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## **“A Study on Employee Welfare Practices in Software Industry”**

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### **ABSTRACT:**

The present scenario of the employee compensation as tool for improving organizational performance in the public private sectors .Compensation can be linked to employee retention , motivation , performance and satisfaction . For employees , compensation signifies not how they are paid but how they are valued . Social security is increasingly recognized or a dynamic concept which is linked with various measures of employee welfare . This report prepares to know the impact of employee welfare on employee productivity in software industries .

Key words: Welfare services , insurance benefits , hygiene , cafeteria facilities

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### **INTRODUCTION:**

Employee welfare practices encompass a wide range of facilities, services, and conveniences provided to employees to enhance their quality of life. These practices consist of both mandatory and voluntary provisions established by industry organizations. The primary objective of welfare schemes is to foster the overall development of employees, encompassing social, economic, moral, cultural, ethical, and cognitive aspects to cultivate them as responsible citizens.

Employee welfare is a dynamic concept that varies across industries and evolves over time. These schemes are typically influenced by the employer's commitment to the well-being of their employees and encompass social security measures. Employee welfare extends beyond monetary compensation, encompassing any additional benefits provided by the employer to motivate employees and foster long-term commitment to the organization.

Key components of employee welfare include ensuring a safe working environment, promoting industrial harmony, managing industrial relations, and providing insurance coverage for employees and their families. Stakeholders involved in employee welfare initiatives include management, employees, and the broader society, all working towards creating a conducive work environment that balances humanitarian and economic considerations.

By prioritizing employee welfare, organizations can reduce the likelihood of labor disputes and foster a sense of responsibility and dignity among employees. Welfare schemes may be classified as statutory when mandated by industrial regulations or government directives, voluntary when initiated at the employer's discretion, and mutual when all stakeholders collaborate to enhance the economic well-being of employees.

Employee welfare activities can be further categorized as intramural (internal) or extramural (external), reflecting the diverse range of initiatives aimed at supporting and enhancing the lives of employees.

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### **REVIEW OF LITERATURE:**

Dr. A Flora Noyal, K Saranya and L Lal Priya, 2019 A study on employee satisfaction towards welfare measures provide by Meenakshi Mission Hospital and Research Centre at Madurai. The main aim to of this study was to find out the level of satisfaction of employees on the various welfare measures provide to the employees. In this, this study they Adopt descriptive survey Research Design a sample of 120 employees was selected for the study as a result. The study concluded that employees are almost satisfied with their smell from major provided by organization. Durga, 2018 An Empirical Study on Employee Satisfaction towards Welfare Amenities with Special Reference to Bharath Petroleum Limited – Ibrahimpatnam. The main aim of the this study is to To describe satisfaction level of employees regarding welfare activities. In this study they adopt simple random sampling a sample of 100 employee selected. As a result of the study concluded that The study reveals that the employees are feeling satisfy towards the welfare amenities provided by the company and the employees are feeling very happy to tell outsider about the welfare activities which are beneficial for them. women employees are feeling superior for maternity leave and they are expecting extension of maternity leaves. Ramya.T , Bhavani shree Arepalli, Dr. Lakshmi, 2017 A Study on Employee Welfare Facilities and Its Impact on Employee Satisfaction at Hotel Industry with Special Reference to Mysuru District. The main aim of this study is to T the impact of welfare facilities on employee satisfaction. In this study they adopt correlation test and factor analysis a sample of 100 employee selected for study. As a result of the study concluded that Majority of the employees are satisfied with medical advantage and safety measures. The drinking water facilities, sanitary facilities afford by the hotels are good. Employees are not happy with extra-time allowances are incorporated in the salary. B. Girimurugan , D. Deepika and A. Uma, 2016 An Organizational Study and a Study on Employee Welfare with Special Reference to Sakthi Sugars Ltd, Appakudal. The main aim of the this study is evaluate the satisfaction level of employees about the facilities in their work environment. In this study they adopt simple random sampling method a sample of 100

employee selected for the study. As a result of the study concluded employees are satisfied with the welfare measures. The company can concentrate on other facilities like crèche facility, uniform to boost the employee morale. G.Aarthi, 2019 The Study on Impact of Employee Welfare Measures in Automobile Industry. The main aim of the this study is to identify satisfaction level of employees towards health and safety measures provide by the company. In this study they adopt Descriptive analysis a sample of 250 employee selected for the study. As a result of the study concluded that the welfare and safety activities, which is followed by organization is satisfied and they want some improvements in the system. Improve some welfare and safety activities inside the company.

