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## A Study on Employee Welfare Measures in Chassis Industry.

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### ABSTRACT:

The aim of the descriptive research study was to investigate the Employee welfare measures in Engineering (p) Ltd. Enhancing employee welfare is vital for organizational success, encompassing health, safety, and career development initiatives. Investing in welfare boosts morale, reduces turnover, and fosters a positive work environment. Key components include healthcare, flexible work arrangements, skill development, and recognition programs. Prioritizing employee well-being is essential for sustaining competitiveness in today's business landscape. Employees are the most valuable assets of an organization.

Keywords: Employee's welfare measures, Work life balances, Health, Safety.

### INTRODUCTION:

Employee welfare measures are like a toolbox of benefits and support that companies provide to make sure their employees are happy and healthy at work. These measures include things like healthcare, flexible work schedules, opportunities for growth, and even fun stuff like recreational activities. They're important because they keep employees motivated, attract top talent, and make the company a great place to work. By taking care of their employees, companies can build a positive and productive work environment where everyone can thrive.

### REVIEW OF LITERATURE

Parameswara Rao B (2017), has undertaken the research on "A Study on Impact of Non-Statutory Welfare Facilities on Employees Performance At Reliance" published in the "International Journal of Research Culture Society". The total sample size taken for this study is 100. Tools used for this data analysis is Descriptive Research. The objective of the study is to analysis the factors influencing employee performance and study the impact of Non-Statutory Welfare facilities on employee performance. The findings of the study is that employees in the organization strongly believes that welfare measures influence the job satisfaction. At last, it concludes that the existing facilities company should concentrate on education loans to the children and subsidized loans to lower-level employees. The study revealed that non-Statutory facilities will definitely influence and motivates the employees. T. R. Thiru Venkat raj (2018), has undertaken the study on "A Study on Employee Welfare Measures" published in the "International Journal for research trends and innovation". The total sample size taken for this study is 100. To analyse the data Percentage analysis method, weighted average method and Chi – square test was used. The objective of the research is to know the Employees opinion about the present welfare facilities and helps to know the working condition of the company. Based on the employee welfare the company is very keen in the promoting all the welfare facilities. Employees are satisfied to medical and HR allowance. Finally, the study concludes that the employees are satisfied with the present welfare facilities in the organization. Harsha Vardhan M (2019), has undertaken the study on "Employee welfare measures about mahatma Gandhi sahakara sakkare karkhane (N) Bhulki Karnataka" published in the "Iconic research and engineering journals". The total sample size taken for this study is 50. Tool used for this data analysis is Percentage analysis. The objective of the study is to provide better life and health to the workers and to make workers happy and satisfied. The finding of the study is that most of the respondent vehicle allowances paid by the organization. At last, it can be concluded that in the process larger part of the respondents are exceptionally positive towards the offices and the workplace. Harini. I. S (2020), has undertaken the research on "A Study on Employee Welfare Measures with reference to animation industry" published in the "Journal of Human Resource Management and Development". The total sample size taken for this study is 100. The tools used for data collection are Percentage Analysis and Chi Square Analysis. The objective of the study is to analyses the effectiveness of labour welfare measures and the workers attitude towards the various welfare measures. Certain actions to be taken to enhance the level of awareness of welfare schemes, protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, there by management and employees can feel pleasant. Patel Vidhi (2021), has undertaken the research on "A Study on Employee Welfare Measure" published in the "Journal of Emerging Technologies and Innovative Research". The total sample size

taken for this study is 60. For this study Descriptive Research method has been used and the data has been analysis using Chi-Square tests. The objective of the study is to analyses the impact of welfare facilities on employee satisfaction and to know the employees" opinion about the present welfare facilities. Finding of the study is that Safety at work place, leaves of employees, canteen and other facilities are much to the satisfaction level of employees. In this research it is conducted that overall respondents are satisfied with the welfare measure of employees performance method. Ms. CH.N. S. Pujitha (2022), has undertaken the study on "Employee Welfare Measures in Manufacturing Industry" published in the "International Journal of analytical and experimental modal analysis". The study has been conducted among 100 employees. The data has been analysis using Percentage analysis and correlation. The objective of the study is to analyses the employee satisfaction towards the welfare measures. Finding of the study is that the most of the employees are highly benefited with the welfare measures and also it has the positive effect in the level of work satisfaction. It has been concluded that the strength of any organization depends entirely on sincere working of all the employees. The management should take special care to frame certain policies procedures to improve the welfare and Safety Measure of the organizations.

