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# A Study on Employee Welfare with Reference Flowserve India Controls Private Limited

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**ABSTRACT:** Employee welfare encompasses a broad range of services, benefits, and facilities provided by employers to ensure the overall well-being of their workforce. This study explores the impact of welfare programs on job satisfaction, productivity, and organizational performance. The primary objectives are to identify the welfare services offered, analyze their relationship with job satisfaction, assess their influence on productivity, and explore their role in talent retention. Using a mixed-method approach, the research combines quantitative surveys and qualitative interviews. Data from employees across various industries were analyzed to uncover correlations and insights. Findings indicate a strong positive correlation between comprehensive welfare programs and high levels of job satisfaction. Employees with access to robust welfare measures show greater organizational loyalty and higher productivity.

## I. INTRODUCTION

Welfare is comfortable living and working conditions. Employee welfare means the efforts to make life worth living for work man. Welfare is comfortable living and working conditions. People are the most important asset of an organization, and the accounting profession has to assess and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs overhauling, etc

### IMPORTANT OF EMPLOYEE WELFARE:

1. **Boosts Job Satisfaction:** Employee welfare programs make employees feel valued and satisfied with their jobs.
2. **Increases Productivity:** When employees are well taken care of, they work more efficiently and effectively.
3. **Improves Retention:** Good welfare programs keep employees loyal and reduce turnover.
4. **Promotes Health and Well-being:** Welfare initiatives help employees stay healthy, both physically and mentally.
5. **Enhances Company Reputation:** Companies with strong welfare programs attract and retain top talent, boosting their reputation.

### MAJOR TYPES OF EMPLOYEE WELFARE:

1. Health and Safety
2. Economic Benefits
3. Work-Life Balance
4. Professional Development
5. Recreational Facilities
6. Social Security

### STATEMENT OF THE PROBLEM

Employee welfare is a critical aspect of organizational management that significantly impacts job satisfaction, productivity, employee retention, and overall company performance. Despite its importance, many organizations struggle to implement effective welfare programs that meet the diverse needs of their workforce. This inadequacy often leads to decreased employee morale, higher turnover rates, and lower productivity levels.



## **OBJECTIVES OF THE STUDY**

- To understand & present the various welfare measures at Sri Vedha Mills.
- To find out how effectively existing welfare measures have been implemented.
- To examine the satisfaction level of Employees regarding welfare measures provided by the Organization.
- To know and suggest improvements regarding the various welfare measures, programs and schemes taken up by the organization for the betterment of workers.
- To analyze and suggest further improvement of existing welfare facilities in the organization.

## **RESEARCH METHODOLOGY**

Research methodology is a way to systematically show the research problem. The research methodology considers the logic behind the method we use in the context of our research study.

### **RESEARCH DESIGN:**

The study is descriptive in nature. Descriptive studies are more than just a collection of data. They include measurements, classifications, analysis, comparisons and interpretations. It tells about what exists at present by determining the nature and degree of existing conditions.

### **DESCRIPTIVE RESEARCH DESIGN:**

The descriptive research is also known as statistical research describes data and characteristics about the population or phenomenon being studied. The research is completely based on description of the factors that women's safety in awareness level of electronic safety gadgets. It helps in presenting data in meaningful way.

### **SAMPLING DESIGN:**

- Target population: workers belonging to the supervisory (Employee, staff, executive) employed in various departments of the company.
- Sampling size: A random sample of 130 workers was taken for survey.
- Sampling technique: the type of sampling used in this study is convenient sampling. It is method by which the samples are chosen primarily

### **SAMPLE SIZE:**

The Simple Percentage method was extensively used for finding various details. It is used for making comparison between two or more series of data.

$$\text{Percentage of Respondents} = \frac{\text{No. of respondents}}{\text{Total no. of people questioned}} \times 100$$

### **DATA COLLECTION:**

The data collection is the process of a collecting information from the relevant sources of find the answers to the research and evaluate the outcomes.

Data collection method is divided into the two categories; primary method of data collection and secondary method of data collection.

### **PRIMARY DATA COLLECTION:**

The source of primary data is the employees. With the help of the questionnaire distributed among the employees, the researcher collected the needful information from the respondent which is the primary data for the research

### **SECONDARY DATA COLLECTION:**

The secondary data has been collected from the publications, office records, profile of the company, websites, which are needed for the study.



