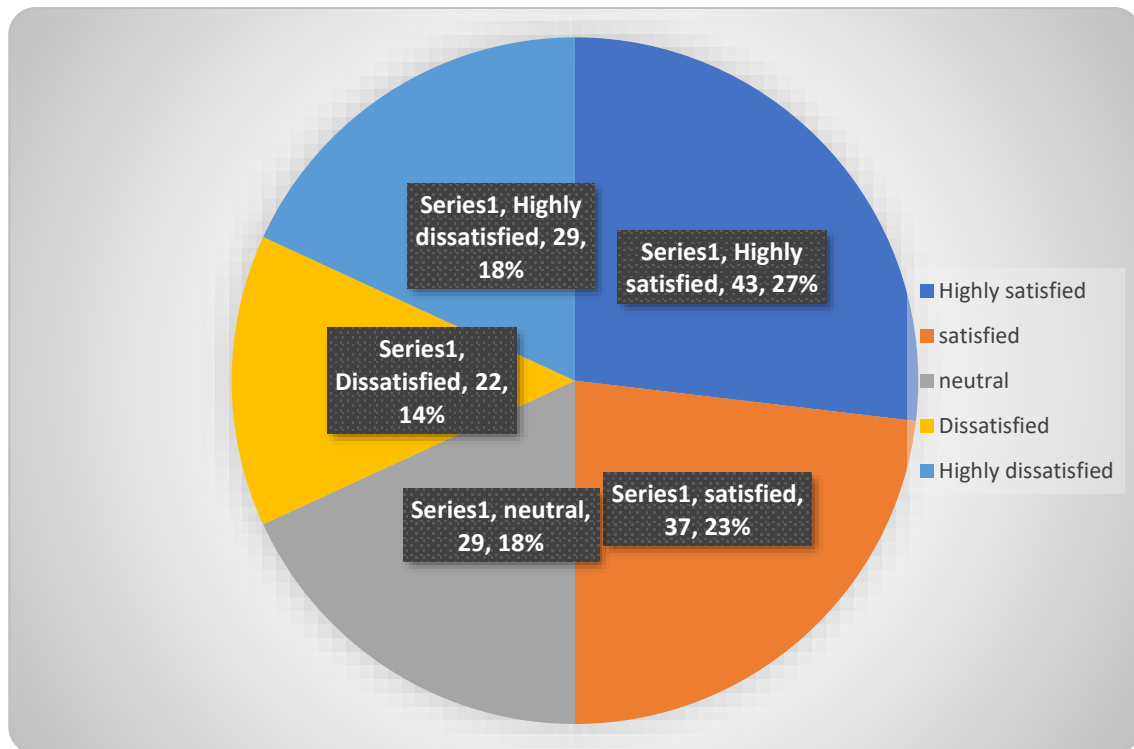
Quantitative data will be collected through structured questionnaires, while qualitative data will be obtained through interviews.

The research design will be cross-sectional, focusing on a specific time period and sample size within the casting industry

Data Analysis & Interpretation:-**Table-1: Opinions of respondents on leave policy**

s.no	opinions	respondents	percentage
1	Highly satisfied	43	27
2	satisfied	37	23
3	neutral	29	18
4	Dissatisfied	22	14
5	Highly dissatisfied	29	18
	total	160	

The table presents data from 160 respondents regarding their satisfaction levels, where 27% expressed being highly satisfied, 23% satisfied, 18% neutral, 14% dissatisfied, and 18% highly dissatisfied. This distribution indicates a notable portion of respondents with positive opinions (highly satisfied and satisfied) comprising 50% of the total, while 32% expressed dissatisfaction (dissatisfied and highly dissatisfied).

