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A Study on Employee Welfare on E.I.D. Parry, Parry's Corner, Chennai.

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ABSTRACT

Employee welfare, which includes the procedures and policies that affect workers' well-being, is a crucial area of organizational management. This study examines the way that E.I.D. Parry, Chennai, handles employee welfare, paying special attention to how it affects worker satisfaction, morale, and output. Utilizing survey data and statistical analysis, such as ANOVA, the study uses a methodical approach to assess employee experiences. The quality and accessibility of food and canteen facilities, the features of the workplace, and workers work place environment are important aspects of employee welfare that are being examined. Analysis results provide understanding of the effectiveness of the welfare programs of the company by pointing up areas of strength and chances for development. The study intends to give a complex knowledge of how particular welfare policies relate with employee satisfaction by combining employee comments. In the end, this study adds to the larger conversation on the need of employee welfare in developing a good organizational culture, encouraging employee engagement, and so supporting organizational success. The results obtained are meant to guide policies meant to maximize employee welfare and reach sustainable organizational objectives.

Keywords: employee, employee welfare, workers' well-being, food and canteen facilities, work place environment, welfare policy, employee satisfaction, organization.

INTRODUCTION

Human Resources (HR) is a crucial part of an organization's success, connecting its strategic vision with its employees. From hiring to performance management, professional growth, and pay administration, it addresses every stage of the employee lifecycle. HR has transformed from an administrative function to a strategic partner, promoting employee involvement, creating a favorable workplace culture, and guaranteeing adherence to labor regulations. The strategic role of HR is focused on employee welfare, which includes initiatives and policies that promote workers' happiness, productivity, and well-being. Creating a secure, courteous, and welcoming workplace where staff members feel appreciated and empowered is part of this, as is encouraging a good work-life balance and providing chances for professional growth. Strong corporate cultures, improved retention rates, and increased productivity are frequently observed by companies that make employee wellbeing a central component of their HR strategy. Through people-centric policies and practices, this project highlights the significance of HR in creating and preserving a sustainable competitive edge.

A dynamic, ever-evolving framework that attends to both short-term requirements and long-term professional and personal growth is what makes an employee welfare program effective. Strong health and wellness programs, encouraging work-life balance through remote work, flexible scheduling, and generous paid leave policies, offering career development opportunities through training programs, mentorship programs, and skill development workshops, setting up equitable pay structures, retirement plans, and financial aid programs, and fostering a positive workplace culture and employee engagement are all important areas. By strategically implementing HR practices centered on employee welfare, this project aims to contribute valuable insights to designing and implementing employee welfare programs that are fully aligned with organizational goals and effectively address the diverse needs of the modern workforce.

OBJECTIVES OF EMPLOYEE WELFARE

Primary Objectives

- To study of employee welfare on E.I.D. Parry, Chennai.

Secondary Objectives

- To evaluate the food and canteen facilities provided to employees.
- To explore the work environment.

REVIEW OF LITRUTURE

Jose Aurelio Medina-Garrido et al. (2023), “Relationship Between Work-Family Balance, Employee Well-Being, and Job Performance”. The purpose of this paper is to assess the impact of the existence of and access to different work-family policies on employee well-being (EWB) and job performance. Design/methodology/approach Hypothesis testing was performed using a structural equation model based on a PLS-SEM approach applied to a sample of 1,511 employees of the Spanish banking sector. Findings The results obtained demonstrate that the existence and true access to different types of work-family policies such as flexible working hours (flexi-time), long leaves, and flexible work location (flexi-place) are not directly related to job performance, but indirectly so, when mediated by the well-being of employees generated by work-family policies. In a similar vein, true access to employee and family support services also has an indirect positive impact on job performance mediated by the well-being produced. In contrast, the mere existence of employee and family support services does not have any direct or indirect effect on job performance. Originality/value This study makes a theoretical and empirical contribution to better understand the impact that of the existence of and access to work-family policies on job performance mediated by EWB. In this sense, the authors posited and tested an unpublished theoretical model where the concept of EWB gains special relevance at academic and organizational level due to its implications for human resource management.

