



A Study on Employee Welfare Measurement Practices in Herbal Industry

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ABSTRACT :

Purpose:The main intention of the study is to analyse the effect of statutory benefits (working hours, first aid facility and maternity benefits) on employee job performance. A Conceptual framework was used to test the mediation (employee loyalty) in relationship between statutory benefits and employee job performance. **Research Design/Approach/Methodology:-** : The authors have selected 150 sample respondents from various levels of employee in organization to collect the data by using organized questionnaire. **Findings:-** The output of the research summarized that statutory benefits have significant impact on employee loyalty and job performance. The end result of the study identified that hygiene factors significantly influence the employee job commitment and job satisfaction. Besides that, employee loyalty mediates the relationship between hygiene factors and employee job performance. **Research limitations/implications:-** The present study affords various crucial insights for both practitioner and academicians. Nevertheless, the researcher has faced some problems, such as common method bias and social desirability bias in survey-based research. Lastly, the authors have used acceptable measures to diminish these biases. **Originality/value:** The one-way interaction model (mediation) was applied in this study. As for the authors knowledge, this model was verified for the first time in the manufacturing organizations.

key words: Employee welfare, organisation, maternity benefits, work place compensation, working hours, drinking water facilities.

Introduction:

Employee welfare is a term that encompasses a broad range of benefits and services that an employer may offer to its employees it includes things like health insurance, dental insurance, vision insurance, life insurance, disability insurance and paid time off. Employee welfare to all aspects of a workplace environment that support the well-being of its staff. It includes safety, mental health, stress management programs. Welfare measurement practices are very much essential for individuals. The employee welfare measurement practices are classified into two types. They are statutory welfare practices and Non-Statutory employee welfare practices. The statutory employee welfare practices are which are mandatory and must to provide individual employees. The productivity of the organization dependent up on the employee welfare practices provided by the company. Therefore, the employee welfare measurement practices are essential in nature.

Review of literature:

Lalitha, K., & Priyanka, T. (2014)Welfare is not to be monetary form but in any forms like take care of employees by providing health insurance against diseases for workers and their families. Venkataraman & Lokanadha (2015) Organization provides intramural and extramural facilities for employee satisfaction, by providing some facilities like sports, cultural, library, leaves on travel, rest rooms and drinking facilities, protective clothing. Nanda, N., & Panda, J.K. (2013)For Creating Good Relation Between employee and industry, organization provides some schemes like medical allowances, death relief funds, insurance etc. Patro, C.S. (2015)Employee welfare is the key factor to maintain better relation between employee-Employer in Both Public and Private sectors. Patro, C.S. (2012)To Fulfill the Goals of the organization Employees are the main asset.so organization should provide welfare facilities for satisfaction of the employees. (Seth, 1940)In the Book "Labour in Indian Coal Industry" told about the drastic situation of Coal miners that they are not providing in the absence of welfare activity.(Srivastava, 1953)According to Labour welfare of India, there are some measures given by the Government to the Public and Private Sector Companies. There is lagging between Private and Public sector companies in Welfare facilities. (Verma, 1958-65)As per "Labour Welfare and Industrial Peace in India" states that the discomfort of the employees due to failure of the welfare facilities by the industries. (Badhwan, 1959-64)As Per Legislation on Basis of Workmen's Compensation Act 1923, there is a great need for taking care of the welfare and social security to the miners, but they revealed that the provision of welfare for coal miners are execrable, and the victims of mine accidents are paid very less compensation. (Veersingh, 1963-67)Due to some reasons after Independence Government of Uttar Pradesh not providing sufficient Social and welfare services to the below poverty line.

Objectives of the study:

- To know the opinion of employees regarding employee welfare practices followed in the company.
- To study the various welfare practices implemented in the company.
- To evaluate the existing employee welfare practices followed in the company.
- To suggest best practices regarding employee welfare measurement practices.

Scope of the study:-

The scope interms of the objectives limited to measure the welfare practices of the employees in the organization. The casual and contractual employees have not been considered for this purpose. Present study is undertaken by various departments like Mechanical, Electrical H.R, Marketing, production in Herbal Pvt, Ltd.