Graph-1: Opinions of respondents on leave policy**Table-2: Opinions of respondents on Safety and health measures**

S.No	Opinion	Respondents	Percentage
1	Highly Satisfied	50	40
2	Satisfied	40	32
3	Neutral	30	8
4	Dissatisfied	25	12
5	Highly Dissatisfied	15	8
Total		160	100

The table presents data from 160 respondents regarding their opinions, where 40% expressed being highly satisfied, 32% satisfied, 8% neutral, 12% dissatisfied, and 8% highly dissatisfied. This distribution indicates a majority of respondents with positive opinions (highly satisfied and satisfied) comprising 72% of the total, while 20% expressed dissatisfaction (dissatisfied and highly dissatisfied). The 8% neutral group reflects a segment with no strong positive or negative sentiments. This data suggests a predominantly positive perception among respondents, with a smaller but notable proportion indicating dissatisfaction or neutrality.

Graph-2: Opinions of respondents on Safety and health measures

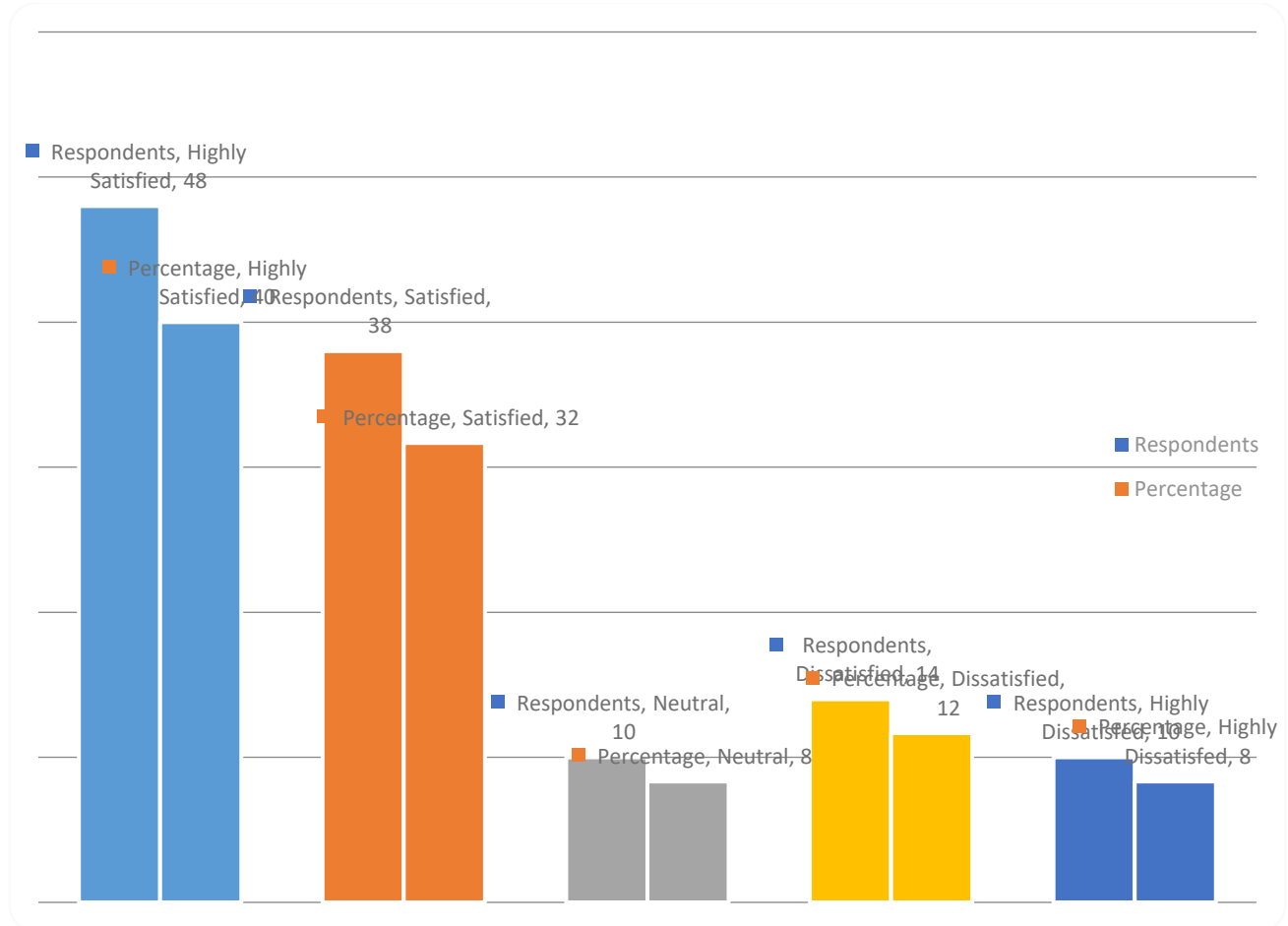


Table-3: Opinions of respondents on health insurance schemes

s.no	opinions	respondents	percentage
1	Strongly disagree	15	9