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### OBJECTIVES OF STUDY:

The paper aims to explores following aspect:

- To identify the various welfare measures provided to the employees.
- To know their satisfaction towards the welfare measures
- To understand how welfare measures improve the motivation of the Employees.
- To find out employees' preference regarding welfare measures which they like to have in future

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### SCOPE OF THE STUDY:

- This study aims to find out the satisfaction of the employees, Whether the company is providing necessary health, safety and welfare measures in the industry. The scope of the current study named “employee welfare” limited only to Global industries. This study helps to improve the performance of the human resource management

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### NEED OF THE STUDY:

- Employee welfare, also referred to as betterment work for employees, relatives to taking care of the well-being of workers by employers, trade unions, and governmental and non- governmental agencies.
- After employees have been trained and remunerated, they need to be retained and maintained to serve the organization better with the help of welfare measures, which facilities trends to make the workers happy, cheerful looking. So, it is necessary to enlighten whether welfare measures are implemented or neglected, if neglected it leads to declined productivity .as welfare facilities together contribute to better work. Hence the study has been conducted to analyze the welfare measures.

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### Research Methodology and design

- The methodology that is adopted for the study is that its facilities the data accumulation. The information is gathered through survey method. The survey method has been adopted for collecting the data from employees. Research design is defined as the specification of methods and procedure for acquiring their information needed. Generally DESCRIPTIVE research design followed.

**Data Sources:** -Have taken the advantage of both primary and secondary data sources to collect the data from various respondents. The primary data sources collected through structured questionnaire whereas the secondary data sources through company websites and other testimonial documents of the company.

**Sample Size:** - Out of 600 population, have taken 120 samples on the basis of simple random sampling by distributing structured questionnaire which include both open and closed ended questions.

#### *Statistical Techniques:* -

Study aims to find out the employees' satisfaction towards welfare facility. The design of research that was selected for the project is “Descriptive or survey design”. Primary data was collected through questionnaire. The data gathered through survey with open ended question, close ended question and the sample size is 120.

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### Data Analysis and Interpretation:

#### *1 . How have you satisfied with the services provided by the organisation like ventilation, lighting and spittoons ?*

Ventilation, lighting, and spittoons play crucial roles in maintaining a healthy and productive environment within an organization. Ventilation ensures that fresh air circulates throughout the space, reducing the concentration of airborne pollutants, Odors, and pathogens. Effective lighting is essential for creating a safe and comfortable workspace. Spittoons, though less common in modern workplaces, remain significant for maintaining cleanliness and hygiene.

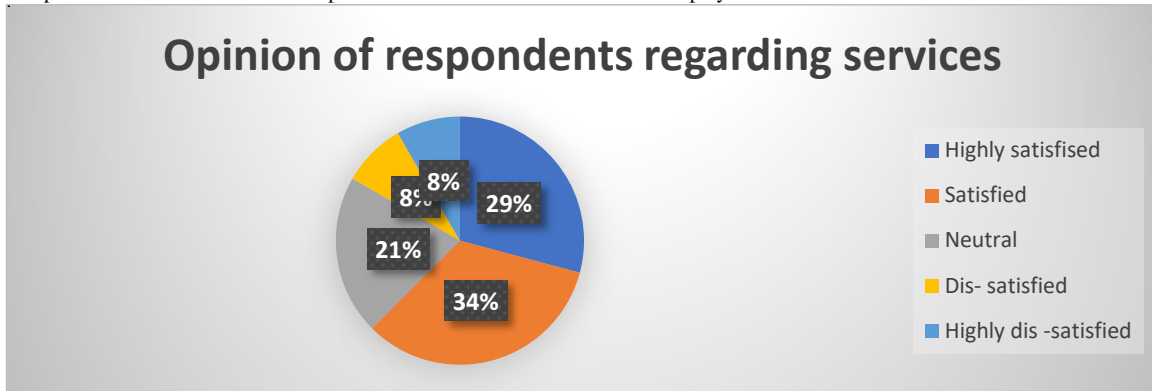
Table: Opinion of respondents regarding services provided like air conditions, water, supply of snacks & tea etc .... provided by the organization