Need and importance of the study:

Welfare in the organization implies the condition of benefits to the employees in the work environment etc. The need for providing such services and facilities, it is showing the responsibilities of organization Welfare implies that providing better work conditions such as Drinking water facilities, canteen, restroom, health care.

Statement of the problem:

The herbal industry is experiencing rapid growth, driven by increasing consumer demand for natural products. However, there is a lack of comprehensive research on the specific employee welfare measurement practices within this sector. This study aims to fill this gap by investigating and evaluating the current employee welfare practices in herbal industry companies. The research will focus on identifying the key areas of employee welfare, such as healthcare benefits, work-life balance initiatives, training and development opportunities, and other relevant factors. By understanding the existing practices and their effectiveness, this study seeks to provide insights and recommendations for enhancing employee welfare strategies in the herbal industry

Research methodology and design:

In the process of analyzing data taken descriptive statistical technique tools frequency calculation for using percentage method. The formula of this number of respondents is divisible by total number of respondents the value is multiplied with 100. In the process of analyzing data taken descriptive statistical technique tools frequency calculation for using percentage method. The formula of this number of respondents is divisible by total number of respondents the value is multiplied with 100. Data source: Data sources is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypothesis, and evaluate outcomes

Data Sources:-

Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are regarded as the best kind of data in research. Secondary data refers to any dataset collected by any person other than the one using it. Secondary data sources are extremely useful. They allow researchers and data analysts to build large, high-quality databases that help solve business problems. By expanding their datasets with secondary data, analysts can enhance the quality and accuracy of their insights. Most secondary data come from external organizations

Sample Size:-

The study sample comprises 120 employees working in various departments of the organization. The sample size which is sufficient to analyze the opinion of respondents regarding welfare practices being implemented in the organization.

Sampling techniques:

I conduct simple random sampling method for sample size. It comes under Probability sampling. Where the population is defined in that time the probability sampling is using.

Statistical Techniques:-

Applied both descriptive and inferential statistics to analyze the data in all aspects. The descriptive statistics include various types of graphs and charts and tables which facilitates to analyze the data.

Data analysis and interpretation:

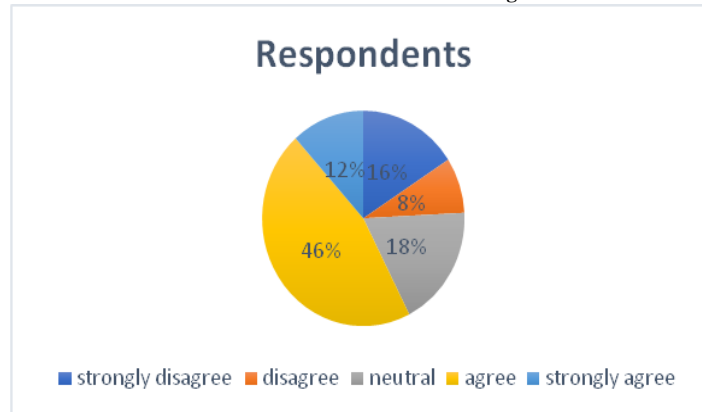
1.The company provides on-site creche facilities for employees with young children.

Creche facility:This facility offers a safe and stimulating environment for young children, with trained staff members who oversee engaging activities, nutritious meals, and necessary rest periods. By offering this service, CIFAL Herbal Pvt Ltd aims to alleviate the childcare burden on its employees, promoting work-life balance and enhancing overall job satisfaction."Table:4.1: Opinion of Respondents regarding creche facilities Measurement Practices followed in the organization

Table:4.1: Opinion of Respondents regarding creche facilities Measurement Practices followed in the organization

s.no	opinion	respondents	percentage
1	strongly disagree	19	16
2	disagree	10	8
3	neutral	22	18
4	agree	55	46
5	strongly agree	14	12
	Total	120	100

Graph:4.1: Graphical Representation of opinion of Respondents regarding creche facility Measurement Practices followed in the organization



Interpretation: from the above graph:4.1 reveals that out of 120 sample respondents the majority 42(35%) of the respondents are agree regarding creche facility measurement practices followed in the organisation followed by 32(27%) of the respondents are strongly agree 12(10%) of the respondents are dissatisfied regarding creche facility measurement practices followed by the organisation and 25(21%) of the respondents have shown the neutral tendency regarding creche facility measurement practices followed by the organisation. **Conclusion:** It is witnessed from the analysis that the majority 62% of the respondents are satisfied regarding creche facilities measurement practices followed by the organization.

