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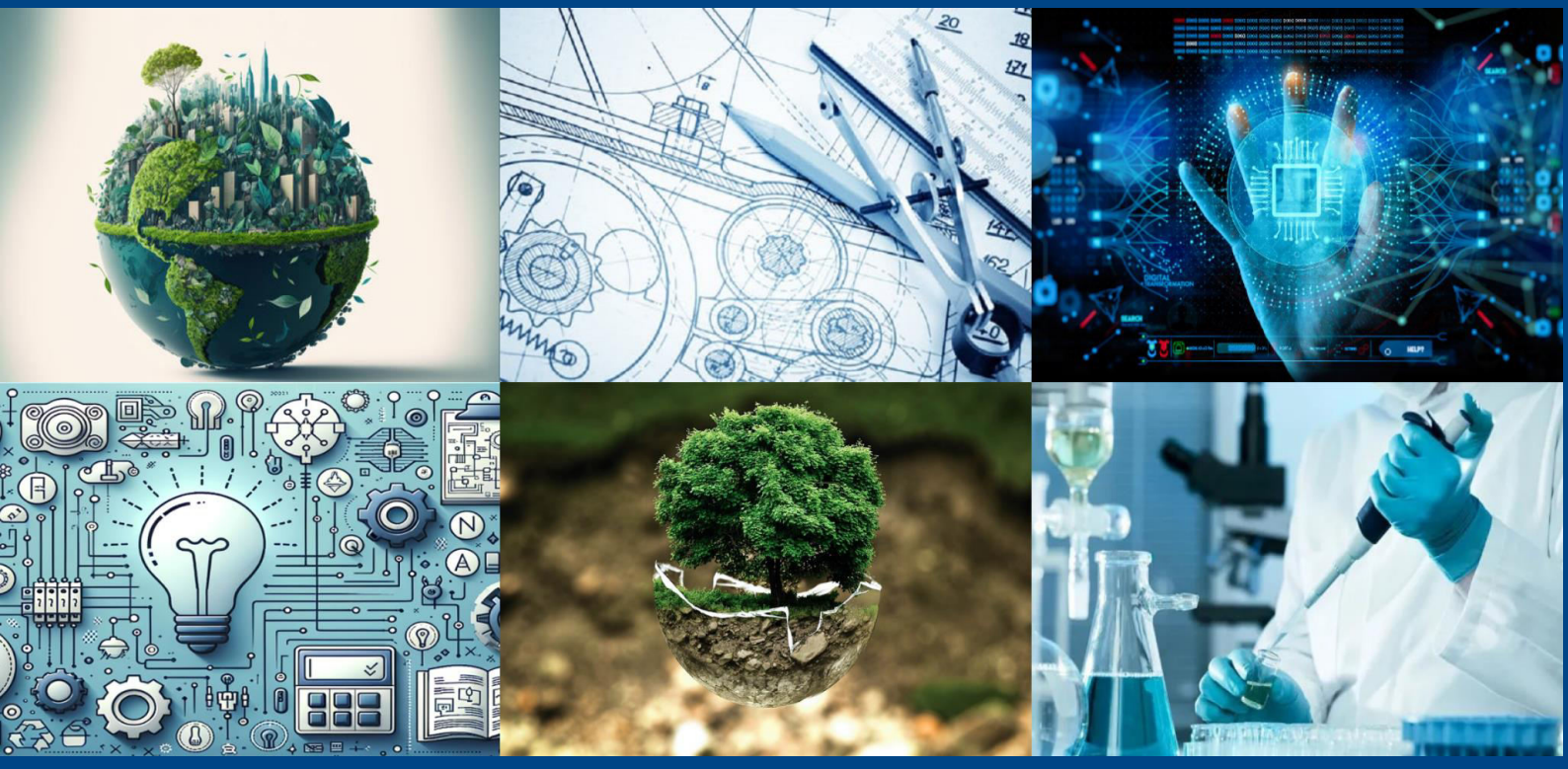

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A Study on Employees Involvement and Welfare Practices Towards Arthanari Loom Centre, Erumapalayam, Salem – 636015

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ABSTRACT: Employee involvement and welfare practices are important factors that influence employee satisfaction, motivation, and organizational performance. In the modern industrial environment, organizations focus on improving employee participation and providing effective welfare facilities to create a positive workplace culture..The present study focuses on analyzing employee involvement and welfare practices at Arthanari Loom Centre, Erumapalayam, Salem – 636015. The main objective of this study is to examine the level of employee participation in organizational activities and evaluate the effectiveness of welfare facilities provided to employees. The study considers various factors such as employee communication, participation in decision-making, training opportunities, job satisfaction, health facilities, workplace amenities, incentives, and other welfare benefits. A descriptive research methodology is adopted for the study. Primary data is collected from employees through a structured questionnaire, while secondary data is obtained from journals, books, and relevant sources. Statistical tools such as percentage analysis, weighted average method, and chi-square test are used to analyze employee responses and identify the relationship between involvement practices and welfare measures.The study results help in understanding employee perceptions regarding existing involvement and welfare practices at Arthanari Loom Centre. The findings provide valuable suggestions for improving employee participation, strengthening welfare facilities, and enhancing overall employee satisfaction. Effective implementation of employee involvement strategies and welfare programs can improve productivity, employee commitment, and long-term organizational growth.