### STATISTICAL TOOLS USED:

The data collected from the customers during survey are analyzed using various tools. The tools applied for this study is

- ✓ Percentage method
- ✓ Chi-square test
- ✓ Weighted Average Ranking

## II. REVIEW OF LITERATURE

(Wan-Yi Tsai-2015) Because of the rising labor costs and the trade impact after joining the World Trade Organization, the textile industry in Taiwan has encountered many operational and production problems and obstacles. In addition, the lack of knowledge and resources for the digital transformation required to improve business performance has led to poor production and decisionmaking efficiency, and stagnant R&D for textile product innovation. In order to improve business operations, enhance customer satisfaction and experience, increase efficiency and reduce manual error, this study was conducted with senior executives and company managers in Taiwan's textile industry as the target population. The knowledge, technological resources, and competitive pressure of digital transformation are the independent variables. The organizational innovation atmosphere is the moderating variable. The study analyzes the impact of digital transformation on the intention of enterprises. The results of the study show that the knowledge of digital transformation, technological resources, and the competitive pressure of the textile industry positively and significantly affect their perceived benefits of digital transformation. [1]

(Sabil1,Lukman Hakim 2023) This comprehensive bibliometric analysis explores the intricate relationship between employee welfare and work productivity in the context of service companies. Examining a diverse body of literature through systematic quantitative methods, the study identifies key themes, trends, and research gaps. The findings highlight the pivotal role of employee welfare, spanning healthcare benefits, workplace safety, and a supportive organizational culture, in shaping a positive work environment. The study underscores the direct impact of employee well-being on engagement, job satisfaction, and overall productivity. Practical implications encompass informed human resource practices, strategic interventions, and the optimization of work environments, offering actionable insights for practitioners and policymakers. Recognizing the strategic advantage in linking employee well-being to organizational success emerges as crucial for attracting and retaining top talent. Furthermore, the analysis points to less-explored research avenues, guiding scholars toward areas such as "work discipline," "business outcomes," and "profitability." [2]

(Isaac Ampong 2024) The employee rewards policy of any organization shapes behaviour and work patterns, playing a significant role in organizational development. This is because such policies dictate the level of motivation necessary to achieve both individual and corporate objectives. The primary asset of any organization is its human resources. In assessing an organization's overall performance, placing emphasis on retaining a skilled and productive workforce is crucial. Highly motivated employees contribute value to the organization by effectively accomplishing their goals and objectives. This article aims to determine the presence of a relationship between these variables and assess the extent to which compensation and employee welfare influence the organization's performance. The research adopted a descriptive research approach, utilizing both qualitative and quantitative data to provide a comprehensive depiction of the specific details pertaining to the selected organizations. For this research, the entire population of 30 respondents from the organization was sampled using a stratified random sampling technique to ensure that the desired conclusions could be drawn. [3]

(Tianyi Long 2022) The COVID-19 pandemic has accentuated the critical role of organizational support for the workforce. An employee assistance program (EAP) represents an inclusive strategy which organizations adopt to provide supportive and empathic care to help employees overcome undesirable situations. To date, we have limited knowledge of what EAP issues have been researched from the human resource management (HRM) perspective and what theoretical underpinning these studies have used. After summarizing research themes, methods, theories, and approaches to the evaluation of EAPs, we identify pitfalls in the current research and contribute to extending the field by proposing several research agendas for future investigation. [4]

(Emily Obaide Akintoye 2022) The push towards overcoming low productivity and improving on organizational performance has been in the frontline of organizational objectives as managers make great effort to meet the demands of stakeholders. This struggle has led research into the roles of the employees in making productivity what the shareholders and investors desire. Organisations may differ, but one common objective of every organization is growth



and development, which is only possible when the organization is performing well in its environment. This study adopted the equity theory of motivation as framework; this investigation examines the influence of staff welfare package has on organizational performance. The discourse, established from the analysed literatures that staff welfare package increases staff motivation, while staff motivation on the other hand increases and brings about productivity. Also, the paper assumes that there is a sparse volume of literatures on effects of staff welfare package specifically on organizational performance. The study therefore concludes that while more empirical work needs to be done specifically.[5]