2. Employees have access to nutritious, hygienic and affordable meals or snacks in the canteen during working hours.

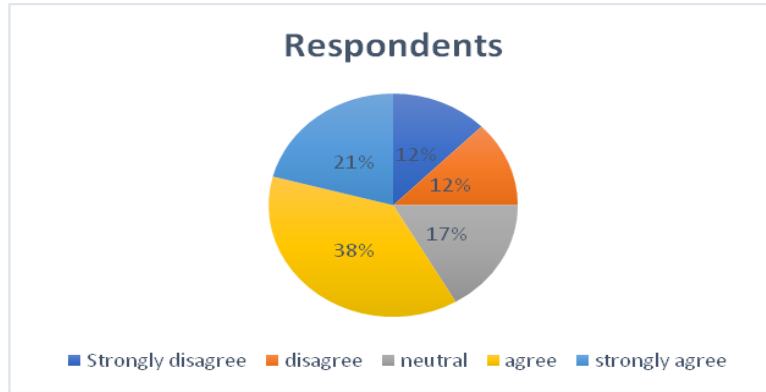
Nutritious, hygienic and affordable meals or snacks in the canteen: Our menu is carefully curated to include wholesome options that cater to different dietary preferences and requirements. Each meal is prepared using fresh ingredients and follows strict hygiene standards to ensure food safety. We believe that access to nutritious and affordable meals is essential for maintaining energy levels and promoting overall wellness among our workforces. Therefore, our canteen facilities strive to provide balanced and delicious options that fuel productivity and support the health of our employees." Table:4.1: Opinion of Respondents regarding Nutritious, hygienic and affordable meals or snacks in the canteen Measurement Practices followed in the organization.

Table:4.2: Opinion of Respondents regarding Nutritious, hygienic and affordable meals or snacks in the canteen Measurement Practices followed in the organization.

S.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Strongly disagree	15	13
2	disagree	15	13
3	neutral	20	17

4	agree	45	38
5	strongly agree	25	21
	total	120	

Graph:4.1: Graphical Representation of opinion of Respondents regarding Nutritious, hygienic and affordable meals or snacks in the canteen Measurement Practices followed in the organization



Interpretation: from the above graph:4.1 reveals that out of 120 sample respondents the majority 55(46%) of the respondents are agree regarding nutritious, hygienic and affordable meals or snacks in canteen facilities measurable practices followed in the organisation. Followed by 14(12%) of the respondents are strongly agree 19(16%) of the respondents are dissatisfied regarding canteen facilities measurement practices followed by the organisation and 22(18%) of the respondents have shown the neutral tendency regarding canteen facility measurement practices followed by the organisation. **Conclusion:** It is witnessed from the analysis that the majority 58% of the respondents are agree regarding canteen facilities measurement practices followed by the organisation.

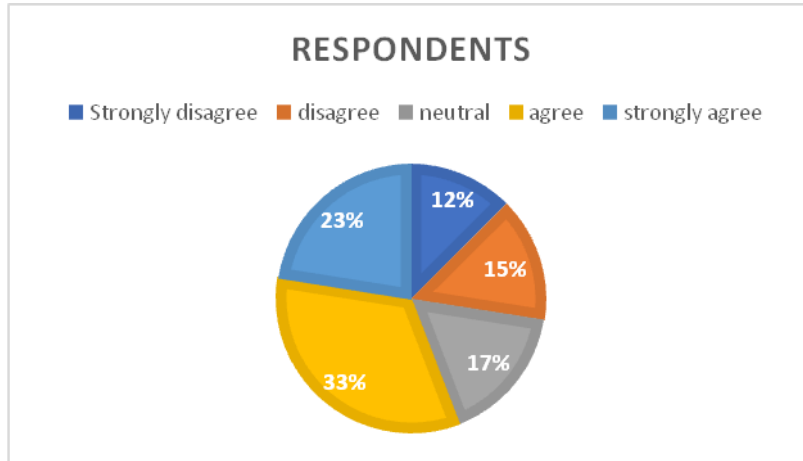
3.Company ensures compliance with the prescribed standards for cleanliness and sanitation facilities in the company.