S.NO	OPNION	RESPONDENTS	PERCENTAGE
1	Highly satisfied	35	29.16%

2	Satisfied	40	33.33%
3	Neutral	25	20.3%
4	Dis- satisfied	10	8.33%
5	Highly dis -satisfied	10	8.33%
	TOTAL	120	100 %

Sources: Field survey

Graphical representation of distribution of respondents based on the services for the employees:



Interpretation:

From the above graphical representation, it describes about the services provided like ventilation, lighting and spittoons, etc .... provided by the organization. The out 120 respondents the majority 75(62.49%) of the respondents are satisfied with the services provided like ventilation, lighting and spittoons, .... provided by the organization, 25(20.3%) of the respondents are neutrally satisfied, 20(16.66%) of the respondents are dis-satisfied with the services for the employees.

Inference: The out 120 respondents the majority 75(62.49%) of the respondents are satisfied with the services provided like air conditions, water, supply of snacks & tea etc .... provided by the organization.

**2. How far are you satisfied cafeteria facilities provided by the company?**

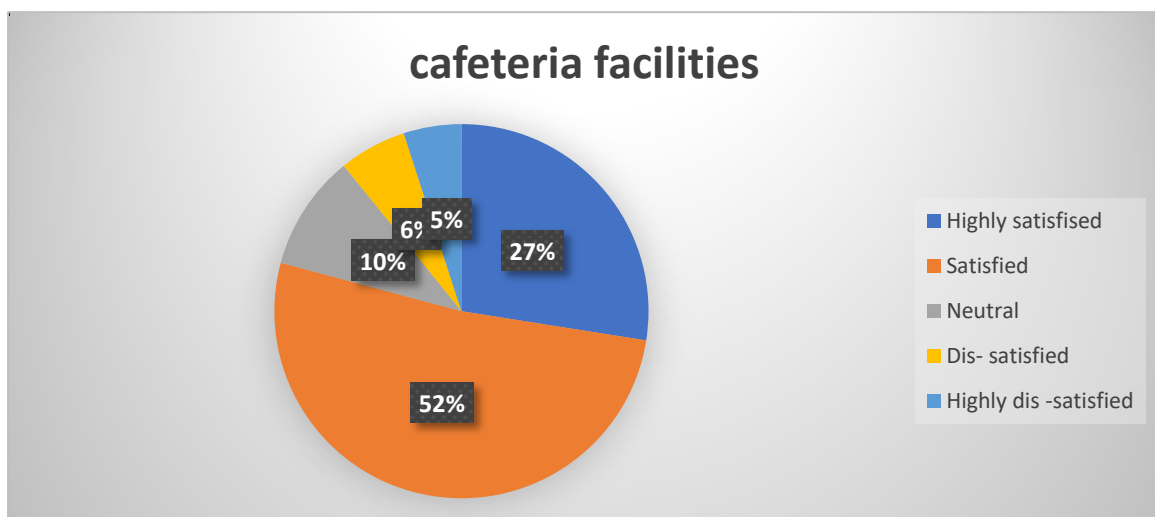
Cafeteria facilities: Cafeteria facilities in an organization hold a crucial significance beyond merely serving meals. They act as social hubs, fostering connections among employees from diverse backgrounds and departments. This communal space cultivates a sense of belonging and camaraderie, ultimately enhancing workplace culture and morale.