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### **OBJECTIVES OF THE STUDY:**

1. Study various employee welfare programs at ALF engineering (p) ltd.
2. Assess employee opinions on welfare programmes in the organizations
3. Evaluate the effectiveness of welfare programmes at ALF engineering (p) ltd.
4. Examine the impact of welfare measures on organization performance.
5. Recommend strategies to enhance employee welfare measures.

### **Scope of the study:**

The present study has been undertaken to study and find out the Effectiveness of Employee Welfare Measures To find out the practical difficulties involved in welfare measures that can be evaluated through this study The study can be used to bring out the solution for the welfare facilities to the employee by the organization

### **Need of the study:**

- It helps in improving recruitment
- Employers at stable labor force by providing welfare facilities workers take activity interest in their jobs and work with a feeling of involvement and participants.
- It helps in improving industrial relation & industrial peace.

### **Limitations of the study:**

- Time is the important limitation Due to time constrain only limited population is taken for the study
- Finding based on this study cannot be used in other organization.

### **Statement of the problem:**

The Title A Study on Employee Welfare Measures

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### **Research methodology:**

#### **DEFINITION OF RESEARCH:**

The manipulation of things concepts of symbols for the purpose of generation to extend correct or verity knowledge, whether that knowledge aids in constructions of theory or in the practice of an art.

#### **Research design:**

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

Regarding this project, descriptive research design concern with describing the percentage of each individual or narrating facts on welfare measures and diagnostics design helps in determine the frequency with which something occurs or its associated with something else.

Methods of data collection:

Primary data

2. Secondary data

Primary source of data

primary data is known as the data collected from the first time through field survey such data are collected with specific set of objects to assess the current status of any variable studies.

Primary data sources are survey method

Secondary source of data

secondary data can be collected from various resource. Let s take a look at some of the most common sources of such information Secondary data are second-hand pieces of information . These are not gathered from the source as the primary data.

Secondary data sources are journals , magazines .

### STATISTICAL TECHNIQUE (METHOD):

The statistical method is used in Employee Welfare is percentage method.

#### PERCENTAGE METHOD:

Research questions are always answered with a descriptive statistic generally either percentage or mean. Percentage is appropriate when it important to know how many of the participants gave a particular answer.

FORMULA;

$$\text{Percentage} = \frac{\text{No of respondents}}{\text{Total no of respondents}} \times 100$$

The statistical method I used in Employee Welfare is “percentage method “

Percentage Method.

Research questions are always answered with a descriptive statistic; generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer.

#### SAMPLE SIZE:

- In the study of the ‘EMPLOYEE WELFARE,
- The overall population is size 500
- SAMPLE SIZE:
- The total sample size of 250 has been taken for this study Both male and female employees have been interviewed