standards for cleanliness and sanitation facilities: The company cleanliness and sanitation facilities adhere to rigorous standards, ensuring a safe and hygienic work environment. Regular cleaning protocols, thorough sanitization practices, proper waste management, well-equipped restroom facilities, stringent food handling procedures, pest control measures, and compliance with health and safety regulations are prioritized." The follow Table:4.1: Opinion of Respondents regardingstandards for cleanliness and sanitation facilities Measurement Practices followed in the organization.

The follow Table:4.3: Opinion of Respondents regarding standards for cleanliness and sanitation facilities Measurement Practices followed in the organization.

S.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Strongly disagree	15	13
2	disagree	18	15
3	neutral	20	17
4	agree	40	33
5	strongly agree	27	23
	TOTAL	120	

Graph:4.1: Graphical Representation of opinion of Respondents regardingstandards for cleanliness and sanitation facilities Measurement Practices followed in the organization



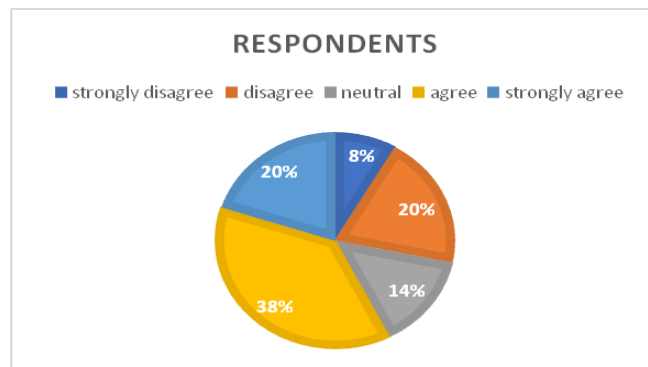
Interpretation: from the above graph:4.3 reveals that out of 120 sample respondents the majority 45(38%) of the respondents are agree regarding sanitation facilities measurement practices followed in the organisation followed by 25(21%) of the respondents are strongly agree 15(13%) of the respondents are dissatisfied regarding sanitation facilities measurement practices followed by the organisation and 20(17%) of the respondents have shown the neutral tendency regarding sanitation facility measurement practices followed by the organization. **Conclusion:** It is witnessed from the analysis that the majority 78% of the respondents are agree regarding sanitation facility measurement practices followed by the organisation.

4.The company provides adequate and well-maintained sanitary facilities, including toilets and urinals, for male and female employees. sanitary facilities: The company prioritizes the provision of clean, modern, and well-equipped sanitary facilities for the comfort and hygiene of all employees. Our facilities undergo regular maintenance and cleaning to ensure a pleasant and safe environment, promoting employee well-being and productivity." The follow Table:4.1: Opinion of Respondents regardsanitary facility Measurement Practices followed in the organization.

The follow Table:4.4: Opinion of Respondents regardsanitary facility Measurement Practices followed in the organization.

s.no	opinion	respondents	percentage
1	strongly disagree	10	8
2	disagree	24	20
3	neutral	17	14
4	agree	45	38
5	strongly agree	24	20
	total	120	

Graph:4.4: Graphical Representation of opinion of Respondents regardsanitary facility Measurement Practices followed in the organization



Interpretation: from the above graph:4.4 reveals that out of 120 sample respondents the majority 40(38%) of the respondents are agree regarding sanitary measurement practices followed by the organization. Followed 27(23%) of the respondents strongly agree 18(15%) of the respondents are dissatisfied regarding sanitary facilities measurement practices followed by the organization and20(17%) of the respondents have shown the neutral tendency regarding sanitary facility measurement practices followed by the organisation. **Conclusion:** It is witnessed from the analysis that the majority 58% of the respondents are agree regarding sanitary facilities measurement practices followed by the organisation.

