



A Study on Employee Welfare Measurement Practices in Electric Cables Manufacturing Industry

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ABSTRACT

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.

Keywords: Statutory benefits, employee loyalty and job satisfaction.

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 covers all aspects of a workplace environment that support the well-being of its staff. It includes safety, mental health, stress management programs.

Review of literature:

Lalitha, K., & Priyanka, T. (2014) Welfare is not in monetary form but in any form like taking 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 a 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:

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

Scope of the study:

The study is conducted by taking into account only the regular employees of., The casual and contractual employees have not been considered for this purpose.

Need Of the Study

- Employee welfare efforts to all aspects of workplace environment to support the well-being of its staff.
- It includes physical safety, mental health and stress management programs
- It also encompasses employee benefits such as health insurance and vacation times and retirement plans and other support services.

Statement of the problem:

The title entitled to "A Study on employee welfare measurement practices"

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 out comes

METHODS OF DATA COLLECTION:

1.Primary Data

2.Secondary Data

1. PRIMARY DATA:

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

2.SECONDARY DATA:

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 organization.

Sample size: Total Number of populations is 200

Sample size is.

I have taken the sample size of 120 individuals

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.

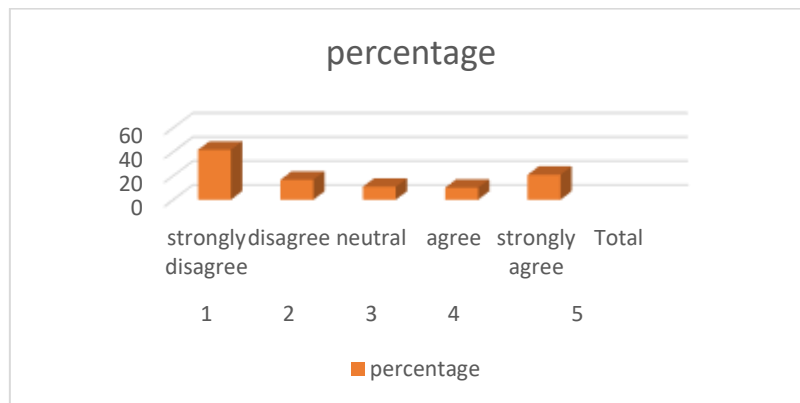
Data analysis and interpretation:**1.The current working hours policy in our organization adequately promotes employee well-being.**

working hours: The organization's working hours policy prioritizes flexibility and balance to support employee well-being. Employees are expected to fulfil a standard minimum of 40 hours per week for full-time positions. However, the policy also recognizes the importance of accommodating individual needs and preferences. Flexible scheduling options such as remote work, compressed workweeks, and adjusted start and end times are available to employees. The below Table:4.1 explains the employee opinion on working hours measurement practices followed by the organization.

Table:4.1 explains the employee opinion on working hours measurement practices followed by the organization.

S. No	Opinion	Respondents	Percentage
1	Strongly Disagree	50	42
2	Disagree	20	17
3	Neutral	13	11
4	Agree	12	10
5	Strongly Agree	25	21
	Total	120	

Graph:4.1: Graphical Representation of opinion of Respondents regarding working hours Measurement Practices followed in the organization



Interpretation:- From the above Graph:4.1 reveals that out of 120 sample respondents the majority 48(40%) of the respondents are Strongly Disagree regarding safety & health measurement practices followed in the organization followed by 38(32%) of the respondents are satisfied 14(12%) of the respondents are dissatisfied regarding safety & health measurement practices followed by the organization and 10(8%) of the respondents have shown the neutral tendency regarding safety & health measurement practices followed by the organization.

Conclusion: It is witnessed from the analysis that the majority 70% of the respondents are satisfied regarding working hours measurement practices followed by the organization.