#### DATA ANALYSIS AND INTERPRETATIONS:

##### 1.How satisfied are you with the availability of first-aid kits and trained personal for medical emergencies.

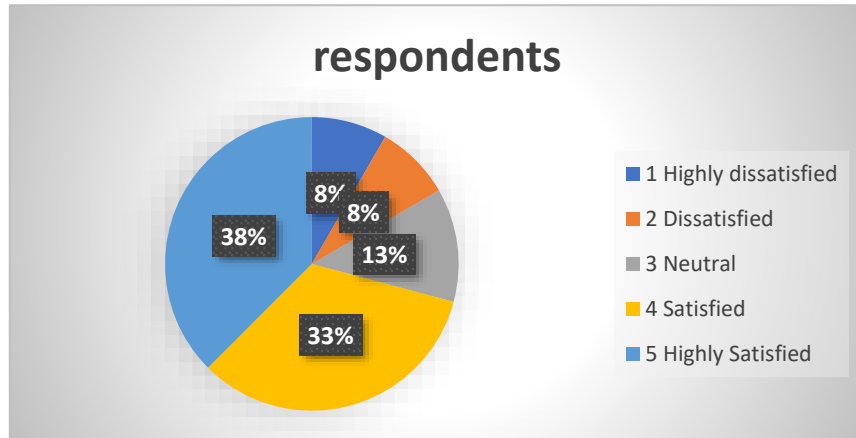
The availability of first-aid kits and trained personnel for medical emergencies is crucial for ensuring the safety and well-being of individuals in various environments, such as workplaces, schools, public spaces, and homes.

Table 1. opinion of respondents regarding has quality first aid kits and trained personal medical emergencies practice followed in the organization.

S. No	options	respondents	percentage
1	Highly Effective	10	8
2	Effective	10	8

3	Neutral	15	13
4	Ineffective	40	33
5	Highly ineffective	45	38
	total	120	100

Graph 1 Graphical representation of opinion of respondents regarding quality first-aid kits personal medical emergencies followed in the organization.



**INTERPRETATION:**

Few people are unhappy with the availability of first-aid kits to unhappy and trained helpers total 16%.

About 13% are neither happy or nor unhappy they're neutral

Most people, 71%, are either happy or very happy with the current situation

**CONCLUSION:**

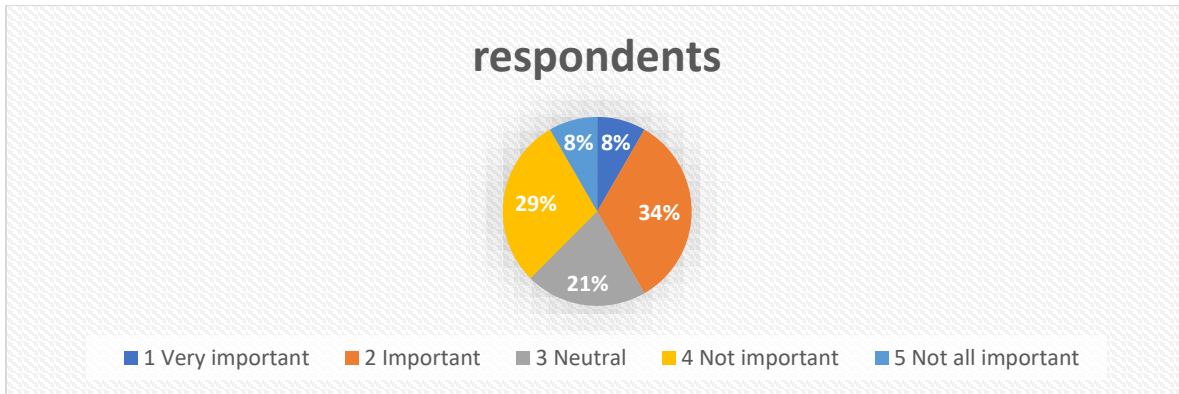
Overall, most people are satisfied with the availability of first-aid resources and helpers. But there are still some who aren't happy. To improve, it's important to understand their concerns.

**2. How effective do you find the communications regarding welfare programmes with in organization.**

Table 2: Opinion of respondents regarding communication welfare programmes followed in the organization.

S. No	options	respondents	percentage
1	Highly Effective	45	38
2	Effective	30	25
3	Neutral	15	13
4	Ineffective	20	17
5	Highly ineffective	10	8
	total	120	100

GRAPH 2 :Graphical representation of opinion of respondents regarding which communication welfare programmes followed in the organization



**INTERPRETATION :**

Most people (63%) think the communication about welfare programs in their organization is good, with 38% finding it highly effective and 25% effective. However, there are still some (25%) who don't feel it's effective with 17% finding it ineffective and 8% highly ineffective

