

Employee welfare measures in IT Companies in India: Productivity of companies

¹Godepally Sunitha and ²P. Deepak Goud,

¹PG Scholar, ²Assistant Professor,

^{1,2}Department of Management, Teegala Krishna Reddy Engineering College (UGC-Autonomous), Hyderabad, Telangana, India

Abstract: Welfare measures are ways to increase employee productivity. If there is a major problem, employee welfare refers to the comfort and improvement of the workers above and beyond the payment of salaries, which is not a requirement of the industry. Employee welfare's primary goal is to improve employee satisfaction and length of service. The study's main goals are to determine employee satisfaction levels with welfare services and to learn what the workforce expects from welfare initiatives. With the help of both primary and secondary data, the study's objective was assessed. 200 individuals completed a questionnaire to provide the data. Descriptive research design is the type of research methodology that was employed for this investigation. The term "descriptive research" refers to research that has been done to understand this study's circumstance. An organised questionnaire was used to gather the data. The study's sample strategy is stratified sampling. Utilising the percentage analysis method, the data was assessed. the initial According to the study's findings, the company offers its employees good welfare benefits and contributes to their motivation levels.

Keywords: *Welfare measures, Satisfaction level of Employees*

I. INTRODUCTION

Welfare of employees is defined as "efforts to form life worth living for workmen". The efforts are having their origin which is thanks to some statute or some customary activity or by its thanks to employees initiative. Employee welfare could be a term including various services, benefits and facilities offered to employees by the employers. The welfare measures needn't be monetary but in any kind/forms. This includes items like allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of commercial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

The International Employee Organization defined "Employee Welfare as such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale".

Types Of Employee Welfare:

There are 3 types of Employee Welfare. They are:

- Intra Mural Benefits
- Extra Mural Benefits
- Voluntary Benefits

Intra Mural Benefits:

It means the facilities that are provided inside the workplace is named as Intra Mural Benefits. It means the facilities that are provided inside the workplace is named as Intra Mural Benefits. It includes:

- Canteen Facility
- First Aid Appliances
- Pension
- Gratuity
- Drinking Water
- Maternity Benefits

Extra Mural Benefits:

It means the facilities that are provided outside the workplace is named as Extra Mural Benefits. It includes :

- Recreation facilities
- Housing accommodation
- Reading rooms
- Sports and Education Facilities.

Voluntary benefits:

It means the facilities that are provided voluntarily by the organisation at the workplace to the workers is named as voluntary benefits.

Benefits of Employee Welfare:

The benefits of Employee Welfare are as follows:

- Employee welfare is a Neighbour hood of welfare theoretically and operationally. It covers a broad field and connotes a state of wellbeing, happiness, fulfilment, accumulation and expansion of human resources and also helps to drive of employee.
- Welfare facilities provide better physical and psychological state to the workers.

NEED FOR THE STUDY

Employee welfare plays an important role for getting job satisfaction. The necessity for the study is to analyse the extent of satisfaction of employees regarding the welfare facilities. It aims to understand about various facilities provided within the company. It also aims to urge thorough knowledge about the welfare facilities utilized within the company.

OBJECTIVES OF THE STUDY

Primary Objective:

To study about the employee welfare.

Secondary Objectives:

- To realize the welfare facilities that has been provided by the corporate.
- To realize the extent of satisfaction among employees regarding the welfare facilities.
- To realize the workers expectations on welfare measures.

SCOPE OF THE STUDY

Employee welfare helps keep morale and motivation of employees so as to retain them for a extended period of your time. The most aim of the study is to analyse the effectiveness of welfare facilities and level of satisfaction of employees within the organisation. In order that the corporate can ready to analyse this welfare facilities and it helps to enhance the welfare facilities so as to retain or satisfy the workers, also on increase the productivity of the organisation.

II. LITERATURE REVIEW

J. A. Raja^[1], Welfare programs are aimed toward promoting the physical, psychological and general well- being of the working population. it's a company attitude or commitment reflected within the expressed case for employers in the least levels. Findings were from the a part of canteen facilities, medical facilities and other fringe benefits. the worker reaction is neutral towards the facilities provided by the corporate. It are often concluded that the welfare measures in a corporation are one among the factors for the workers to remain within the organization and to figure towards success of the organization and this has been evident during this organization.

K.Madhu Kishore Raghunath^[2], Employees are undeniably crucial stakeholders who influence organisational effectiveness by stabilizing the tremors caused by business environment. Every organisation has an inexplicable role to play in providing welfare facilities to the stakeholders not just monetary but also non-monetary, which transcend money of which employees are the one who make the cut if prioritized. A satisfied employee is that the key ingredient for progress of each organisation and therefore the concept of employee welfare was and canalways a neighbourhood of organisational efficiency. These facilities may either be voluntarily provided by the progressive and enlightened employers at their will as a social responsibility towards employee, or laws may compel them to form provision for these facilities by the govt and therefore the trade unions. This paper also draws empirical evidence by studying the impact of welfare measures on the employee's performance in both public and personal organisations.

Priyanka .T^[3], this study is formed an effort to spot the worker welfare measures adopted in IT industry. Employee welfare means anything finished the comfort and improvement of the workers over and above the wages paid which isn't a necessity of the industry. the essential purpose of employee welfare is to complement the lifetime of employees and keep them happy. Employees spend a minimum of half their time at work or going to it, or leaving it. They know that they contribute to the organization once they are reasonably free from worry and that they feel that once they are in trouble/ problems, they're thanks to get something back from the organization. People are entitled to be treated as full citizenry with personal needs, hopes and anxieties.