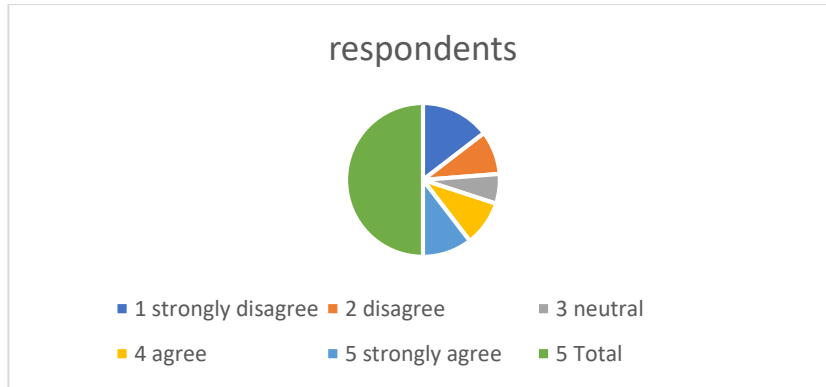
2. The flexibility in working hours contributes positively to employee satisfaction and productivity.

employee satisfaction and productivity: -Flexibility in working hours positively impacts employee satisfaction and productivity. Employees appreciate the autonomy to adjust their schedules to suit their needs, fostering a better work-life balance. This balance reduces stress and increases job satisfaction, leading to happier and more motivated employees. Moreover, flexible hours allow individuals to work during their most productive times, enhancing efficiency and task completion. The below Table:4.1 explains the employee opinion on employee satisfaction and productivity measurement practices followed by the organization.

Table:4.1 explains the employee opinion on employee satisfaction and productivity measurement practices followed by the organization

S. No	Opinion	Respondents	Percentage
1	Strongly Disagree	35	29
2	Disagree	22	18
3	Neutral	15	13
4	Agree	23	19
5	Strongly Agree	25	21
	Total	120	

Graph:4.1: Graphical Representation of opinion of Respondents employee satisfaction and productivity regarding Measurement Practices followed in the organization



Interpretation: - From the above Graph:4.1 reveals that out of 120 sample respondents the majority 35(29%) of the respondents are strongly disagree regarding employee satisfaction and productivity measurement practices followed by the organisation. followed 25(21%) of the respondents are strongly agree 23(19%) followed 15(13%) of the respondents have shown the neutral tendency regarding employee satisfaction and productivity measurement practices followed by the organization..

Conclusion: it is witness from the analysis that the majority 57% of the respondents are agree regarding employee satisfaction and productivity measurement practices followed by the organisation.

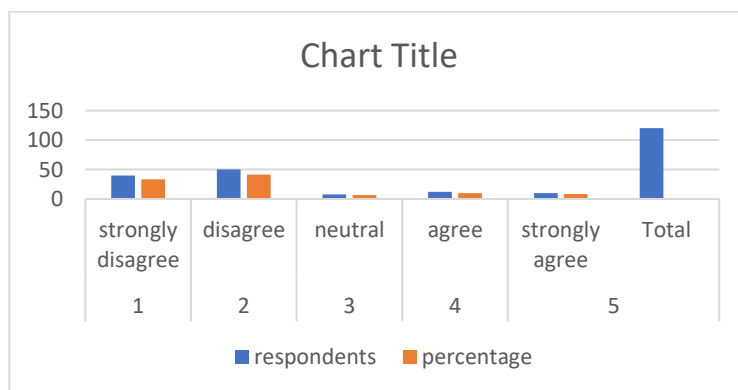
3. The length of our working hours aligns with industry standards and best practices.

Industry standards: The alignment of our working hours with industry standards and best practices ensures consistency and competitiveness. By adhering to established norms, we demonstrate our commitment to professionalism and efficiency. This alignment also fosters transparency and credibility, as it reflects our understanding of industry expectations and benchmarks. Additionally, it promotes employee satisfaction by providing a sense of stability and predictability in their work schedules. The below Table:4.1 explains the employee opinion on industry standards measurement practices followed by the organization.

Table:4.1 explains the employee opinion on industry standards measurement practices followed by the organization

s.no	opinion	respondents	percentage
1	strongly disagree	40	33
2	disagree	50	42
3	neutral	8	7
4	agree	12	10
5	strongly agree	10	8
	Total	120	

Graph:4.1: Graphical Representation of opinion of Respondents on industry standards regarding Measurement Practices followed in the organization



Interpretation: - From the above Graph:4.1 reveals that out of 120 sample respondents the majority 50(42%) of the respondents are disagree regarding employee satisfaction and productivity measurement practices followed by the organisation. followed 40(33%) of the respondents are strongly agree 12(10%) followed 8(7%) of the respondents have shown the neutral tendency regarding on industry standards measurement practices followed by the organisation.