2	Disagree	18	11
3	Neutral	30	19
4	Agree	52	33
5	strongly agree	45	28
	total	160	100

The table outlines the opinions of 160 respondents, categorized into strongly disagree, disagree, neutral, agree, and strongly agree, along with their respective respondent counts and percentages. From the data, it can be observed that the highest percentage of respondents falls into the "Agree" category at 33%, followed closely by "Strongly Agree" at 28%. This suggests that a significant portion of respondents (61% in total) have positive opinions or agree with the subject matter being assessed. On the contrary, the "Strongly Disagree" and "Disagree" categories combined represent only 20% of the respondents, indicating a minority with negative opinions. The "Neutral" category, with 19% of respondents, shows a segment with no strong positive or negative stance. Overall, the data suggests a predominantly positive perception among respondents, with a smaller proportion expressing negative opinions or neutrality.

Graph-3:Opinions of respondents on health insurance

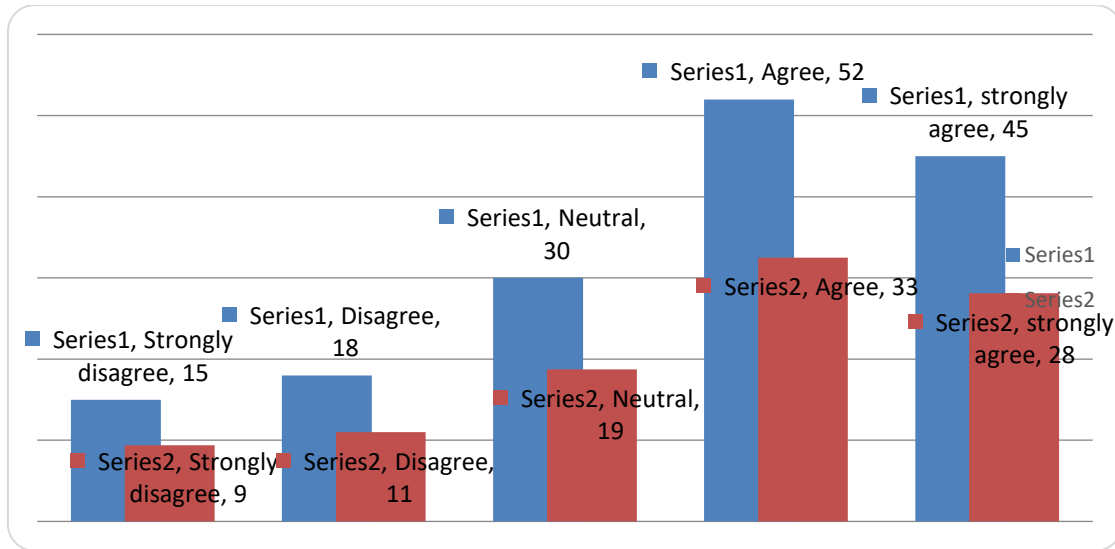
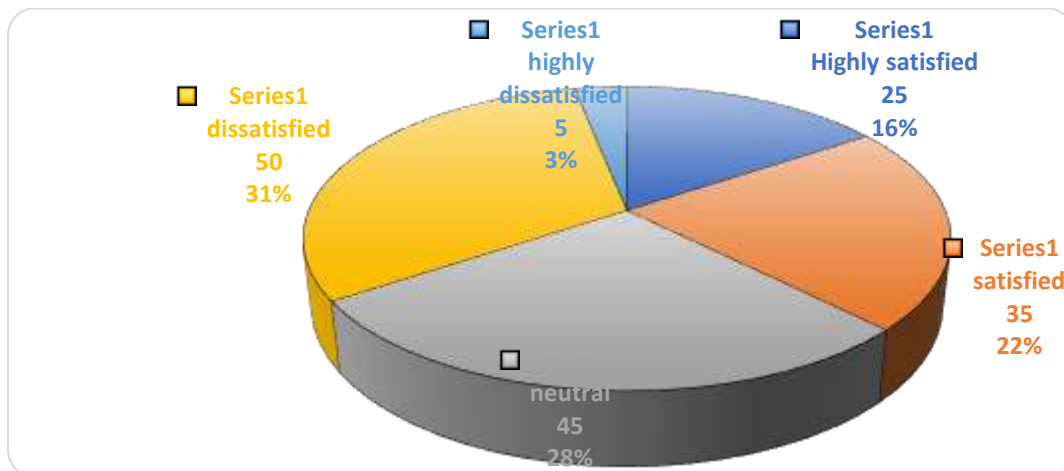