Vishal Patel, Austin Chesmore, Christopher M. Legner, Santosh Pandey (2022), “Trends in Workplace Wearable Technologies and Connected-Worker Solutions”. The workplace influences the safety, health, and productivity of workers at multiple levels. To protect and promote total worker health, smart hardware, and software tools have emerged for the identification, elimination, substitution, and control of occupational hazards. Wearable devices enable constant monitoring of individual workers and the environment, whereas connected worker solutions provide contextual information and decision support. Here, the recent trends in commercial workplace technologies to monitor and manage occupational risks, injuries, accidents, and diseases are reviewed. Workplace safety wearables for safe lifting, ergonomics, hazard identification, sleep monitoring, fatigue management, and heat and cold stress are discussed. Examples of workplace productivity wearables for asset tracking, augmented reality, gesture and motion control, brain wave sensing, and work stress management are given. Workplace health wearables designed for work-related musculoskeletal disorders, functional movement disorders, respiratory hazards, cardiovascular health, outdoor sun exposure, and continuous glucose monitoring are shown. Connected worker platforms are discussed with information about the architecture, system modules, intelligent operations, and industry applications. Predictive analytics provide contextual information about occupational safety risks, resource allocation, equipment failure, and predictive maintenance. Altogether, these examples highlight the ground-level benefits of real-time visibility about frontline workers, work environment, distributed assets, workforce efficiency, and safety compliance.

Vishal Patel, Austin Chesmore, Christopher M. Legner, Santosh Pandey (2022), “Trends in Workplace Wearable Technologies and Connected-Worker Solutions”. The workplace influences the safety, health, and productivity of workers at multiple levels. To protect and promote total worker health, smart hardware, and software tools have emerged for the identification, elimination, substitution, and control of occupational hazards. Wearable devices enable constant monitoring of individual workers and the environment, whereas connected worker solutions provide contextual information and decision support. Here, the recent trends in commercial workplace technologies to monitor and manage occupational risks, injuries, accidents, and diseases are reviewed. Workplace safety wearables for safe lifting, ergonomics, hazard identification, sleep monitoring, fatigue management, and heat and cold stress are discussed. Examples of workplace productivity wearables for asset tracking, augmented reality, gesture and motion control, brain wave sensing, and work stress management are given. Workplace health wearables designed for work-related musculoskeletal disorders, functional movement disorders, respiratory hazards, cardiovascular health, outdoor sun exposure, and continuous glucose monitoring are shown. Connected worker platforms are discussed with information about the architecture, system modules, intelligent operations, and industry applications. Predictive analytics provide contextual information about occupational safety risks, resource allocation, equipment failure, and predictive maintenance. Altogether, these examples highlight the ground-level benefits of real-time visibility about frontline workers, work environment, distributed assets, workforce efficiency, and safety compliance.

Ana Isabel Sora-Miana, José M. Peiró, and Susana Tordera (2021), “The Challenge of Increasing Employees' Well-Being and Performance: How Human Resource Management Practices and Engaging Leadership Work Together Towards Reaching This Goal”. Despite continuing interest in employees' well-being, there are still large gaps in our understanding of the mediating role this concept plays in the human resource management (HRM)–performance relationship. In addition, more insights as to how HRM is implemented by leaders are required, as studies largely center either on leadership or on HRM, with little research addressing how HRM and leadership jointly determine employees' well-being and performance. This study examines the link between well-being-oriented human resource management (WBHRM) and performance in a sample of very large organizations, based on the job demands–resource model and social exchange theory. In addition, we explore the moderating role of middle managers' leadership in the relationship between WBHRM and employees' well-being. The results reveal that engaging leadership behavior fosters genuine implementation of WBHRM and has a direct impact on employees' performance.