Dr. K. Nithyavathi^[4], The textile plays an important role in human life. Textile industries are one among the important industries of India for earning exchange and giving employment to lakhs of workers. due to being a highly labour intensive industry it must concentrate more within the area of employee welfare. As per this study, Welfare measures plays important role in employee satisfaction and it leads to improved quality of labor life. Employee welfare defines as "efforts to form life worth living for workmen". These efforts have their origin either in some statute formed by the state or in some local custom or in labor contract or within the employer's own initiative.

Hemalatha .K^[5], Employee Welfare may be a term including various services, benefits and facilities offered to the workers by the employer. there's no dearth of opportunities for a proficient person to figure in a corporation for a extended period there are several organizational that are checking out efficient person to figure in a corporation by providing good welfare measures. the essential purpose of employee welfare is to complement the lifetime of employees and keep them happy and contented. Employee welfare measures motivate the workers for the higher performance, it also improves the relationship and thereby it increases the work satisfaction of the workers. Therefore the research objective is to review the impact of employee welfare measures on job satisfaction.

III. RESEARCH METHODOLOGY

Meaning of Research: Research refers to a search for knowledge. It can also be given as a scientific and systematic search for pertinent information on a specific topic. In fact research is an art of scientific investigation.

Research Method: Research method is those techniques that are used for condition of research.

Research Methodology: Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

Research Design: Research design is the plan, structure, and strategy of investigation conceived so as to obtain answers to research questions and control variance

Descriptive Research Design: Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group. The research design followed for the study is descriptive type of research.

Population: The total staff employees of the company are 300, and it forms the work place for the present study.

Sample Size: The researcher distributed questionnaires to overall 200 respondents who were taken as sample.

Sampling Technique : Stratified Random Sampling .

Data collection: The researcher makes sincere attempts to overall meet the respondents individually, the researcher explained each question to overall facilitate good understanding and genuine responses.

Sources Of Data collection:

Primary Data Collection:

The data which is collected for the first time is called as primary data. The various sources for collecting primary data are questionnaire, observation, interview, consumer panels etc. the primary source used for this study is questionnaire.

Secondary Data Collection:

The records and documents pertaining to the overall details of the organization and employees constitute the secondary sources such as books, journals and newspapers. Secondary data are obtained from company profile, internet, various other documents, scope need and other reports of the company.

Statistical Tools:

Percentage Analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages. Percentage = (No of respondents/Total no of respondents)*100

IV. RESULT AND DISCUSSION

Table 1 Table showing opinion on Canteen Facility

Opinion	No of respondents	% of respondents
Excellent	44	22%
Good	37	18.5%
Satisfied	35	17.5%
Average	64	32%
Below average	20	10%
Total	200	100

Interpretation:

From the above table it is observed that 32% of the respondents are having average opinion on canteen facility, 22% of the respondents are having excellent opinion on canteen facility, 18.5% of the respondents are having good opinion on canteen facility, 17.5% of the respondents are satisfied with the canteen facility, 10% of the respondents are having below average opinion on canteen facility.

Table 2 Table showing Medical Facility of the respondents

Opinion	No of respondents	% of respondents
Highly satisfied	74	37%
Satisfied	55	27.5%
Neutral	46	23%
Dissatisfied	15	7.5%
Highly dissatisfied	10	5%
Total	200	100

Interpretation:

From the above table it is observed that 37% of the respondents are highly satisfied with their medical facilities, 27.5% of the respondents are satisfied with their medical facilities, 23% of the respondents are having neutral opinion on medical facilities, 7.5 % of the respondents are dissatisfied with their medical facility, 5 % of the respondents are highly dissatisfied with their medical facility.

Table 3 Table Showing Overtime Wages of the respondent

Opinion	No of respondents	% of respondents
Highly satisfied	72	36%
Satisfied	56	28%
Neutral	47	23.5%
Dissatisfied	17	8.5%
Highly dissatisfied	8	4%
Total	200	100

Interpretation:

From the above table it is observed that 36% of the respondents are highly satisfied with the overtime wages offered by the company, 28% of the respondents are satisfied with the overtime wages offered by the company, 23.5% of the respondents are having neutral opinion on overtime wages offered by the company, 8.5% of the respondents are dissatisfied with the overtime wages offered by the company, 4% of the respondents are highly dissatisfied with the overtime wages offered by the company.

Table 4 Table showing Sports and Recreation Facility

Opinion	No of respondents	%of respondents
Strongly agree	78	39%
Agree	50	25%
Neutral	47	24%
Disagree	17	8%
Strongly disagree	8	4%
Total	200	100

Interpretation:

From the above table it is observed that 39% of the respondents are strongly agree with the sports and recreation facilities offered by the company, 25% of the respondents are agree with the sports and recreation facilities offered by the company, 24% of the respondents are having neutral opinion towards sports and recreation facilities offered by the company, 8% of the respondents are disagree with the sports and recreation facilities offered by the company, 4% of the respondents are strongly disagree with the sports and recreation facilities offered by the company.

CONCLUSION

Employee welfare plays a major impact on getting a job satisfaction. From the above study it is concluded that the most of the employees are getting higher job satisfaction because the organisation offers various facilities such as recreation, medical facility, canteen facility, education facility etc.. The result of the research conveys that by offering good welfare facility by the company, employee can able to get major satisfaction in their job so that the productivity of the organisation can be easily achieved

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