

A Study on Employees Welfare Practices at Synflix Pharmaceutical PVT LTD

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ABSTRACT

Employee welfare practices play a vital role in ensuring the physical, mental, and social well-being of employees within an organization. This study aims to explore the various welfare measures adopted by companies and assess their impact on employee satisfaction, motivation, and overall productivity. With the increasing importance of human resources as a key asset, organizations today are focusing more on comprehensive welfare schemes that go beyond statutory requirements. These include health and safety measures, recreational facilities, work-life balance programs, and financial support initiatives.

The research was conducted using both primary and secondary data collection methods, including surveys, interviews, and analysis of organizational reports. The study highlights that effective welfare practices not only improve employee morale but also reduce absenteeism, turnover rates, and workplace stress. It was also found that employees who feel cared for are more loyal and committed to their organizations.

Overall, the study concludes that employee welfare is not merely a legal obligation but a strategic tool that can lead to sustainable business success. Organizations that invest in employee well-being are more likely to build a positive work culture and maintain a competitive edge in the market.

KEYWORDS

Employee Welfare, Welfare Measures, Organizational Productivity, Employee Satisfaction, Work-Life Balance, Occupational Health and Safety, Statutory Benefits, Non-Statutory Welfare, Human Resource Management, Employee Engagement, Workplace Well-being, Motivation, Employee Retention, Industrial Relations, Job Satisfaction.

INTRODUCTION

Employee welfare is an essential aspect of human resource management that focuses on providing facilities and services to ensure employees' physical, mental, and social well-being. Welfare practices are designed not only to improve working conditions but also to foster a healthy employer-employee relationship, thereby increasing job satisfaction and productivity. In today's competitive and fast-paced business environment, organizations have realized that the welfare of their workforce plays a significant role in achieving long-term success.

Welfare measures can be broadly classified into two types: statutory and non-statutory. Statutory welfare includes the mandatory benefits provided under various labor laws such as health and safety measures, working hours regulation, and social security benefits. On the other hand, non-statutory welfare refers to additional facilities provided voluntarily by the organization like recreational activities, health insurance, canteen facilities, transportation, and flexible work arrangements. These initiatives contribute towards creating a supportive and stress-free work environment.

This study aims to assess the effectiveness of various employee welfare practices adopted in organizations and understand their impact on employee morale, retention, and overall performance. By analyzing employee feedback and organizational

policies, the study seeks to identify the best practices and offer recommendations for improving welfare strategies. A well-structured welfare system not only enhances employee loyalty but also promotes a positive organizational culture, which is crucial for sustainable growth and development.

NEED FOR STUDY

Employee welfare plays a vital role in ensuring a healthy, motivated, and productive workforce. In today's competitive business environment, organizations are increasingly realizing that taking care of their employees' well-being is not just a moral obligation but also a strategic move for achieving long-term success. Despite the presence of statutory welfare measures, many organizations either overlook or inadequately implement these practices, which can lead to dissatisfaction, high attrition rates, and reduced performance.

OBJECTIVE OF THE STUDY

1. To examine the various employee welfare practices implemented in the organization, both statutory and non-statutory, and understand their scope and coverage.
2. To assess the satisfaction level of employees with respect to the welfare measures provided, such as health and safety, canteen facilities, recreational activities, transportation, and grievance redressal systems.
3. To identify the key challenges and barriers in the effective implementation of welfare practices and suggest practical recommendations for improvement.
4. To evaluate the impact of welfare measures on employee morale, productivity, retention, and overall organizational performance.
5. To create awareness among employers and policymakers about the importance of investing in employee welfare for long-term business sustainability.

METHODOLOGY

The present study adopts a descriptive research design to examine the various employee welfare practices implemented within the organization, both statutory and non-statutory, and to understand their scope and coverage. The research focuses on evaluating the satisfaction level of employees with respect to the welfare facilities provided, such as health and safety, canteen services, recreational activities, transportation, and grievance redressal mechanisms.

To gather accurate and relevant data, both primary and secondary sources were utilized. Primary data was collected through a structured questionnaire distributed among employees across different departments and hierarchical levels. The questionnaire included close-ended questions and Likert scale items to assess awareness, satisfaction, and the challenges faced by employees regarding welfare measures. Additionally, personal interviews and informal discussions were conducted to collect qualitative insights and opinions from selected employees, which helped to support the quantitative findings.