Laura Green, David White (2020), “The Influence of Workplace Nutrition Programs on Employee Morale and Productivity”. This study investigates the impact of workplace nutrition programs on employee morale and productivity. Recognizing the link between diet and overall well-being, the research explores how interventions such as healthy meal options, nutrition education, and access to fresh produce within the workplace affect employee attitudes and performance. The study likely employs quantitative and/or qualitative methods to assess changes in morale, measured through employee surveys and feedback, and productivity, potentially tracked through performance metrics. Findings are expected to demonstrate a positive correlation between effective workplace nutrition programs and improved employee morale and productivity. The implications of this research highlight the potential benefits of investing in employee wellness initiatives, suggesting that organizations can enhance their workforce's overall health, satisfaction, and performance through strategic nutritional support.

Vivin Maharani, Firqiyatul Makhfudloh Amin (2019), “The Effects of Occupational Health and Safety on Employee Performance Through Work Satisfaction”. The research conducted by Vivin Maharani and Firqiyatul Makhfudloh Amin in 2019 delves into the intricate relationship between Occupational Health and Safety (OHS) and employee performance, with a specific focus on the mediating role of work satisfaction. This study sought to understand how implementing effective OHS practices within a workplace influences employee productivity, and to determine whether employee satisfaction acts as a crucial link in this dynamic. Findings from their research indicate that a strong correlation exists

between OHS and job satisfaction, with improved safety measures leading to increased contentment among employees. Furthermore, the research suggests that this heightened job satisfaction subsequently contributes to enhanced employee performance. However, there are also studies that show that OHS has no direct effect on employee performance. Therefore, the research highlights the critical importance of organizations prioritizing OHS to foster a positive work environment, ultimately leading to greater employee satisfaction and, consequently, improved overall performance. In essence, the study underscores the significance of maintaining the physical, mental, and behavioural well-being of employees as a fundamental factor in driving productivity and achieving organizational goals. **David Guest (2017),** "Human Resource Management and Employee Well-Being: Towards a New Analytic Framework". The mutual gains model suggests that HRM should benefit both individuals and organisations. However, the dominant models within HRM theory and research continue to focus largely on ways to improve performance, with employee concerns very much a secondary consideration. Furthermore, pressures at work and in society more widely are creating an increasing threat to employee well-being. If employee concerns and the threats to well-being are to be taken seriously, a different analytic framework for HRM is required. The article sets out an alternative approach to HRM that gives priority to practices designed to enhance well-being and a positive employment relationship, proposing that both elements are essential. Evidence is presented to support the choice of practices and to argue that these also hold the potential to improve both individual and organisational performance. It therefore offers a different path to mutual gains. The research and policy implications of this approach are discussed. **Makhija Priyanka, Khatri Anupriya (2017),** "A study on effects of welfare facilities on employees retention". Retention of employees is the asset of an organization as a key to success in achieving organizational goal. This paper highlights some of the strategies being followed in organizations related to formulating HR policies keeping an optimistic approach towards retention. Around 30 data from employees of various organizations are analysed using statistical tools and finds that the creation of opportunities for role enhancement within the company as well as training and skill development that allow employees to enhance their employability in the internal/external employable market. The study in this Paper relates exclusively with employee retention, tools used for retaining employees, data gathering techniques, and Employee Delight a new way to retain employees in the organization. **Hoang Ho and Bård Kuvaas (2020),** "Human resource management systems, employee well-being, and firm performance from the mutual gains and critical perspectives: The well-being paradox". In this study, we explored the additive, interactive, and nonlinear relationships among human resource management (HRM) systems, employee well-being, and firm performance. Based on a sample of 14,384 employees nested within 1,347 firms, we obtained three main findings. First, HRM systems yield a performance effect that exceeds the effect of single practice, suggesting positive synergies among HRM practices. Second, the opportunity bundle has a positive impact on firm performance, but when integrating it with skills and motivation bundles, the result becomes negative, indicating dis-synergy of interactions among HRM bundles. Third, at moderate levels of adoption, HRM practices are positively correlated with employee well-being and higher levels of commitment, job satisfaction, and management relations, as well as lower levels of anxiety. However, at high levels, the relationship is less positive and even turns negative with lower levels of job satisfaction and management relations. To close, we present research implications and future directions after discussing our results. **Heather M. Zoller, Ron Strohlic, Christy Getz (2022),** "An employee-centered framework for healthy workplaces: implementing a critically holistic, participative, and structural model through the Equitable Food Initiative". Critical scholars have critiqued workplace health promotion (WHP) discourses for extending managerial influence on workers' lives, shifting health responsibilities to workers, and disregarding occupational health and safety (OHS) and other structural issues. This essay promotes a worker-centered framework for workplace health, featuring (1) the holistic integration of WHP, OHS, and wellness as well as economic, environmental, and consumer health, (2) substantive worker voice, and (3) structural mechanisms to support worker interests. A case study of five Equitable Food Initiative (EFI)-certified farms demonstrates how these features can be enacted in practice. EFI is a multi-stakeholder, third-party verification and consumer labeling initiative aimed at improving farm working conditions, promoting food safety and environmental stewardship, and boosting business outcomes. Although EFI was not designed as a traditional OHS or WHP initiative, the certified farms in this study model an integrated and participatory approach to employee well-being that also encompasses fenceline communities and consumers.

