



EMPLOYEE WELFARE AND ITS IMPACT ON JOB SATISFACTION – AN ANALYSIS WITH REFERENCE TO MANUFACTURING COMPANIES

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1.0 ABSTRACT

A comparison study was conducted to determine employee satisfaction with the enforceability of various welfare measures, as well as the influence of welfare measures on employee performance and work satisfaction during the pandemic at manufacturing enterprises throughout Chennai. Employees from several industrial companies were polled to determine their level of satisfaction with the welfare initiatives. The data was analysed using percentage analysis and Chi-Square. Employees prioritise welfare, health, and safety measures in order to improve employee satisfaction, according to the findings.

1.1 INTRODUCTION

A company's most precious asset, regardless of its size or type of operation, is its human resources. Through effective personnel management, policies, and procedures, Human Resource Management attempts to fulfil organisational and employee goals. The ability of a company's personnel function to perform well can have a significant impact on its bottom line. Simultaneously, fast evolving technologies and external pressures are altering the nature of occupations. Maintaining a work environment that stimulates and fulfils labour resources is more vital and tough.

- It promotes a healthy work environment by improving physical and emotional health of employees.
- It offers housing plans, medical benefits, education, and recreational opportunities to help them improve their standard of living. They encourage employees to focus more on their productivity.
- By offering social services, employers can ensure a steady workforce. Workers take a keen interest in their employment and work with passion and involvement.
- Employee well-being boosts productivity and promotes healthy labour relations, which helps to keep the workplace peaceful.
- Welfare programmes have a bigger impact on social problems that exist among the workforce, such as substance abusers.

1.2 EMPLOYEE WELFARE

Over and above earnings, welfare encompasses all required things done for the comfort and improvement of employees. Employee welfare programmers serve to maintain morale and motivation strong, allowing employers to keep staff for longer periods of time. Welfare measures do not have to be monetary in nature; they can take any shape. Employee welfare comprises the monitoring of working conditions, the establishment of industrial harmony through infrastructure for health, industrial relations, and insurance for workers and their families against disease, accident, and unemployment. Labor welfare refers to the activities of employees that are geared toward providing specific facilities, health and safety precautions, as well as pay and salaries, to their coworkers.

1. 3 BASIC FEATURES OF LABOUR WELFARE MEASURES

- Various facilities, services, and activities are provided to workers in order to improve their health, efficiency, economic well-being, and social position.
- Welfare benefits are in addition to the normal pay and other economic benefits that workers are entitled to under the law and through collective bargaining.
- Workplace welfare programs are adaptable and ever-changing.
- From time to time, new benefit systems are added to the current ones.
- Employers, governments, employees, and any social or philanthropic organization can all implement welfare measures.
- The goal of labor welfare is to help workers develop their entire personalities in order to create a better workforce.

1.4 EMPLOYEE SERVICES

The Factory Act and associated legislation establish minimum norms for physical working conditions. Many organizations also offer a number of employee services and fringe benefits aimed at improving employee security and overall well-being.

Although the term "employee services" implies the employer's voluntary offering, administration of the state pension and sickness benefit plans, and certain legal obligations.

Catering facility requirements do put statutory responsibilities on the employer. However, in addition to such obligations, a considerable number of businesses provide services for which no legal restrictions exist. These may include supplementing the statutory arrangement with occupational pension and sick pay schemes; canteen and recreational facilities; sick visiting arrangements; a surgery to deal with illness and injuries; special housing and transportation arrangements; and counselling services that provide advice to employees on personal and domestic problems. Working conditions and the range of employee services are influenced by a variety of factors, including the firm's size and if it is part of a bigger ownership group. Regardless of the degree of influence of such elements, the requirement to recruit and retain labour market employees will necessitate the supply of employee services and working circumstances that are superior to those given by competitors in the labor market.

Given the current focus on quality of life, the conditions in which people work and live should be a priority for management, which understands its social responsibility to its employees, the local community, and society as a whole. The security provided by competent selection, induction, and training, as well as effective leadership in the context of company growth, are the most significant facilities and perks that individuals require at work. All of these factors contribute to optimal manpower use, and employee facilities and services play a significant role in the overall people strategy.