(Lakkadasu Sasikala 2023) The research paper is to determine the study of the employee welfare measure. An organization's most precious asset is its workforce. The term "employee welfare" refers to all actions taken by an employer for the benefit or comfort of its employees, including the provision of services, facilities, and perks. It is done in an effort to increase production and inspire workers. The goals of knowing employee welfare are to enhance working-class life, promote the total development of the employee's personality, and other things. Housing options, free medical care, retirement benefits, children's and adults' educational perks, welfare programs for the employee's families, loan options, etc. are just a few of the employee welfare amenities. The type of research methodology used is descriptive. [6]

(Balamurugan P L 2022) 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. [7]

(G. Shanmuga Priya 2020) The purpose of the study is to explore the effectiveness of welfare measure on employee morale, level of satisfaction of employees regarding working condition and general attitude of employee towards the organization. And to investigate the adequacy of government assistance measure on representative assurance, level of fulfilment of representatives with respect to working condition and general disposition of worker towards the association. Welfare Measures motivates employee to an excellent extent which results in organizational growth. Welfare measures is a serious factor which affects the employee morale and it also interrelationships with Job satisfaction. This project aims at studying and analysing the safety and welfare measures of the worker.[8]

**III. TOOLS USED FOR RESEARCH**

**CHI-SQUARE TEST**

Age * Employee safety				
		Employee safety		Total
		Pay them well	Offer flexible hours	
Age	Below 25	26	10	36
	25-35	28	3	31
	35-45	20	11	31
	45-55	25	27	52
	Above 55			
Total		99	51	120

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	56.106 <sup>a</sup>	3	.000
Likelihood Ratio	27.117	3	.000
Linear-by-Linear Association	37.004	1	.000
N of Valid Cases	120		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 2.10.

Source: Primary Data



- **Null Hypothesis  $H_0$ :** There is no significant variance between age and employee safety of the respondents.
- **Alternate Hypothesis  $H_1$ :** There is significant variance between age and employee safety of the respondents.

**Interpretation:**

- The above table shows that the significance value .000 is lesser than 0.05. Hence the alternate hypothesis is accepted. It indicates that there is significant variance between age and employee safety of the respondents.

**Rank Analysis**

**Service Experience**  
(1=Very Bad, 2 –Bad, 3- Neutral, 4- Good 5=Very Good)

Rank	1	2	3	4	5
Safety Measures	35	17	26	32	40
Restroom Facilities	28	32	43	14	33
Overtime allowance	21	37	18	15	29
Canteen service	18	23	30	34	15
Maternity Leave	25	22	26	32	15

Particulars	Rank	Count	Source	Rank
Safety Measures	1	40	33	2
Restroom Facilities	2	43	36	1
Overtime allowance	3	37	31	3
Canteen service	4	34	28	4
Maternity Leave	5	32	26	5

**INTERPRETATION:**

In then above table shows the rank of employee welfare, 40 respondents are said the about the safety measures is very good. 43 respondents are said Restroom facilities is neutral, 37 of the respondents are said overtime allowance are bad, 34 respondents are said about the canteen services, 32% of the respondents are said about the Maternity leave is good. Hence, it concluded that 43 respondents are said Restroom facilities is neutral.

**IV. CONCLUSION**

After analysing the whole data, it can be stated that the overall satisfaction levels of employees about welfare measures in the organization cover under study is satisfactory. However, a few are not satisfied with welfare measures provided by the organization. Therefore, it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employees’ standard of living and their satisfaction levels.

Among all, human being is the finest one, who needs skills, talents, attitudes, motivation, career planning and to deliver goods and services in time with the facilities of Employee Welfare Measures and Social Security. Employees are highly perishable, which need constant welfare measures for their up gradation and performance in this field. In India, service sector is a leading sector, which generates more employment, needs welfare measures for their improvement.

The welfare facilities help to motivate and retain employees. Most of the welfare facilities are methods of hygienic among workers are motivated by providing welfare measures. This ensures employee satisfaction result in increased efficiency The process of availing special welfare facility is very lengthy and hence it can be availed by following simple process.



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