Conclusion: it is witness from the analysis that the majority 90% of the respondents are disagree regarding industry standards measurement practices followed by the organisation.

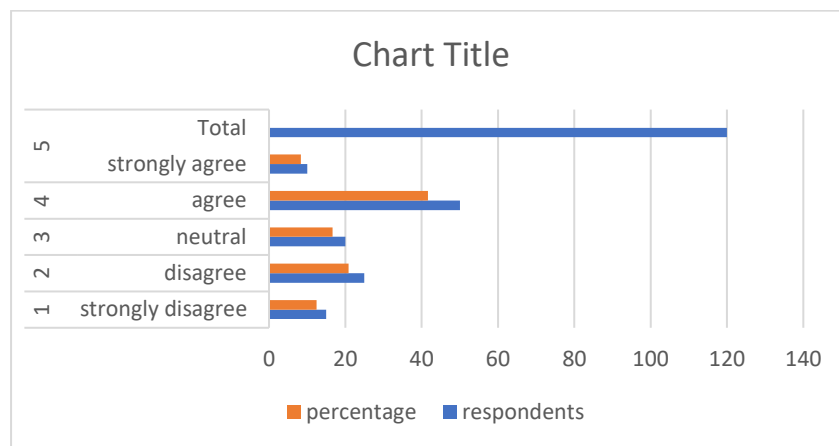
4. The availability of options such as compressed work weeks or flexible scheduling enhances work-life balance.

work-life balance: Achieving work-life balance empowers employees to prioritize their well-being, manage stress levels effectively, and maintain healthy relationships outside of work, resulting in increased job satisfaction and long-term retention. The below Table:4.1 explains the employee opinion on work life balance measurement practices followed by the organization.

Table:4.1 explains the employee opinion on industry standards measurement practices followed by the organization.

S.No	Opinion	Respondents	Percentage
1	Strongly Disagree	15	13
2	Disagree	25	21
3	Neutral	20	17
4	Agree	50	42
5	Strongly Agree	10	8
	Total	120	

Graph:4.1: Graphical Representation of opinion of Respondents on work life balance regarding Measurement Practices followed in the organization



Interpretation: - From the above Graph:4.1 reveals that out of 120 sample respondents the majority 50(42%) of the respondents are agree regarding work life balance measurement practices followed by the organisation. followed 40(33%) of the respondents are strongly disagree 25(21%) followed 20(17%) of the respondents have shown the neutral tendency regarding on work life balance measurement practices followed by the organisation.

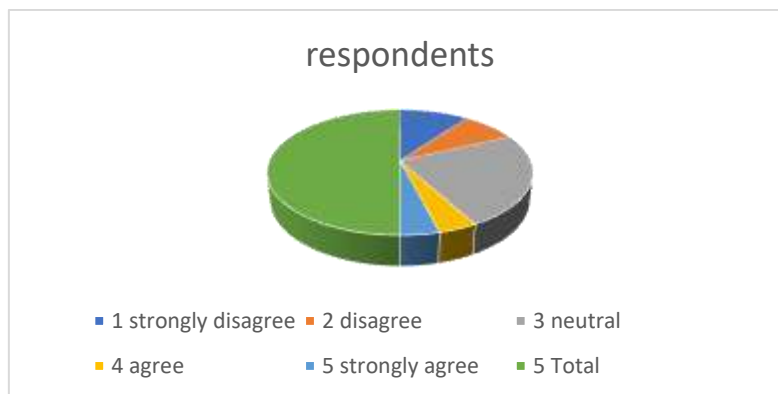
Conclusion: it is witness from the analysis that the majority 60% of the respondents are agree regarding work life balance measurement practices followed by the organisation.

5. The availability of adequate first aid facilities in our workplace ensures employee safety and well-being.

first aid facilities and employee safety and well-being: 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	10	8
2	disagree	24	20
3	neutral	17	14
4	agree	45	38
5	strongly agree	24	20
	total	120	100

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 organisation.

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

- 70% of the respondents are satisfied regarding working hours measurement practices followed by the organization.
- 57% of the respondents are agree regarding employee satisfaction and productivity measurement practices followed by the organisation.
- 90% of the respondents are disagree regarding industry standards measurement practices followed by the organisation.
- 60% of the respondents are agree regarding work life balance 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.
- 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.

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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