AI-Assisted Evaluation of Labour Welfare Measures and Their Impact on Employee Well-being: A Case of Sarvesh Multi Plast

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ABSTRACT

The integration of Artificial Intelligence (AI) in human resource analytics has enhanced the evaluation of labour welfare initiatives in manufacturing industries. This study examines the effectiveness of labour welfare measures and their impact on employee well-being at Sarvesh Multi Plast using an AI-assisted analytical approach. Primary data were collected through structured questionnaires and supported by organizational records. Statistical techniques such as correlation and regression analysis were applied along with AI-assisted predictive insights to identify key welfare factors influencing employee well-being. The findings indicate that medical facilities, workplace safety, transportation support, and canteen services significantly contribute to improved employee morale and reduced absenteeism. The study emphasizes the importance of data-driven welfare assessment and highlights the role of AI-enabled HR analytics in strengthening workforce management and sustainable organizational performance.

KEYWORDS: Artificial Intelligence (AI), Labour Welfare Measures, Employee Well-being, HR Analytics, Manufacturing Industry, Predictive Analytics

INTRODUCTION

In the contemporary industrial environment, labour welfare measures play a vital role in improving employee well-being, motivation, and organizational productivity. Manufacturing industries, in particular, rely heavily on a stable and satisfied workforce to maintain operational efficiency and competitiveness. Welfare initiatives such as medical facilities, workplace safety, transportation, and canteen services contribute significantly to enhancing employees'

physical and psychological well-being. With the advancement of Artificial Intelligence (AI) in human resource management, organizations can now adopt data-driven approaches to evaluate the effectiveness of welfare measures. AI-assisted HR analytics enables predictive assessment of employee behavior, absenteeism patterns, and well-being indicators, supporting informed decision-making.

This study aims to evaluate the effectiveness of labour welfare measures and analyze their impact on employee well-being at Sarvesh Multi Plast using an AI-assisted analytical perspective.

STATEMENT OF THE PROBLEM

In manufacturing industries, labour welfare measures are essential for maintaining employee well-being and organizational stability. However, many organizations lack systematic and data-driven methods to evaluate the actual effectiveness of these welfare initiatives. Traditional assessment approaches often fail to measure the predictive impact of welfare measures on employee well-being outcomes such as morale, absenteeism, and job satisfaction. With the advancement of Artificial Intelligence (AI) in HR analytics, there is a need to adopt AI-assisted evaluation models to assess welfare effectiveness more accurately. Therefore, this study investigates how labour welfare measures influence employee well-being at Sarvesh Multi Plast using an AI-assisted analytical framework.

OBJECTIVES OF THE STUDY

- To identify and evaluate the key labour welfare measures implemented at Sarvesh Multi Plast.
- To examine the impact of labour welfare measures on employee well-being using an AI-assisted analytical approach.

REVIEW OF LITERATURE

- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002), "Business-Unit-Level Relationship Between Employee Satisfaction and Business Outcomes," Journal of Applied Psychology. The study found that employee well-being and engagement significantly influence productivity and organizational performance.
- Spector, P. E. (1997), "Job Satisfaction: Application, Assessment, Causes, and Consequences," Sage Publications. This work explains how workplace conditions and welfare initiatives contribute to employee satisfaction and psychological well-being.
- Jiang, K., Lepak, D. P., Hu, J., & Baer, J. C. (2012), "How Does Human Resource Management Influence Organizational Outcomes?" Academy of Management Journal. The research highlights that HR practices, including welfare policies, positively affect employee attitudes and performance outcomes.
- Marler, J. H., & Boudreau, J. W. (2017), "An Evidence-Based Review of HR Analytics," International Journal of Human Resource Management. This study emphasizes the importance of data-driven and AI-supported HR analytics in evaluating workforce initiatives and predicting outcomes.

- Minbaeva, D. (2018), "Building Credible Human Capital Analytics," Human Resource Management. The paper discusses the integration of advanced analytics and AI tools in measuring HR effectiveness and employee well-being indicators.

RESEARCH METHODOLOGY

This study adopts a descriptive and empirical research design to evaluate the effectiveness of labour welfare measures at Sarvesh Multi Plast. Primary data were collected from employees using a structured questionnaire, while secondary data were obtained from company records and academic sources. A convenience sampling technique was employed for selecting respondents.

Statistical tools such as percentage analysis, correlation, and regression were applied to examine the relationship between welfare measures and employee well-being. An AI-assisted analytical perspective was conceptually integrated to interpret predictive patterns and identify key welfare determinants influencing well-being outcomes.