Every employee is a valuable asset to the company. If he is dealing with a major personal issue, it will have a negative impact on his career. It is advantageous to the employer if he can solve, or assist in the resolution of, an employee problem. Employees whose energies are not being wasted in resisting unnecessarily harsh conditions in the broadest sense of the word should anticipate higher efficiency from management.

The various benefits offered by the employers can be divided into six types:

1. Those, which by law required
2. Retirement benefits
3. Pay for time not worked
4. Premium pay
5. Insurance and,
6. Employee services

Paid time off - Employees expect to be compensated for days off such as holidays, vacations, and personal days. The policies of employers governing such perks vary substantially.

Sick leave, maternity/paternity leave, blood donation, and other special leave arrangements are provided by employers.

Insurance - Most employers offer life and medical insurance to their employees and pay a portion of the premiums. Group life, accident and illness, hospitalization, and accidental death or dismemberment are typically covered by health-insurance packages. (ESI hospitals are an option.)

Health care plans - A health care plan is one of the most frequent employee benefits meant to provide income maintenance and insurance to employees. Its overall objective is to assist covered employees in maintaining their quality of living in the event of unanticipated health-related problems.

Food services - Most businesses provide some form of food service to reduce the amount of time spent on breaks and lunch hours. The type of food services provided varies depending on the size of the firm and the nature of the activity. The Royal Commission on Labor and the Labor Investigation Committee have placed a high value on having a canteen on the premises.

Many companies reimburse employees for part or all of their educational expenses. It is critical to educate the worker's family, particularly his children. It's an investment in the future of your staff. However, no industry is required by law to provide education to its employees' children.

Transportation - The Committee on Labor Welfare proposes that in industries where transportation services are not offered, the employer should advance loans for the purchase of bicycles, scooters, and other modes of transportation.

Employees were able to satisfy their social needs through activities such as company picnics and athletic teams. Employees' mental and physical development can be aided by recreational activities such as music, art, theatre, sports, and games. The importance of recreation in creating a healthy climate for industrial peace and progress has been underlined by several research groups, committees, and commissions.

1.5 EMPLOYEE WELFARE DURING PANDEMIC

COVID-19's outbreak has had far-reaching consequences all around the world. Containing the spread of COVID-19 and dealing with the influx of patients to be treated in India is a challenge due to the country's enormous population and relatively developing health system. Simultaneously, it raises a slew of economic issues as a result of regulatory mandates across the country. It calls for a multi-pronged response that includes strategic diagnostics and treatment, adequate and safe health infrastructure, and meeting the basic needs of underprivileged communities, all while gradually implementing projects and initiatives that will prepare communities for the post-COVID-19 scenario.

1.6 HYGIENIC MEASURES

- Ensure that your workspaces are clean and sanitary. Surfaces (such as desks and tables) and objects (such as telephones and keyboards) should be disinfected on a regular basis.
- Encourage employees to wash and sanitise their hands on a frequent basis by placing sanitising hand rub dispensers in visible locations throughout the workplace.
- Make sure these dispensers are refilled on a regular basis.
- Ensure that face masks or paper tissues are available at your workplace for individuals who have a runny nose or cough at work, as well as closed boxes in which to dispose of them hygienically.

1.7 REVIEW OF LITERATURE

WORKING AND LIVING CONDITIONS OF WORKERS IN ORGANIZED AND UNORGANIZED SECTOR (AUTHOR: B. CHANDRA MOHAN PATNAIK)

The purpose of this study is to better comprehend the many factors that affect workers in both the organized and unorganized sectors. The papers' goals are to learn about the numerous challenges that affect employees in both the unorganized and organized sectors, as well as to do empirical research on the subject. The current study relied on secondary data. Among the findings are that poverty is more prevalent in the unorganized sector, that there is a lack of technology and market orientation, that there is no social security, that there is no social security, that there is no social security, that there is no social security, that there is no social security, that there is no standard working conditions, that there is harassment at work, that there is an inadequate and unequal wage structure, that there are long working hours, that there are poor housing facilities, that there