**Table: Opinion of respondents regarding cafeteria facilities provided by the organization**

S.NO	OPNION	RESPONDENTS	PERCENTAGE
1	Highly satisfied	33	27%
2	Satisfied	62	52%
3	Neutral	12	10%
4	Dis- satisfied	7	6%
5	Highly dis -satisfied	6	5%
	Total	120	100%

Sources: Field survey

Graphical representation of distribution of respondents based on the cafeteria facilities provided by the organization:



Interpretation:

From the above graphical representation, it represents about the cafeteria facilities provided by the organization. The out 120 respondents the majority 95(79%) of the respondents are satisfied with the cafeteria facilities which is provided by the organization. 12(10%) of the respondents are neutrally satisfied, 13(11%) of the respondents are dis-satisfied with the cafeteria facilities

Inference:

The out 120 respondents the majority 95(79%) of the respondents are satisfied with the cafeteria facilities which is provided by the organization

### 3. How have you satisfied with quality of food and hygiene facility in canteen?

Quality of food and hygiene in canteen:

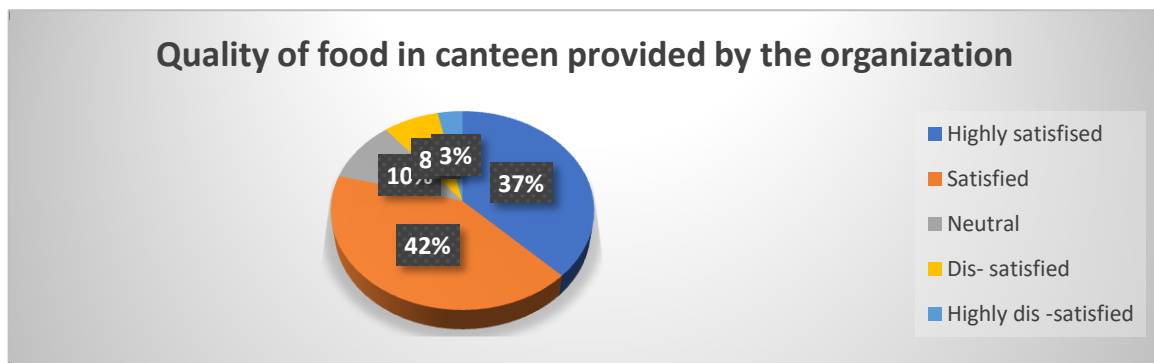
The quality of food and hygiene standards in the canteen of an organization are paramount for employee satisfaction and well-being. A commitment to serving high-quality, nutritious meals reflects the organization's dedication to the health and happiness of its workforce

Table: Opinion of respondents regarding Quality of food in canteen provided by the organization

S.NO	OPNION	RESPONDENTS	PERCENTAGE
1	Highly satisfied	45	37.5%
2	Satisfied	50	41.16%
3	Neutral	12	10%
4	Dis- satisfied	9	7.5%
5	Highly dis -satisfied	4	3.33%
	Total	120	100%

Sources: Field survey

Graphical representation of distribution of respondents based on the quality of food and hygiene facility provided by the organization



Interpretation: From the above graphical representation, it represents the quality of food and hygiene facility provided by the organization. The majority 95(78.66%) of the respondents are satisfied with the food quality, 12(10%) of the respondents are neutrally satisfied, 13(10.83%) of the respondents are dis-satisfied with the food quality which is provided by the organization.

Inference:

The out 120 respondents The majority 95(78.66%) of the respondents are satisfied with the food qual

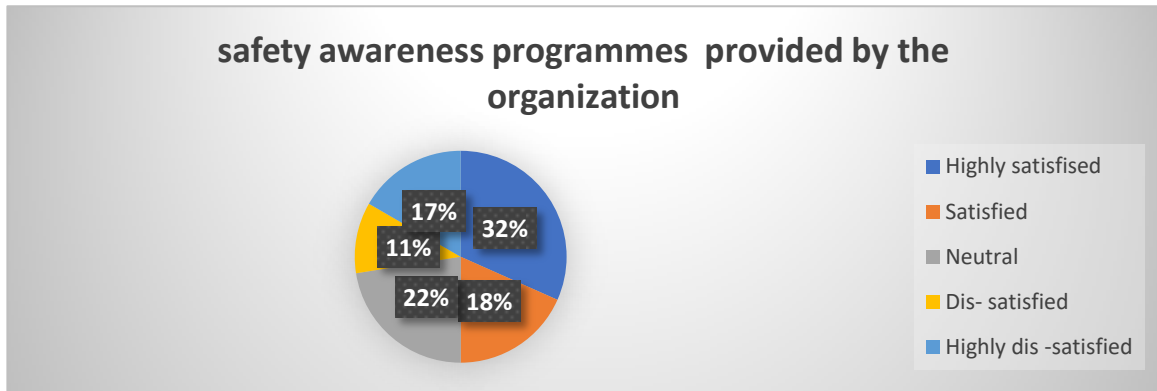
### 4. Have you satisfied with the safety awareness programs organised by the organisation?