**CONCLUSION:**

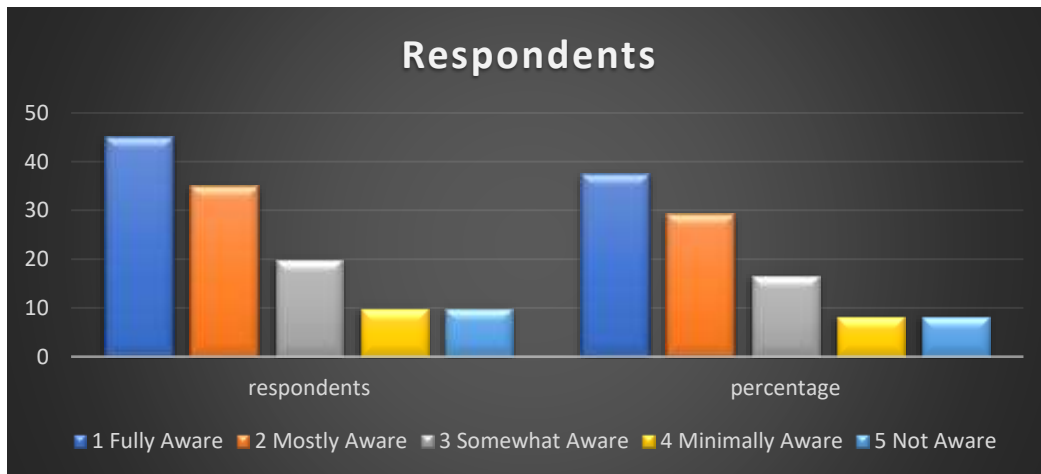
Overall, there's positive feedback on communication about welfare programs, but there's room for improvement to ensure everyone feels well-informed and engaged. Addressing the concerns of those who find communication ineffective could lead to better understanding and utilization of welfare programs

**3. Are you aware of the mental health supports programmes (counselling services, stress management workshops)**

**Table 3: Opinion of respondents regarding mental health supporting programmes followed in the organization.**

S. No	options	respondents	percentage
1	Fully Aware	45	38
2	Mostly Aware	35	29
3	Somewhat Aware	20	17
4	Minimally Aware	10	8
5	Not Aware	10	8
	total	120	100

**Graph 3 : Graphical representation of opinion respondents regarding mental health supporting programmes followed by the organization .**



**INTERPRETATION:**

Among the respondents, 38% are fully aware and 29% are mostly aware of mental health support programs such as counselling services and stress management workshops in their organization. Additionally, 17% are somewhat aware, while 8% each are minimally aware and not aware of these programs

#### CONCLUSION:

The majority of respondents have some level of awareness about mental health support programs offered by their organization. While a significant portion is fully or mostly aware, there's still room for improvement in ensuring all employees are well-informed about these crucial support services. Increasing awareness can encourage more individuals to utilize these programs, promoting better mental health and well-being in the work place.

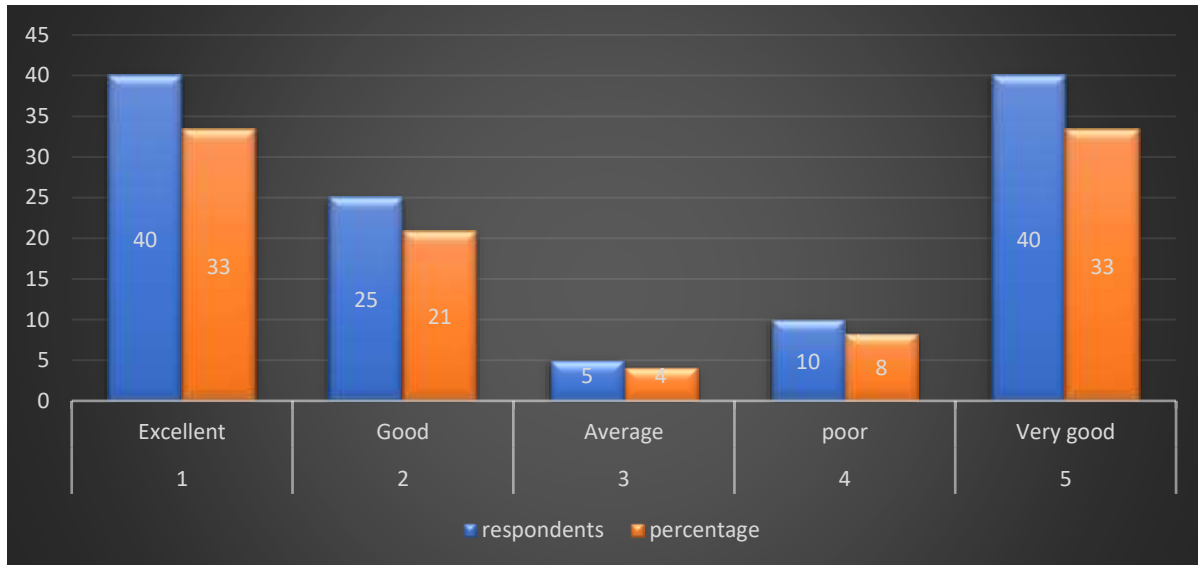
#### . How do you rate the cleanliness and maintenance of restroom facilities.