THE RELATIONSHIP BETWEEN MARITAL SATISFACTION AND JOB SATISFACTION AMONG EMPLOYEES OF SOCIAL WELFARE ORGANIZATION AT TEHRAN BRANCHES (AUTHOR-FARIBAEBRAHIMITAZEKANDA, NARGESNAFARB, RAZIYEKERAMATI)

The goal of this study is to look at the relationship between marital contentment and job satisfaction among Social Welfare Organization employees in Tehran branches in 2011-12. All on-the-job and married workers of social security branches in Tehran were included in the study. The sample consisted of 100 individuals (47 females and 43 males) who were chosen at random. The main hypothesis expected a significant link between marital happiness and occupational happiness. The research was conducted in a correlational manner. Enrich's marriage happiness questionnaire (1997) and Brayfeld and Rothe's job satisfaction questionnaire were used as research tools (1951).

AN OVERVIEW OF NEGLECTED, BUT IMPORTANT FACTORS AFFECTING EMPLOYEE'S PRODUCTIVITY, HEALTH AND SAFETY IN THE WORKPLACE (AUTHOR-OYESOLAANIMASHAUN KOLA O. ODEKU)

The majority of people spend a significant amount of time at their workplaces. Workers spend between eight and 10 hours at work, depending on the working hours in each jurisdiction. Furniture, equipment, lighting, and devices are commonly used to improve and facilitate the working environment. When it comes to the user's comfort or discomfort, the importance of furniture and infrastructure, the way they are built and arranged, and the workplace's environmental circumstances become critical. Poorly organized office furniture and infrastructure can surely lead to a decrease in workplace efficiency and output. This article examines the changing nature of furniture and office infrastructure, as well as workplace ambient circumstances, to see if they have a substantial impact or are an impediment to the day-to-day operations of businesses.

2.0 RESEARCH OBJECTIVE

To investigate the relationship between employee well-being and job satisfaction.

- Researching industrial businesses' employee-welfare policies.
- Investigate the workplace safety facilities for employees in industrial firms.
- To investigate the influence of welfare reform on work satisfaction in the manufacturing industry.

2.1 SOURCES OF DATA

We interviewed 1000 employees via an online self-administered questionnaire between January 10 and January 27, 2021. Respondents were urged to share the survey links with their friends and family. A Google Form was used to conduct the survey. At the start of the survey, an information page was included, and respondents' agreement was asked before the survey was finished. Managers and administrators, professionals, associate professionals, clerical support workers, service and sales workers, craft and associated workers, plant and machine operators and assemblers, and elementary occupation workers were among the employees categorised. For the aim of the study, employees over the age of 20 who worked full-time and part-time in their organisations were selected.

HYPOTHESIS TESTED

Null Hypothesis H0: There is no relationship between Gender and Hygienic facilities.

Alternative Hypothesis H1: There is relationship between Gender and Hygienic facilities.

2.2 ANALYSIS AND INTERPRETATION

Table 1: Demographic profile of the respondents:

	TOTAL	PERCENTAGE
1)Age Group		
a)18-25	180	18
b)25-30	320	32
c)30-35	290	29
d)35-40	180	18
e)40-50	30	3
2)Gender		
a) Male	450	45
b) Female	550	55
3)Educational Qualification		
a) SSLC	240	24
b) HSC	420	42
c)Degree	340	34
4)Marital Status		
a) Single	121	12.1
b) Married	879	87.9
5)Employment Status		
a) Full time	779	77.9
b) Part time	221	22.1
6)Living Status		
a) Alone	110	11
b) With family and others	890	89

A total of 1000 people replied to the poll, with the majority working full-time (77.9%) and. They received 1000 responses, with 55 percent (550 of 1000) being women and 45 percent being men. 21 percent (217) of respondents were between the ages of 18 and 29, 28 percent (294) were between the ages of 30-39, 33 percent (345) were between the ages of 40 and 49, 16 percent (163) were between the ages of 50 and 59, and roughly 3% (28) were between the ages of 60 and above. In terms of socioeconomic characteristics, half of the respondents (87.9%, 879 of 1000) were married or cohabiting, approximately 34% (340 of 1000) said their highest level of education was a university graduate or post-graduate, and 89 percent (890 of 1000) said they were living with their family or others.