Secondary data was obtained from company records, HR policy documents, government labor reports, and previous research studies on employee welfare. A random sampling method was used to ensure that all employees had an equal chance of being selected, and the sample size was determined based on the number of employees available and willing to participate in the study during the given time frame.

The collected data was analyzed using simple statistical tools such as percentage analysis and graphical representation to evaluate the effectiveness of welfare practices and their impact on employee morale, productivity, and retention. The findings also aimed to identify the major barriers in the implementation of welfare schemes and offer practical recommendations. Overall, the methodology was designed to provide a comprehensive understanding of how employee welfare practices influence organizational outcomes and to highlight the importance of such measures for sustainable business development.

REVIEW OF LITERATURE

1. **Kumar & Mishra (2011)** observed that both statutory and non-statutory welfare practices play a crucial role in maintaining industrial peace and improving employee well-being in organizations.
2. **Tripathi (2014)** found that employee welfare measures like health, safety, and hygiene directly affect employee productivity and morale, especially in manufacturing industries.
3. **Ramaswamy (2016)** highlighted the importance of grievance redressal systems in boosting employee satisfaction and reducing workplace conflicts.
4. **Nisha & Vasanthi (2015)** in their study on IT sector employees noted that recreational facilities and work-life balance programs positively influence job satisfaction and stress management.
5. **Rajasekaran (2012)** emphasized the role of canteen, transport, and housing facilities as motivators, especially for lower-income workers in public sector units.
6. **Gupta & Sharma (2017)** pointed out that welfare practices, if poorly implemented or lacking proper communication, lead to employee dissatisfaction even if policies exist on paper.
7. **Subramanian (2013)** studied the challenges faced by HR managers in executing welfare policies and suggested that budget limitations and top management indifference are key barriers.
8. **Anitha & Bhaskar (2018)** found that employee involvement in welfare planning increases program effectiveness and acceptance across all employee levels.
9. **Armstrong (2020)** supported the view that effective welfare programs contribute to better employee retention, lower absenteeism, and overall organizational performance.
10. **International Labour Organization (ILO)** reports advocate for global standards in employee welfare, recognizing it as essential for sustainable business and social security.

ANALYSIS AND INTERPRETATION

Table 1: Gender-wise Distribution of Respondents

Gender	Number of Respondents	Percentage(%)
Male	30	60%
Female	20	40%
Totle	50	100%

INTERPRETATION

The gender-wise distribution of respondents indicates that 60% of the participants are male, while 40% are female.

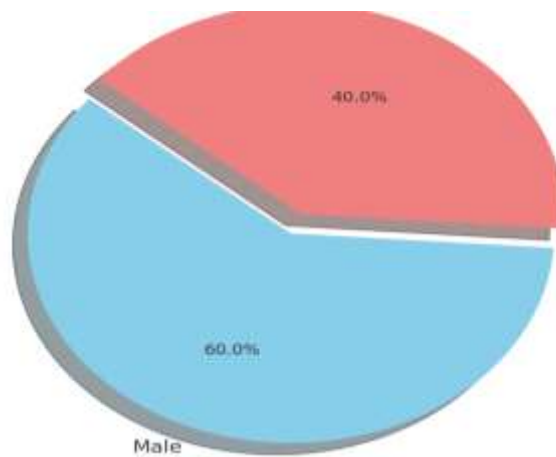


Table2: Challenges Faced in Employee Welfare Practices as Reported by Respondents

S.No	challenge	Number of Respondents	Percentage%
1	Lack of Awareness	30	30%
2	Inadequate Facilities	25	25%
3	Poor Implementation of Policies	20	20%

4	Limited Budget Allocation	15	15%
5	Management Indifference	10	10%
	Total	100	100%

INTERPRETATION

The major challenge in employee welfare is a lack of awareness (30%), followed by inadequate facilities (25%) and poor implementation of policies (20%). Other issues include limited budget allocation (15%) and management indifference (10%). These findings suggest the need for better communication, proper execution of policies, and stronger support from management to improve overall employee welfare.