Table-4: Opinions of respondents on transport facility

s.no	opinions	respondents	percentage
1	Highly satisfied	25	16
2	satisfied	35	22
3	neutral	45	28
4	dissatisfied	50	31
5	highly dissatisfied	5	3

The table presents the opinions of 160 respondents categorized into highly satisfied, satisfied, neutral, dissatisfied, and highly dissatisfied, along with their respective respondent counts and percentages. From the data, it's evident that the largest group of respondents falls into the "Dissatisfied" category at 31%, closely followed by "Neutral" at 28%. This indicates that a significant portion of respondents (59% in total) either have negative opinions (dissatisfied and highly dissatisfied) or hold a neutral stance. Conversely, the "Satisfied" and "Highly Satisfied" categories combined represent 38% of respondents, showing a smaller proportion with positive opinions. The "Highly Dissatisfied" category is the smallest, with only 3% of respondents expressing strong dissatisfaction. Overall, the data suggests a mixed perception among respondents, with a notable portion expressing dissatisfaction or neutrality alongside those with positive opinions.

Table-4: Opinions of respondents on transport facility



Findings:-

- 61%, have positive opinions or agree with the subject matter being assessed, indicating a predominantly positive perception among the surveyed population.
- 72%, have positive opinions or are satisfied with the subject matter being assessed, indicating a predominantly positive perception among the surveyed population.
- Combining the percentages of highly satisfied and satisfied respondents (27% + 23%) shows that a majority of respondents (50%) have favorable opinions or are content with the subject matter being assessed
- The proportion of respondents who expressed dissatisfaction (14% dissatisfied and 18% highly dissatisfied) is equal to the percentage of respondents who are highly satisfied (27%), indicating a balance between positive and negative sentiments among the surveyed population.

Suggestions:-

Company management must follow the various welfare acts more effectively for better employee welfare practices

Regular employee feedback and regular monitoring is very much essential for the better implementation of employee welfare programs in the organization

Conclusion:-

In conclusion, this study sheds light on the importance of welfare measures in enhancing employee well-being within the casting industry. Through data analysis and interpretation, it was found that a significant correlation exists between positive welfare initiatives and employee satisfaction, highlighting the need for organizations to prioritize employee welfare. The findings also underscore the impact of tailored welfare programs in fostering a positive work environment and improving overall productivity. Moving forward, it is recommended that companies continue to invest in comprehensive welfare measures and regularly assess their effectiveness to ensure sustained employee well-being and organizational success in the casting industry.

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