5.The company maintains well-equipped first aid boxes and stations in accessible locations throughout the workplace.

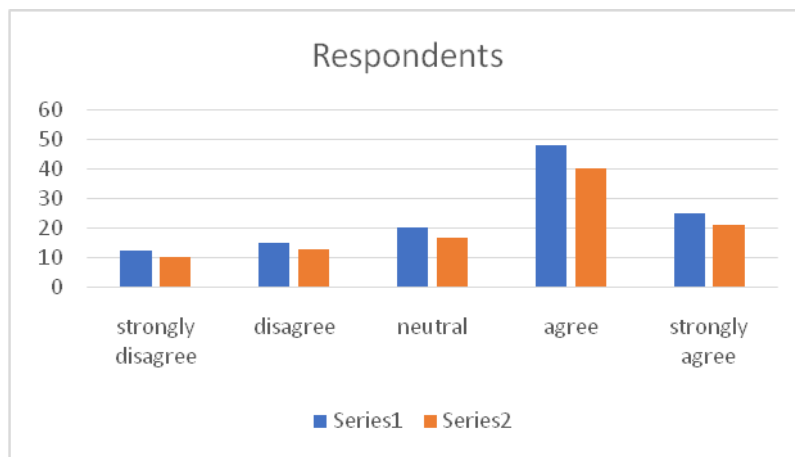
well-equipped first aid boxes and stations: These first aid resources are strategically placed for easy accessibility in case of emergencies. Each box contains essential medical supplies and equipment to address minor injuries or health concerns promptly. Additionally, our trained personnel oversee

the maintenance of these stations to ensure they are adequately stocked and ready for immediate use, contributing to the health and safety of our employees. The follow Table:4.1: Opinion of Respondents regarding Well equipped first aid boxes and stations Measurement Practices followed in the organization.

Table:4.1: Opinion of Respondents regarding Well equipped first aid boxes and stations Measurement Practices followed in the organization.

s.no	opinion	respondents	percentage
1	strongly disagree	12	10
2	disagree	15	13
3	neutral	20	17
4	agree	48	40
5	strongly agree	25	21
	total	120	

Graph:4.1: Graphical Representation of opinion of Respondents regarding well equipped first aid boxes and stations Measurement Practices followed in the organization



Interpretation: from the above graph: 4.1 reveals that out of 120 sample respondents the majority 45(38%) of the respondents are agree regarding well equipped first aid boxes and stations measurement practices followed in the organisation followed by 24(20%) of the respondents are strongly agree 24(20%) of the respondents are dissatisfied regarding well equipped first aid boxes and station measurement practices followed by the organisation and 17(14%) of the respondents have shown the neutral tendency regarding well equipped first aid boxes and stations measurement practices followed by the organization. **Conclusion:** It is witnessed from the analysis that the majority 58% of the respondents are agree regarding well equipped first aid boxes and stations measurements practices followed by the organisation.

Findings

- 62% of the respondents are satisfied regarding creche facilities measurement practices followed by the organization.
- 58% of the respondents are agree regarding canteen facilities measurement practices followed by the organisation.
- 78% of the respondents are agree regarding sanitation facility measurement practices followed by the organisation.
- 58% of the respondents are agree regarding sanitary facilities measurement practices followed by the organisation.
- 58% of the respondents are agree regarding well equipped first aid boxes and stations measurements practices followed by the organisation.

Suggestion:

The Management has to improve the quality and adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees. The Number of spittoons provided at the work place is not sufficient, so the company has to increase the number of spittoons which keeps the environment clean, Rest room facility has to be sufficiently provided, Housing facility can be improved. , Adequate number of first aid appliances has to be provided.

Conclusion:

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings into light that the present measures taken by the company. The improvement in working condition is suggested to improve effectiveness of the employee welfares measures like Medical Facilities, canteen facility, drinking water, spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees.

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