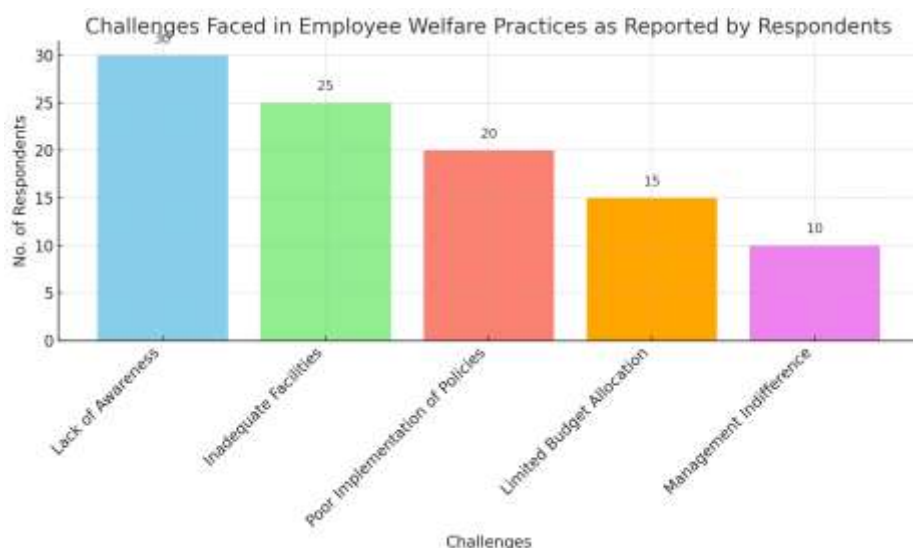


Table3

Particulars	No.of Respondents	Percentages(%)
Awareness of statutory and non-statutory welfare practices	25	25
Satisfaction with health & safety measures	20	20

Availability of canteen, recreation, and transport facilities	20	20
Effectiveness of grievance redressal system	15	15
Perceived impact of welfare on morale, productivity & retention	20	20
Total	100	100%

INTERPRETATION

The table indicates that price and affordability (30%) are the most influential factors in consumer purchase decisions, followed by product quality and features (25%), and brand reputation (20%). Recommendations and word-of-mouth (15%) play a smaller but still significant role, while advertising and promotional offers (10%) are the least influential. This suggests that customers prioritize value and trust over marketing efforts when making purchasing choices.