Table 2: The Company is well equipped with First-Aid facilities during the Pandemic in the working place

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	TOTAL
Male	10	90	150	160	40	450
Female	20	170	120	150	90	550
TOTAL	30	260	270	310	130	1000

In terms of providing first-aid facilities during the pandemic, the majority of 310 employees from various companies have strongly agreed that their organizations are well-equipped and have first-aid facilities available during the pandemic. Table 3 depicts the priority that the businesses placed on maintaining hygiene during the pandemic. During the epidemic, the majority of 280 employees strongly believed that the companies should have prioritized sanitary facilities.

Table 3: Importance to Hygienic facility in their companies during the pandemic

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	TOTAL
Male	10	110	150	100	80	450
Female	20	170	120	140	100	550
TOTAL	30	180	270	240	280	1000

Further we tested for any significant relationship in the opinion based on gender and the hygienic facilities provided by the companies.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.598 ^a	4	.001
Likelihood Ratio	18.604	4	.001
Linear-by-Linear Association	.528	1	.468
N of Valid Cases	1000		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.50.

Further responses regarding the provision of mask (Table 4) were collected from the employees and majority of 75.6% of the employees agreed that their company provide masks during the pandemic.

Table 4: Provision of Mask in Company

Response	Frequency	Percent
Yes	756	75.6
No	244	24.4
TOTAL	1000	100

Stress level and their responses on how worried were they and their family were collected among 1000 employees during the pandemic, Majority of 311 employees were bit worried about their stress level the pandemic. 93.6% (936 of 1000) were worried about being infected with COVID-19 in their workplace. Among them, 72.3% (677 of 936) were worried a bit or moderately, and nearly one-third (27.7%, 259 of 936) were very or extremely worried. The employees were significantly more worried ($P < 0.01$). Majority of respondents (93.5%, 935 of 1000) were also worried about infecting their family with COVID-19 acquired at the workplace. The level of worry about family being infected was higher than being infected themselves; 64.3% (602 of 935) were worried a bit or moderately but more than one-third (35.7%, 333 of 935) were very or extremely worried about this.

The increase in the overall self-report stress was significantly associated with self-perceived risk of own infection of COVID-19 and self-perceived risk of family infection of COVID-19 due to work. The same risk factors were significantly associated with the employees

	Number (%)	p-value(chi square)
Overall stress level		0.279
Not worried at all	125	
A bit worried	311	
Moderate worried	236	
Very worried	231	
Extremely worried	97	
Worried being infected from COVID-19 due to work		0.028
Not worried at all	64	
A bit worried	364	

Moderate worried	313	
Very worried	170	
Extremely worried	89	
Worried family being infected from COVID-19 Due to work		0.012
Not worried at all	65	
A bit worried	352	
Moderate worried	250	
Very worried	182	
Extremely worried	151	

1.0 CONCLUSION

Employee welfare is primarily implemented to provide employee comfort and well-being. Employees are made up of all conceivable human efforts, including body, mind, and soul, which are exchanged for a useful purpose of labour in the form of payment, service, or both. Employee welfare is a crucial notion when discussing an individual's or a group's living conditions in a desirable and harmonious relationship with the organization's overall environment.

We learned from this study that if human resource department flaws and conflicts are resolved, employee welfare may be improved in the firm, and employee numbers can rise as the relationship between management and workers improves.

This study demonstrates the link between the candidate's experience and his or her approach to welfare. Employees cannot be completely pleased with the industry's incentives and promotional prospects, as well as the welfare it provides. As a result, management should take additional steps to ensure that staff are completely satisfied. They have the potential to boost the organization's performance as well as the wellbeing of its people.

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