**Table 4: opinion of respondents regarding cleanliness and maintenance of restroom facilities followed in the organization.**

S. No	options	respondents	percentage
1	Excellent	40	33
2	Good	25	21
3	Average	5	4
4	poor	10	8
5	Very good	40	33
	total	120	100

**Graph4: Graphical representation of opinion respondents regarding cleanliness and maintenance of restrooms facilities followed in the organization.**

#### INTERPRETATION:



Among the 120 respondents, opinions regarding the cleanliness and maintenance of restroom facilities varied. The options provided include Excellent (33%), Good (21%), Average (4%), Poor (8%), and Very good (33%)

#### CONCLUSION:

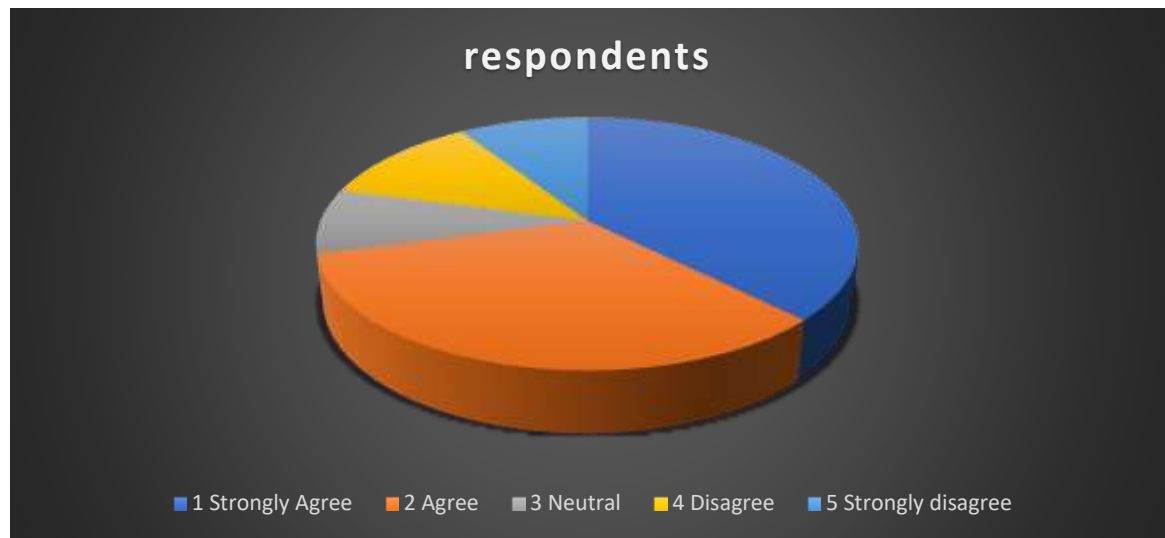
The responses are evenly split between Excellent and Very good, indicating that a significant portion of respondents are satisfied with the cleanliness and maintenance of the restroom facilities. However, there are also some who rated them as Poor or Average, suggesting that improvements may be needed in these areas to meet the expectations of all employees. Maintaining high standards of cleanliness and maintenance in restroom facilities is essential for ensuring a positive workplace environment.