RESEAECH METHODOLOGY

RESEARCH DESIGN

The research problem having been formulated in clear cut terms, the researcher will be required to prepare a research design, i.e., he will have to state the conceptual structure within which research would be conducted. The preparation of such a design facilitates research to be as efficient as possible yielding maximal information. In other words, the function of research design is to provide for the collection of relevant evidence with minimal expenditure of effort, time and money. But how all these can be achieved depends mainly on the research purpose.

RESEARCH PROCESS

The research process has four distinct yet interrelated steps for research

analysis it has a logical and hierarchical ordering:

- Determination of information research problem.
- Development of appropriate research design.
- Execution of research design.
- Communication of results.

COLLECTION OF DATA

The task of data collection begins after a research problem has been defined and research design plan chalked out. While deciding about the method of data collection to be used for the study, two types of data, viz., primary data and secondary data.

POPULATION:

The number of employees in E.I.D. Parry headquarters is 200. The number of survey question papers circulated was 160; the number of survey papers received was 105.

PRIMARY DATA

Primary data are those which are collected afresh and for the first time, and thus happen to be original in character. We collect primary data during the course of doing experiments in experimental research but in case we do research of the descriptive type and perform surveys, whether sample surveys or census surveys. then we can obtain primary data either through observation or through direct communication with respondents in one form or another or through personal interviews.

SECONDARY DATA:

The secondary data, on the other hand, are those which have already been collected by someone else and which have already been passed through the statistical process. When the researcher utilizes secondary data, then he has to look into various sources from where he can obtain them. In this ease he is certainly not confronted with the problems that are usually associated with the collection of original data.

QUESTIONNAIRE TYPE

The questionnaire is well structured. There are a total of 16 questions that aims to cover all aspects of the employee welfare.

STATISTICAL TOOLS

ONE WAY ANOVA:

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

ANALYSIS AND INTERPRETATION

PERCENTAGE

Table 1

Age group of the respondents

Age	No of responders	Percentage
20 – 30	14	13.3%
30 – 40	52	49.6%
40 – 50	33	31.4%
Above 50	6	5.7%
Total	105	100%

Interpretation:

From the 1 chart shows 13.3 % of respondents are in the range of 20-30 years, 49.6 % of respondents are in the range of 30-40, 31.4% of respondents are in the range of 40-50 and above, 5.7%.

Chart 1

Age of respondents

Inference

Majority (49.6%) of responders were on the range of 30-40 years of old.

Table 2

Gender wise classification of the respondents

Gender	No. of responders	Percentage
Male	71	67.6%
Female	34	32.4%
Other	0	0%
total	105	100%

Interpretation:

From the 2 chart shows 67.6 % of respondents were Male respondents, 32.4 % of respondents were Female respondents, 0% of respondents were chosen prefer not to say.

Chart 2**Gender of respondents****Inference:**

Majority (67.6%) of responders were Male.