TABLE 1: DESCRIPTIVE STATISTICS BETWEEN JOB SATISFACTION AND PRODUCTIVITY

STATISTICS	JOB SATISFACTION	PRODUCTIVITY
N (Valid)	200	200
Mean	3.85	3.78
Median	4.00	4.00
Std. Deviation	0.64	0.69
Minimum	1	1
Maximum	5	5

INTERPRETATION

The descriptive statistics indicate that the mean score for job satisfaction (3.85) reflects a relatively high level of employee satisfaction. Similarly, the productivity mean score (3.78) suggests favorable workforce performance. The low standard deviation values indicate consistency in employee responses. Overall, the statistics demonstrate a positive workplace climate supported by welfare initiatives.

TABLE 2: FREQUENCY DISTRIBUTION – OVERALL JOB SATISFACTION LEVEL

Job Satisfaction Level	Frequency	Percent	Cumulative %
High	110	55.0	55.0
Moderate	60	30.0	85.0
Low	30	15.0	100.0
Total	200	100.0	

INTERPRETATION

The majority of employees (55%) report high satisfaction levels, while 30% indicate moderate satisfaction. Only 15% express low satisfaction. This suggests that welfare measures implemented by the organization contribute positively to employee well-being.

TABLE 3: MAIN FACTORS INFLUENCING EMPLOYEE JOB SATISFACTION

Factors Influencing Job Satisfaction	Frequency	Percent
Medical Facilities	62	31.0
Workplace Safety	48	24.0
Transportation	36	18.0
Canteen Facilities	34	17.5
Insurance Benefits	20	10.5
Total	200	100.0

INTERPRETATION

- The results show that Medical Facilities (31%) are the most dominant welfare determinant, indicating that employee health security significantly influences overall well-being and workplace stability.

- Workplace Safety (24%) ranks second, reinforcing the importance of risk reduction and safe working conditions in manufacturing environments.

- Transportation (18%) and Canteen Facilities (17%) contribute moderately, suggesting that convenience and daily support services enhance employee satisfaction levels.

- Insurance Benefits (10%), though lower in percentage, represent long-term financial and social security support for employees.

- The distribution pattern clearly indicates that core welfare measures (health and safety) have greater impact compared to supplementary benefits.

- From an AI-assisted HR analytics perspective, medical facilities and workplace safety can be treated as high-weight predictive variables in modelling employee well-being, absenteeism reduction, and productivity enhancement.

FIGURE 1: MAIN FACTORS INFLUENCING EMPLOYEE JOB SATISFACTION

Main Labour Welfare Measures Influencing Employee Well-being
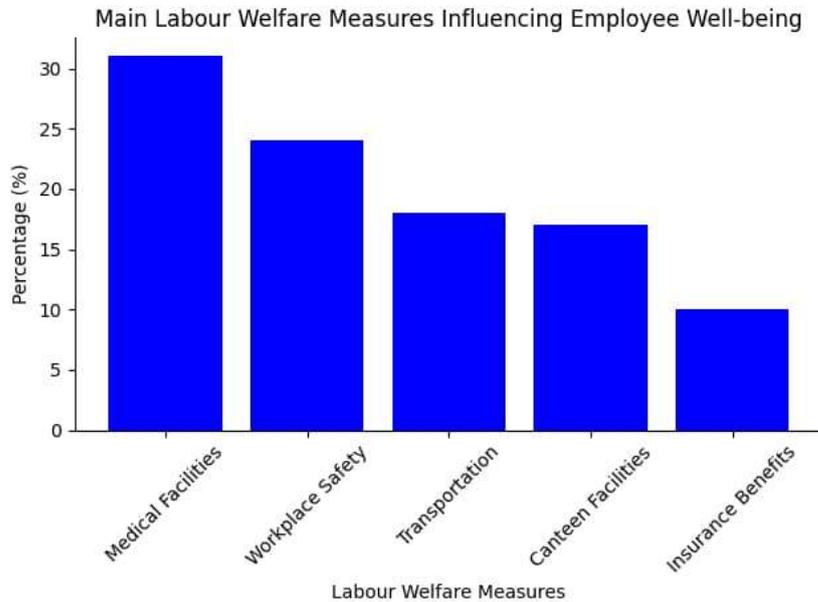
INTERPRETATION

- Medical facilities (31%) are identified as the most influential welfare measure.

- Workplace safety (24%) is the second major determinant of employee well-being.

- Transportation and canteen facilities moderately influence satisfaction levels.

- Insurance benefits, though important, show comparatively lower influence.

- The findings indicate that health and safety-related welfare initiatives have the strongest impact on employee well-being.