Safety awareness programs: awareness programs are crucial in organizations as they prioritize the well-being of employees and create a culture of safety. These programs educate employees about potential hazards in the workplace and provide them with the knowledge and skills to prevent accidents and injuries.

Table: Opinion of respondents regarding safety awareness programmes provided by the organization

S.NO	OPNION	RESPONDENTS	PERCENTAGE
1	Highly satisfied	38	31.16%
2	Satisfied	22	18.33%
3	Neutral	27	22.5%
4	Dis- satisfied	13	10.83%
5	Highly dis -satisfied	20	16.66%
	Total	120	100%

Graphical representation of distribution of respondents based on the safety awareness programmes provided by the organization



**Interpretation:**

From the above graphical representation, it reveals that the company is to be provided the safety awareness programmes. The majority of the 60(31.16%) of the respondents are satisfied about the safety awareness programmes, 27(22.5%) of the respondents are neutrally satisfied, 33(27.49%) of the respondents are dis-satisfied about the safety awareness programmes provided by the organization

**Inference:**

The out 120 respondents the majority of the 60(31.16%) of the respondents are satisfied about the safety awareness programmes

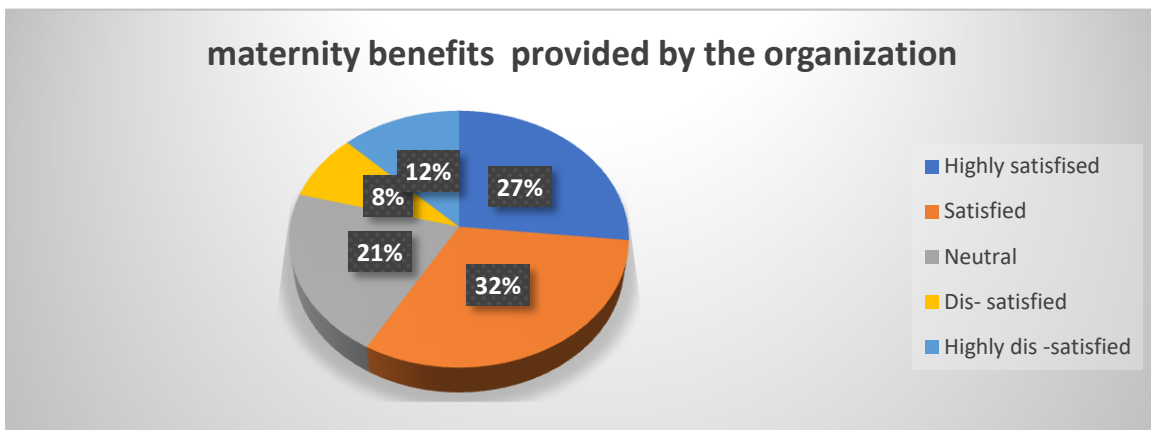
**5. How far the women employees satisfied with the maternity benefit provided by your organization?**

Maternity benefits: Maternity benefits provided by organizations are crucial for supporting the well-being of expecting mothers and their families. These benefits typically include paid maternity leave, access to prenatal care, and flexible work arrangements. By offering paid time off for childbirth and recovery, organizations acknowledge the importance of this significant life event and alleviate financial stress for new parents. Moreover, access to prenatal care ensures the health and safety of both the mother and the baby

**Table: Opinion of respondents regarding maternity benefits provided by the organization**

S.NO	OPNION	RESPONDENTS	PERCENTAGE
1	Highly satisfised	32	26.66%
2	Satisfied	38	31.66%
3	Neutral	25	20.83%
4	Dis- satisfied	10	8.33%
5	Highly dis -satisfied	15	12.5%
	Total	120	100%