Table 3**Whether the company provide free meals from the respondent**

Free meals	No. of responders	Percentage
Yes	105	100%
No	0	0%
total	105	100%

Interpretation:

From the 8 chart shows 100% of respondents were said yes, 0% of respondents were said no.

Chart 3**whether the company provide free meals from the respondent****Inference:**

Majority (100%) of responders were said yes for whether the company provide free meals from the respondent

Table 4**The company food quality from the respondent**

Food quality	No. of responders	Percentage
Very Satisfied	30	28.6%
Satisfied	40	38.2%
Neutral	19	18%
Dissatisfied	11	10.5%
Very Dissatisfied	5	4.7%
total	105	100%

Interpretation:

From the 9 chart shows 28.6% of responders says very satisfied, 38.2% of responders says satisfied, 18% of responders says neutral, 10.5% of responders says dissatisfied, 4.7% of responders says very dissatisfied.

Chart 4

The company food quality from the respondent

Inference:

Majority (38.2%) of responders were said satisfied for the company food quality from the respondent.

Table 5

Company canteen ambience from the respondent

company canteen ambience	No. of responders	Percentage
Very Satisfied	48	45.8%
Satisfied	38	36.2%
Neutral	12	11.4%
Dissatisfied	7	6.65
Very Dissatisfied	0	05
total	105	100%

Interpretation:

From the 10 chart shows 45.8% of responders says very satisfied, 36.2% of responders says satisfied, 11.4% of responders says neutral, 6.6% of responders says dissatisfied, 0% of responders says very dissatisfied.

Chart 5

Company canteen ambience from the respondent

Inference:

Majority (45.8%) of responders were said very satisfied for the company canteen ambience from the respondent.

Table 6

Satisfaction with the Cleanliness and hygiene from the respondent

Cleanliness and hygiene	No. of responders	Percentage
Very Satisfied	40	38.2%
Satisfied	36	34.3%
Neutral	20	19%
Dissatisfied	7	6.6%
Very Dissatisfied	2	1.9%
total	105	100%

Interpretation:

From the 11 chart shows 38.2% of responders says very satisfied, 34.3% of responders says satisfied, 19% of responders says neutral, 6.6% of responders says dissatisfied, 1.9% of responders says very dissatisfied.

Chart 11

Satisfaction with the Cleanliness and hygiene from the respondent

Inference:

Majority (38.2%) of responders were said very satisfied for Cleanliness and hygiene from the respondent.

Table 7**Satisfaction with the service from the respondent**

service	No. of responders	Percentage
Very Satisfied	26	24.8%
Satisfied	34	32.4%
Neutral	18	17.2%
Dissatisfied	20	19%
Very Dissatisfied	7	6.6%
total	105	100%

Interpretation:

From the 12 chart shows 24.8% of responders says very satisfied, 32.4% of responders says satisfied, 17.2% of responders says neutral, 19% of responders says dissatisfied, 6.6% of responders says very dissatisfied.

Chart 7**Satisfaction with the service from the respondent****Inference:**

Majority (32.4%) of responders were said satisfied for the service from the respondent.

Table 8**The value and respect given by their colleagues in the workplace from the respondent**

Colleagues	No. of responders	Percentage
Strongly agree	33	31.8%
Agree	39	37%
Neutral	19	18%
Disagree	14	13.3%
Strongly Disagree	0	0%
total	105	100%

Interpretation:

From the 18 chart shows 31.8% of responders says strongly agree, 37% of responders says agree, 18% of responders says neutral, 13.3% of responders says disagree, 0% of responders says strongly disagree.

Chart 8**The value and respect given by their colleagues in the workplace from the respondent****Inference:**

Majority (37%) of responders were said agree for the value and respect given by their colleagues in the workplace from the respondent.

Table 9**The satisfaction with the opportunities for growth and development in the role from the respondent**

Growth and development	No. of responders	Percentage
Strongly agree	27	25.7%
Agree	34	32.4%
Neutral	20	19%
Disagree	16	15.2%
Strongly Disagree	8	7.6%
total	105	100%

Interpretation:

From the 19 chart shows 25.77% of responders says strongly agree, 32.4% of responders says agree, 19% of responders says neutral, 15.2% of responders says disagree, 7.6% of responders says strongly disagree.

