

## A Study on Employee's Welfare Measures with Special Reference to Employees Working at Navsari Region

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**Abstract:** Employee Welfare is a term most often used in the context of human resources and it typically refers to a range of benefits and services that are offered to employees. The research is done on the employee's welfare measures with special reference to employees working at Navsari region. The objective of this research is to study the perception of the employees regarding the welfare measures provided to them and to measure level of satisfaction of employees with regard to welfare facilities. Descriptive research method has been used to describe the characteristics of variables. The study is conducted using primary data collected from 100 random respondents through systematic structured questionnaire and secondary data through articles and journals. The statistical tool used in this research is SPSS Software and Microsoft Excel. The statistical tests applied in the research are Crosstab and Chi-Square. From this study it is concluded that the majority of the employees are satisfied with their welfare measures provided to them.

### I. INTRODUCTION

Employee welfare is a term that encompasses all the benefits and services that a given company offers its employees - regardless of their regular salary - to appreciate their daily work and take care of their well-being. Employee welfare is a term that encompasses a broad range of benefits and services that an employer may offer to its employees. It can include things like health insurance, dental insurance, vision insurance, life insurance, disability insurance, 401(k) plans, and paid time off. Employee welfare can also include things like on-site daycare, fitness centers, and subsidized meals. The objectives of employee welfare are: To enhance the level of morale of employees. To create a loyal, contented workforce in organization. To develop a better image of the company in the minds of the employees. To enable the workers to live comfortably and happily. To develop efficiency of the workers. To reduce influence of trade unions over the workers.

#### A. Scope of the Study

As employees are the mainstream of workforce and the productivity of them is very important to the existence and survival of an industry. Welfare measures have a very important role to increase the productivity of employees. So, the scope of the study is obvious and the management can gain advantage through this study. From the study itself can understand its advantages and if there are any limitations. It can concentrate on its decisions to eliminate these problems.

#### B. Objectives of the Study

- To study the welfare provisions provided to the employees in Navsari region.
- To study the perception of the employees regarding the welfare measures provided to them.
- To measure level of satisfaction of employees with regard to welfare facilities.

## II. REVIEW OF LITERATURE

**(Sultana, 2023):** The study examines the extent of awareness for the welfare measures among the employees as well as the impact of these on employee's satisfaction. The study is based on primary and secondary data sources. Primary data has been collected through questionnaire from the teaching staff of various departments of the university and secondary data from articles, research papers and other online sources. For the purpose of data analysis, descriptive statistics has been used in the form of percentages. The results revealed that majority of the employees are aware of the welfare measures provided by their university and are satisfied with these. **(Mrs. C. Nithya, Mr. D. Kumaresan, Dr. B. Velmurugan, 2023):** The study is done on the labour welfare measures in Ambika cotton mills, Dindigul. The researcher undertaken in this study is descriptive in nature. The data in the study are of two types: primary data and secondary data. The total No. of samples taken were 105. The study concluded also revealed that a majority of workers of Ambika cotton mill were satisfied with their job measures. The study therefore highlights the various aspects on welfare facilities provided towards the satisfaction for the labours. **(Ms. Y. V. Nagakumari, 2021):** The study has been made to study the employee welfare facilities and its impact on employee's efficiency on manufacturing organization. A survey has been made with the help of questionnaire with sample size of 100. It can be concluding that the employees are satisfied but still there is a scope for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals. **(Shyamali Mukherjee, Dr. J. H. Vyas, 2020):** The purpose of this research is to find out some selected and basic welfare facilities is available in reputed public sector industry in Bhilai Steel Plant and reputed private sector industry in Jindal Steel Plant of Chhattisgarh and its effects on employees. Primary data have been collected from the executive level of employees of one major public steel sector Bhilai Steel Plant (BSP) and one major private steel sector Jindal Steel and Power Limited, (Raigarh) in Chhattisgarh. Simple convenience sampling is done for the sample selection. The Sample size is 100. After the analysis, it is clear that every employee of both the organization (BSP & JSPL) knows about all the welfare facilities. Majority of the respondents (employees) of both the organizations are satisfied with the overall welfare facilities but they want some improvement in particular welfare benefits. Employees of JSPL want to increase number of rest rooms and duration of rest breaks. **(Chandrika, 2020):** The study is done on employee welfare measures in Sriram Pvt. Ltd, Dindigul. The one of the objectives of the study was to know the employee satisfaction towards the welfare measures. The primary data was collected with the help of questionnaire which consists of Twenty questions each. The type of sampling technique adopted in this project is "simple random sampling". The sample size was 50 respondents employees. The secondary data was collected through the documents provided by the HR department. The documents include personnel manuals, books, brochures, booklets, internet, etc. It concludes that the Organisation should take more initiatives regarding the employees' welfare and there should be periodical follow up about the welfare measures in the organization, to constantly boost up the morale of the employees, which would indirectly help towards the better achievement of the organizational objectives.

## III . Methodology of Research

This study is about various welfare service provided to the employees with reference to Navsari region. The research applied descriptive research design, which is known as statistical research, describes data and characteristics about the population or phenomenon being studied. The data has been collected through filling of structured questionnaire from employees. The data has been collected from 100 employees of the Navsari region. Sampling Method used in this research is Convenience sampling method. The statistical tool used is SPSS Software and Microsoft Excel. The statistical tests applied in the research are Crosstab and Chi-Square.

#### IV. ANALYSIS AND INTERPRETATION

##### Satisfaction regarding the creche facility.

Crosstab				
Count				
		Do you have creche facility		Total
		Yes	Not Known	
Gender	Male	47	9	56
	Female	41	3	44
Total		88	12	100

Table: 1

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.998	1	.158		
Continuity Correction	1.218	1	.270		
Likelihood Ratio	2.105	1	.147		
Fisher's Exact Test				.219	.134
Linear-by-Linear Association	1.978	1	.160		
N of Valid Cases	100				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.28.

Table: 2

**H0:** There is no significant relationship between gender and responses related to creche facility provided by the company.

**H1:** There is significant relationship between gender and responses related to creche facility provided by the company.

##### Interpretation:

From the above table we can found that the calculated value is 0.158 which less than the table value 0.5 that it calculated that H0 is accepted. There is no significant difference between gender and responses related to creche facility provided by the company.

#### FINDINGS

Majority of the employees are satisfied with the welfare measures offered by Kanksha Manufacturing LLP. Navsari. The employees are satisfied with the creche facility provided by Kanksha Manufacturing LLP as 91% of the employees are very satisfied. Always the canteen and work places are maintained with hygienic conditions in Navsari. To a maximum extent the first aid box with prescribed contains are available to the employees. Majority of the employees are satisfied and feel that the social security benefits (gratuity, PF, Insurance, etc) are good.

#### SUGGESTION

Company should help employee achieve their professional goals. Organisation should encourage learning and personal development of employees. Keep open lines of communication. Management has to allow the employees in the decision-making process. The company can conduct counselling sessions for the employees. on quarterly or yearly basis

## CONCLUSION

Employee welfare benefit activities are very important for an organization. A combination of good employee welfare activities not only provides a competitive edge to the organization but also help in retaining the best and talented employees. The study on employee welfare helps the management to know the satisfaction level of the employees about the welfare measures provided by the company. From this study we can conclude that the majority of the employees are satisfied with the welfare measures provided in the Navsari region.

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