Graphical representation of distribution of respondents based on the regarding maternity benefits provided by the organization



**Interpretation:**

From the above graphical representation, it reveals that the company is to be provided the maternity benefits. The out 120 respondents the majority of the 70(51.32%) of the respondents are satisfied about the maternity benefits, 25(20.83%) of the respondents are neutrally satisfied, 15(20.83%) of the respondents are dis-satisfied about the maternity benefits

**Inference:**

The out 120 respondents the majority of the 70(51.32%) of the respondents are satisfied about the maternity benefit

## 6. How do you feel adequacy of insurance benefit?

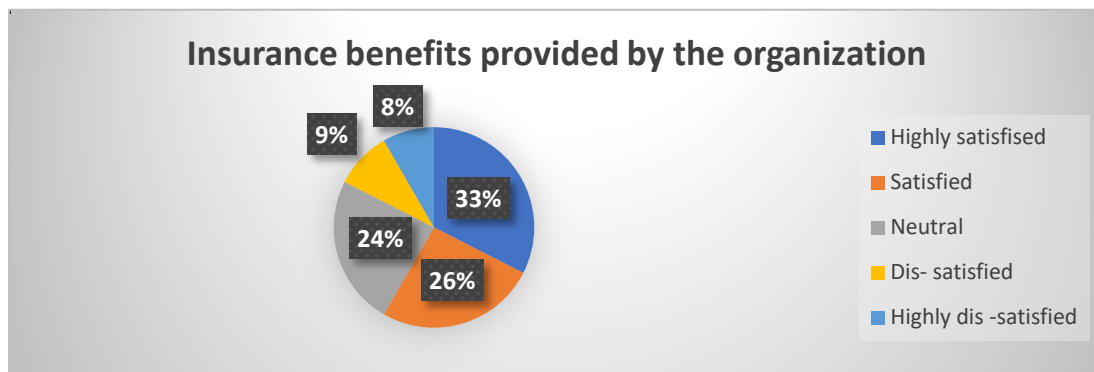
Insurance benefits: Insurance benefits are essential components of employee compensation packages, providing financial security and peace of mind to workers and their families. These benefits typically include health insurance, life insurance, disability insurance, and sometimes even dental and vision coverage.

**Table: Opinion of respondents regarding insurance benefits provided by the organization**

S.NO	OPNION	RESPONDENTS	PERCENTAGE
1	Highly satisfied	39	32.5%
2	Satisfied	31	25.83%
3	Neutral	29	24.16%
4	Dis- satisfied	11	9.16%
5	Highly dis -satisfied	10	8.33%
	Total	120	100%

Sources: Field survey

Graphical representation of distribution of respondents based on the insurance benefits provided by the organization



Interpretation:

From the above graphical representation, it reveals that the company is to be provided the insurance benefits. The out 120 respondents the majority of the 70(58.3%) of the respondents are satisfied about the insurance benefits, 29(24.16%) of the respondents are neutrally satisfied, 21(17.49%) of the respondents are dis-satisfied about the insurance benefits which is provided by the organization.

Inference:

The out 120 respondents the majority of the 70(58.3%) of the respondents are satisfied about the insurance benefits

## Recommendation

- Facilities for sitting and rest rooms.
- As the workmen will be tired by doing the work and they need some place other than the canteen for them to relax in a pleasant environment in the factory vicinity. So, the restrooms need proper care and facilities provided by the company.
- The management may improve the canteen facilities, so that it will improve the health of workers and put their efforts in increasing the productivity.
- The organization has going to provide welfare activities is the most important to improve employee performance in the organization.
- Organization should provide proper ventilation and lights.
- The organization should provide services (Air conditions, water, supply of snacks & tea etc....) in the company. So that employee will get motivated.

## Conclusion:

At last, I conclude that the report undertaken by me is satisfactory and the work has very response from the respondents. The safety and the welfare activities taken by the company are very much beneficial for the employees. In the process the majority of the respondents are very positive towards the facilities. According to my research all the employees are provided with better facilities by the company.

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