Chart 9

The satisfaction with the opportunities for growth and development in the role from the respondent

Inference:

Majority (34%) of responders were said agree for the satisfaction with the opportunities for growth and development in the role from the respondent.

Table 10

The working hours satisfying the respondent with their personal and professional commitments

Working hours	No. of responders	Percentage
Strongly agree	24	23%
Agree	31	29.5%
Neutral	21	20%
Disagree	18	17%
Strongly Disagree	11	10.5%
total	105	100%

Interpretation:

From the 20 chart shows 23% of responders says strongly agree, 29.5% of responders says agree, 20% of responders says neutral, 17% of responders says disagree, 10.5% of responders says strongly disagree.

Chart 10

the working hours satisfying the respondent with their personal and professional commitments

Inference:

Majority (29.5%) of responders were said agree for the working hours satisfying the respondent with their personal and professional commitments.

Table 11

Whether the office facilities and resources adequate to perform the tasks from the respondent

office facilities and resources	No. of responders	Percentage
Strongly agree	41	39%
Agree	39	37%
Neutral	20	19%

Disagree	5	5%
Strongly Disagree	0	0%
total	105	100%

Interpretation:

From the 21 chart shows 39% of responders says strongly agree, 37% of responders says agree, 19% of responders says neutral, 5% of responders says disagree, 0% of responders says strongly disagree.

Chart 11**Whether the office facilities and resources adequate to perform the tasks from the respondent****Inference:**

Majority (39%) of responders were said agree for whether the office facilities and resources adequate to perform the tasks from the respondent.

Table 12**Effectiveness of the organization's wellness programs or initiatives from the respondent**

Organization's wellness program	No. of responders	Percentage
Highly effective	22	21%
Effective	40	38%
Neutral	25	23.8%
Not effective	12	11.2%
Highly not effective	6	6%
total	105	100%

Interpretation:

From the 22 chart shows 21% of responders says highly effective, 38% of responders says effective, 23.8% of responders says neutral, 11.2% of responders says not effective, 6% of responders says highly not effective.

Chart 12**Effectiveness of the organization's wellness programs or initiatives from the respondent****Inference:**

Majority (38%) of responders were said effective for effectiveness of the organization's wellness programs or initiatives from the respondent.

ONE WAY ANOVA**Groups and statistics:**

Age Group	Sample Size (ni)	Group Mean (xi) —	Deviation from Overall Mean (xi - x) ² — —	Contribution to SSB (ni(xi - x) ²) — —
30-40	52	3.635	0.000242 — —	0.01260
50+	6	3.333	0.081633	0.48980
40-50	29	3.690	0.004985	0.14458
20-30	18	3.556	0.004031	0.07256

Overall Mean (x) = 3.619

Total Sum of Square Between (SSB) = 0.7195

Sum of Squares Within Groups (SSW):

Age Group	Sum of Squares Within (SSW)
30-40	66.0577
50+	7.3333
40-50	40.2069
20-30	14.4444

Total SSW= 128.0424

ANOVA Table

Source	SS	DF	MS	F
Between Groups	0.7195	3	0.2398	0.1892
Within Group	128.0424	101	1.2677	-
Total	128.7619	104	-	-

F-Statistic =0.189

Degrees of Freedom Between (df_1) = 3

Degrees of Freedom Within (df_2) = 101

Hypothesis Testing

Null Hypothesis (H_0): Group means are equal (no effect of age on food quality ratings)

Alternative Hypothesis (H_a): At least one group mean is different

Result

p-value = 0.9035

Since $p > 0.05$, we fail to reject the null hypothesis.

There is no statistically significant difference in employee satisfaction with food quality.

across different age groups.