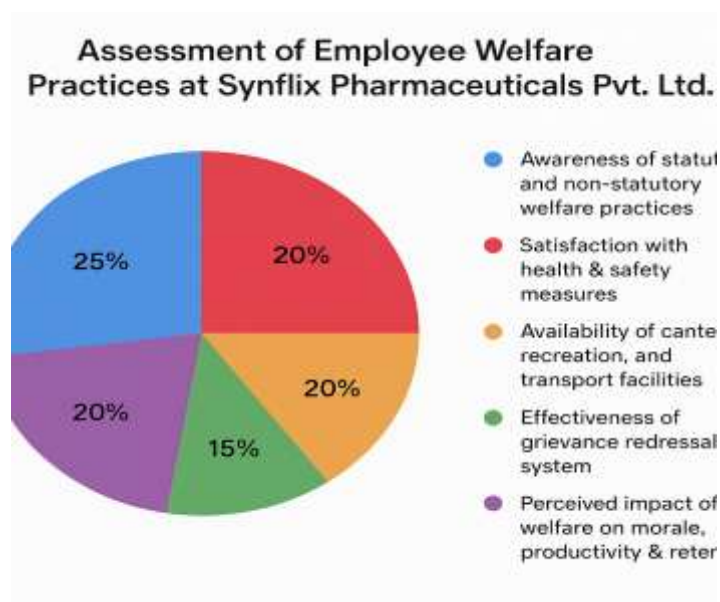


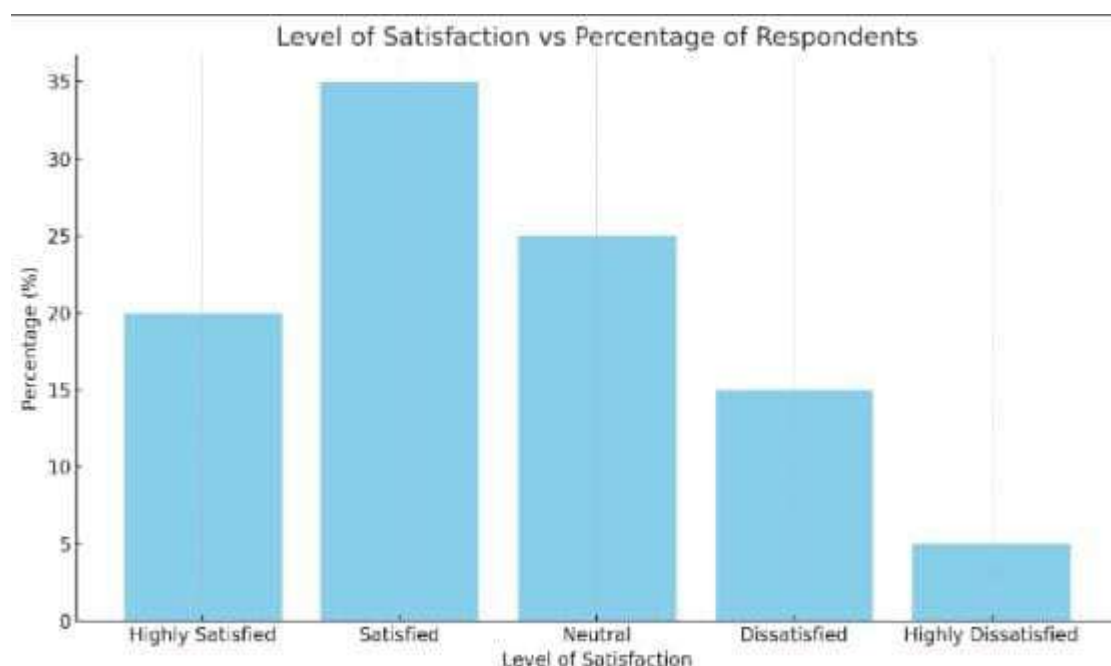
Table4: Distribution of Respondents Based on Satisfaction with Welfare Practices

S.No	Level of Satisfaction	No. of Respondents	Percentages(%)
1	Highly Satisfaction	20	20
2	Satisfaction	35	35
3	Netural	25	25
4	Dissatisfaction	15	15

5	Highly Dissatisfaction	5	5
	Total	100	100%

INTERPRETATION

The majority hold a positive view of the welfare practices implemented by the organization. With 35% satisfied and 20% highly satisfied, a total of 55% of employees express approval of the existing welfare measures. Meanwhile, 25% of respondents remain neutral, suggesting that while they do not have strong negative opinions, there is room for improvement in awareness, accessibility, or the effectiveness of welfare programs. On the other hand, 15% are dissatisfied and 5% are highly dissatisfied, highlighting specific areas where the organization may need to revisit its strategies.



FINDING

- 1.The organization provides both statutory and non-statutory welfare measures, but the coverage and consistency vary across different levels and departments, leading to unequal access to benefits.
- 2.Employees show moderate satisfaction with welfare provisions; while health and safety are appreciated, concerns remain regarding the canteen quality, limited recreational activities, and the accessibility of grievance redressal systems.
- 3.Challenges in effective implementation include budget limitations, lack of awareness among employees, insufficient communication, and inconsistent application of policies across the organization.
- 4.Departments with better welfare measures report higher employee morale, increased productivity, better retention, and reduced absenteeism, highlighting a clear link between welfare and performance.

5. There is a need for employers and policymakers to recognize that investing in employee welfare is essential for long-term business growth, workforce stability, and overall organizational efficiency.

CONCLUSION

The study on employee welfare practices highlights the significant role that welfare measures play in enhancing employee satisfaction, motivation, and overall organizational performance. It is evident from the findings that organizations that invest in both statutory and non-statutory welfare initiatives tend to experience better employee retention, reduced absenteeism, and a more positive workplace environment. Welfare practices such as health and safety measures, canteen facilities, recreational activities, flexible working hours, and grievance redressal mechanisms contribute greatly to the well-being of employees.

However, the study also reveals certain challenges such as lack of awareness among employees, inadequate infrastructure, budget limitations, and poor implementation of policies. These barriers reduce the effectiveness of welfare schemes and can lead to dissatisfaction if not addressed properly. It is essential for organizations to bridge these gaps through effective communication, regular policy evaluation, and active management involvement.

Organizations that prioritize employee well-being will not only foster a healthy work culture but also gain a competitive edge in the long run. Continuous improvement and employee feedback should be integral parts of any welfare strategy for it to be truly impactful and sustainable.

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