#### 5. Opportunities for career advancement and skills development are readily available with, in the company.

**Table 5: Opinion of respondents regarding career advancement skills development followed in the organization.**

S. No	options	respondents	percentage
1	Strongly Agree	45	38
2	Agree	40	39
3	Neutral	10	8
4	Disagree	14	12
5	Strongly disagree	11	9
	total	120	100

**Graph 5: Graphical representation of opinion respondents career advancement skills development followed in the organization .**



#### **INTERPRETATION:**

Among the 120 respondents, opinions varied regarding the availability of opportunities for career advancement and skills development within the company. The responses were categorized into five options: Strongly Agree (38%), Agree (39%), Neutral (8%), Disagree (12%), and strongly disagree (9%).

#### **CONCLUSION:**

The majority of respondents (77%) either strongly agree or agree that opportunities for career advancement and skills development are readily available within the company. However, there are still some (21%) who either disagree or strongly disagree with this statement. This suggests that while many employees perceive ample opportunities for growth, there may be room for improvement in ensuring these opportunities are accessible and visible to all employees.

#### **FINDINGS:**

**Availability of First-aid kits and trained personnel:** A majority of respondents (71%) are satisfied to highly satisfied with the availability of first-aid kits and trained personnel for medical emergencies within the organization. However, there is a notable percentage (16%) who are either dissatisfied or highly dissatisfied, indicating room for improvement in this aspect **Important of creche facilities:** The survey reveals that a significant portion (41%) of respondents consider creche facilities to be important or very important for working individuals. However, nearly 37% perceive them as not important or not all important, suggesting a varied opinion within the workforce. **Effective of communication regarding welfare programmes.** A considerable majority (63%) find the communication regarding welfare programs within the organization to be either highly effective or effective. However, there is still a notable proportion (25%) who perceive it as ineffective or highly ineffective, indicating potential gaps in communication strategies. **Awareness of mental health support programmes:** The survey indicates a good level of awareness regarding mental health support programs, with 67% of respondents being fully or mostly aware of such initiatives. However, there is still a segment (16%) with minimal to no awareness, highlighting the need for increased promotion and visibility of these services.

**Enhancing communication about welfare programmes:** Respondents suggest various methods for enhancing communication about welfare programs within the organization, with the most popular choices being suggestion boxes (33%) and open door policies (25%). However, digital signage and email updates are also considered viable options by smaller percentages of respondents

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**Suggestions:**

First aid and medical emergency: Address the concerns of the dissatisfied respondents regarding the availability of first-aid kits and trained personnel by conducting thorough assessments of existing resources and implementing necessary improvements. Regular training sessions and drills can also enhance preparedness for medical emergencies.

Creche facilities: Considering the differing opinions on the importance of creche facilities, conduct further research or surveys to understand the specific needs and preferences of employees regarding childcare support. Based on this data, consider implementing or improving creche facilities if feasible and aligning with organizational goal

Communication effectiveness: Review the current communication channels and strategies for welfare programs to identify areas of improvement. Utilize a mix of methods such as emails, digital signage, and face-to-face interactions to ensure information reaches all employees effectively. Encourage feedback mechanisms to continuously refine communication approaches.

Mental health support promotions: Increase visibility and awareness of mental health support programs through targeted campaigns, workshops, and regular reminders. Collaborate with mental health professionals to provide educational sessions and destigmatize seeking help for mental health issues within the workplace

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**CONCLUSION:**

The survey findings provide valuable insights into the perceptions and needs of employees regarding various welfare aspects within the organization. While there are areas of satisfaction and effectiveness, such as mental health support awareness and communication effectiveness, there are also notable areas for improvement, such as first-aid preparedness and creche facilities. By addressing these findings and implementing the suggested strategies, the organization can foster a more supportive and inclusive workplace environment, ultimately enhancing employee well-being and satisfactions.

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