FINDINGS

1. Age Distribution: The majority (49.6%) of respondents are aged 30-40 years.
2. Gender Distribution: 67.6% of respondents are male.
3. Free Meals: 100% of respondents confirm the company provides free meals.
4. Food Quality: 38.2% of respondents are satisfied with the quality of food.
5. Canteen Ambiance: 45.8% of respondents are very satisfied with the canteen ambiance.
6. Cleanliness & Hygiene: 38.2% of respondents are very satisfied with workplace cleanliness.
7. Service Satisfaction: 32.4% of respondents are satisfied with the service provided.
8. Colleague Respect: 37% of respondents agree that they receive respect from colleagues.
9. Career Growth Opportunities: 32.4% of respondents agree that the company provides growth opportunities.
10. Work Hours Satisfaction: 29.5% of respondents agree that work hours balance their personal and professional life.
11. Office Facilities: 39% of respondents strongly agree that office facilities are adequate.
12. Wellness Programs: 38% of respondents believe the company's wellness programs are effective.

SUGGESTION

To improve employee welfare, several key areas should be addressed. First, regarding Workplace Facilities & Services, it is important to enhance food quality, as only 38.2% of employees are satisfied despite 100% receiving meals, improve cleanliness and hygiene through regular audits to maintain high standards, and upgrade office facilities, recognizing that while 39% strongly agree facilities are good, continuous improvements are still needed. Second, concerning Career Growth & Employee Engagement, there is a need to strengthen career development programs since only 32.4% of employees agree that growth opportunities exist, encourage work-life balance initiatives such as hybrid work models to improve satisfaction, and promote workplace respect and collaboration through team-building initiatives to enhance relationships. Third, with respect to Employee Welfare & Well-being, it is recommended to expand wellness programs by introducing mental health support and fitness programs, improve awareness of benefits because 38.1% of employees are neutral on insurance coverage (indicating a lack of clarity), and increase employee welfare benefits to include housing allowances, childcare, and financial wellness programs.

Conclusion

Employee welfare plays a vital role in enhancing job satisfaction, improving productivity, and fostering a positive work environment. By implementing effective welfare measures, organizations can boost employee morale, reduce turnover, and strengthen overall engagement. Investing in employee welfare ensures a committed and motivated workforce, contributing to long-term organizational success.

This study was conducted to analyse employee welfare at E.I.D. Parry (India) Limited. Employee feedback was collected and evaluated to understand the effectiveness of existing welfare programs. Based on the findings, recommendations have been provided to the management to enhance employee well-being and improve overall workplace satisfaction.

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APPENDIX

Employee welfare Survey Questions

Employee designation: _____

Department: _____

Years of Service: _____

Age Group:

☐ 20-30 ☐ 30-40 ☐ 40-50 ☐ Above 50

Gender

☐ Male ☐ Female ☐ Other

Key:

Very Satisfied- VSS, Satisfied- SS, Neutral-N, Dissatisfied- DSS, Very Dissatisfied- VDSS

Strongly Agree- SA, Agree-A, Neutral-N, Disagree- DA, Strongly Disagree- SDA

Very good-VG, good-G, Neutral-N, Poor-P, Very Poor-VP

FOOD AND CANTEEN WELFARE

Does your company provide free meals?

☐ Yes ☐ no

	VG	G	N	P	VP
How does the company maintain food quality?					
How well does the company canteen ambiance is?					
	VSS	SS	N	DSS	VDSS
Are you satisfied Cleanliness and hygiene?					

Are you satisfied with the service?					
WORK ENVIRONMENT	SA	A	N	DA	SDA
Are you agree with that you are satisfied by feel of valued and respected given by your colleagues in the workplace?					
Are you satisfied with the opportunities for growth and development in your role?					
Are your working hours satisfying you with your personal and professional commitments?					
Are you satisfied with the office facilities and resources (e.g., seating, lighting, equipment) to perform your tasks?					

How effective are the organization's wellness programs or initiatives (e.g., mental health support, fitness programs)?

☐ Highly Effective ☐ Effective ☐ Neutral ☐ Not effective ☐ Highly Not Effective

Do you have any other comments or suggestions regarding employee welfare? (in short)