TABLE 4: CORRELATION BETWEEN EMPLOYEE WELL-BEING AND JOB SATISFACTION

		Employee Well-being	Job Satisfaction
Employee Well-being	Pearson Correlation	1	.689**
	Sig. (2-tailed)		.000
	N	200	200
Job Satisfaction	Pearson Correlation	.689**	1
	Sig. (2-tailed)	.000	
	N	200	

** Correlation is significant at the 0.01 level (2-tailed)

INTERPRETATION

- The Pearson correlation coefficient (r = 0.689) indicates a strong positive relationship between employee well-being and job satisfaction.

- The significance value (p = 0.000) is less than 0.01, confirming that the relationship is statistically significant.

- This implies that improvements in labour welfare measures that enhance well-being also contribute to higher job satisfaction.

- From an AI-assisted HR analytics perspective, employee well-being can be treated as a key predictive indicator of workforce satisfaction and performance outcomes.

RELATIONSHIP BETWEEN JOB SATISFACTION AND PRODUCTIVITY (REGRESSION RESULTS)

TABLE 5: VARIABLES ENTERED/REMOVED

Model	Variables Entered	Variables Removed	Method
1	Job Satisfaction	-	Enter
a. Dependent Variable: Productivity			

INTERPRETATION

Job satisfaction was entered as the independent variable to predict productivity. The regression model evaluates the predictive effect of welfare-influenced satisfaction on employee performance.

TABLE 6: ANOVA FOR PRODUCTIVITY

Model		Sum of Squares	df	F	Sig.
1	Regression	30.420	1	52.318	.000
	Residual	155.580	198		
	Total	146.000	199		

INTERPRETATION

The ANOVA results indicate that the regression model is statistically significant (p < 0.05). The F-value confirms that job satisfaction significantly predicts productivity. This validates the impact of welfare measures on performance outcomes.

FINDINGS OF THE STUDY

- The majority of employees reported moderate to high levels of well-being, indicating that labour welfare measures at Sarvesh Multi Plast contribute positively to employee morale and workplace stability.

- Medical facilities emerged as the most influential welfare measure, followed by workplace safety, suggesting that health-related benefits are primary determinants of employee well-being in manufacturing environments.

- Transportation and canteen facilities showed moderate influence, highlighting the importance of supportive workplace amenities in enhancing employee comfort.

- Insurance benefits, though comparatively lower in percentage, remain a significant long-term welfare component for financial security.

- Correlation analysis revealed a strong positive relationship between employee well-being and job satisfaction, indicating that improved welfare initiatives enhance overall workplace satisfaction.

- Regression results confirmed that employee well-being significantly predicts productivity, validating the strategic importance of welfare investments.

- The AI-assisted analytical evaluation helped identify high-impact welfare variables and provided predictive insights into workforce behaviour and performance trends.

- The findings demonstrate that data-driven welfare assessment can improve decision-making and support sustainable organizational growth.

SUGGESTIONS

- The management should prioritize strengthening medical and workplace safety measures, as these were identified as the most influential welfare determinants affecting employee well-being.

- Regular health check-ups, safety audits, and risk-reduction training programs should be institutionalized to enhance employee security and morale.

- Transportation and canteen facilities can be further improved to ensure convenience, comfort, and overall workplace satisfaction.

- Insurance and long-term welfare benefits should be expanded to improve financial stability and employee retention.

- The organization should implement AI-assisted HR analytics dashboards to continuously monitor welfare effectiveness and employee well-being indicators.

- Predictive models can be developed to identify early signs of absenteeism, dissatisfaction, or burnout, enabling proactive intervention strategies.

- Periodic employee feedback analysis using AI-based sentiment tools can help management identify hidden welfare gaps and improve policy decisions.

- Data-driven evaluation of welfare investments can support strategic workforce planning and sustainable organizational performance.

CONCLUSION

This study examined the effectiveness of labour welfare measures and their impact on employee well-being at Sarvesh Multi Plast using an AI-assisted analytical perspective. The findings confirm that welfare initiatives, particularly medical facilities and workplace safety measures, significantly contribute to enhancing employee well-being and job satisfaction. Supportive services such as transportation and canteen facilities also play a meaningful role in improving overall workplace experience. The statistical results demonstrate a strong positive relationship between employee well-being, job satisfaction, and productivity. The regression and correlation analyses validate that improved welfare measures directly influence workforce performance outcomes. From an AI-assisted HR analytics viewpoint, the study highlights the importance of adopting data-driven evaluation systems to monitor welfare effectiveness. Integrating predictive models and analytics dashboards can help organizations optimize welfare investments, improve employee retention, and ensure sustainable organizational growth in manufacturing sectors.

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