KEYWORDS: Employee Involvement, Welfare Practices, Employee Satisfaction, Textile Industry, Workplace Environment, Organizational Commitment.

I. INTRODUCTION

Employee involvement refers to the degree to which employees participate in decision-making, problem-solving, quality improvement initiatives, and organizational development activities. It encourages employees to contribute their knowledge, skills, and ideas for achieving organizational objectives. Organizations that promote employee involvement create an atmosphere of trust, mutual respect, and open communication between management and employees. Such an environment enables employees to feel valued and appreciated, resulting in increased job satisfaction, reduced employee turnover, and improved organizational commitment.

Employee involvement and welfare practices are closely interconnected. Employees who receive appropriate welfare support are generally more motivated to participate in organizational activities and contribute towards continuous improvement. Similarly, organizations that encourage employee participation are better able to understand employee needs and implement suitable welfare programs. This positive relationship enhances organizational performance by improving productivity, reducing absenteeism, minimizing employee grievances, and strengthening industrial relations.

II. RELATED WORK

Aravinth and Rajkumar (2025) conducted a study titled **"A Study on Employee Engagement Towards Arthanari Loom Centre Textile Pvt. Ltd., Salem."** The study assessed employee engagement levels by evaluating job satisfaction, organizational commitment, communication effectiveness, supervisor support, and recognition practices.

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The findings revealed that teamwork and supervisory support positively influenced employee engagement, while career development opportunities and employee participation in decision-making required improvement. The authors recommended strengthening employee involvement initiatives and communication channels to improve organizational performance.

A recent study on employee welfare facilities in a textile manufacturing company reported that welfare measures such as medical facilities, transportation, drinking water, sanitation, and employee insurance significantly increased employee productivity while reducing absenteeism. The study highlighted that employee welfare is not merely a statutory obligation but also a strategic investment that enhances organizational performance and employee commitment.

Wei and Fu (2026) examined High Involvement Work Systems (HIWS) in the digital era and demonstrated that organizations adopting employee-oriented HR practices create stronger employee participation, better communication, and higher organizational commitment. Their research emphasized that employee involvement should extend beyond routine work and include participation in organizational improvement initiatives, innovation, and problem-solving activities.

Studies on job involvement among power loom workers also indicate that employees who actively participate in organizational activities exhibit better productivity and stronger organizational attachment. Participation in quality improvement programs, teamwork, and skill development contributes to improved work performance and job satisfaction. These studies recommend continuous training, effective leadership, and employee participation as key strategies for improving industrial productivity.

Overall, previous research consistently demonstrates that employee involvement and welfare practices are complementary organizational strategies. Employee involvement enhances commitment, communication, and innovation, while welfare measures improve employee well-being, motivation, and job satisfaction. Although several studies have examined employee engagement and welfare practices in textile industries, limited research specifically focuses on the combined influence of employee involvement and welfare practices at Arthanari Loom Centre, Erumapalayam, Salem. Therefore, the present study aims to bridge this gap by evaluating employees' perceptions regarding organizational involvement and welfare initiatives and by providing practical recommendations to strengthen employee participation, satisfaction, and organizational performance.

III. IMPLEMENTATION OF PROPOSED METHOD

3.1 Proposed Methodology

The proposed method is designed to evaluate the level of employee involvement and the effectiveness of welfare practices at Arthanari Loom Centre, Erumapalayam, Salem – 636015. The methodology integrates employee feedback, statistical analysis, and organizational performance indicators to identify the relationship between employee involvement and welfare practices. The implementation framework consists of six major phases: problem identification, questionnaire design, data collection, data analysis, satisfaction evaluation, and recommendation generation.

The proposed method aims to measure employee perceptions regarding participation in organizational activities and the quality of welfare facilities provided by the organization. Employee responses are collected and analyzed to identify the factors that positively or negatively influence employee involvement and overall job satisfaction.

Identification of Employee Involvement Factors

The first phase of the proposed method identifies the major factors influencing employee involvement within the organization. These factors represent employees' participation in organizational activities and their level of engagement.

The major employee involvement factors considered in this study include:

- Participation in decision-making
- Communication with supervisors

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- Teamwork and collaboration
- Employee suggestion schemes
- Training and development opportunities
- Performance recognition
- Career development opportunities
- Organizational support
- Employee empowerment
- Job responsibility

These variables are used as independent factors for evaluating employee involvement.

Identification of Welfare Practice Factors

The second phase evaluates the welfare facilities provided by the organization. Employee welfare practices significantly influence job satisfaction and organizational commitment.

The welfare parameters considered include:

- Medical facilities
- Canteen services
- Drinking water facilities
- Transportation facilities
- Rest room facilities
- Sanitation and hygiene
- Safety measures
- Insurance benefits
- Leave benefits
- Employee grievance handling

These welfare indicators are used to determine employees' satisfaction with organizational welfare practices.

Data Collection

The study utilizes both primary and secondary sources of data.

Primary Data

Primary data are collected directly from employees through a structured questionnaire. Employees from various departments participate voluntarily in the survey.

Secondary Data

Secondary data are collected from:

- Research journals
- Books
- Company records
- Government reports
- Human Resource Management literature
- Published research articles

IV. RESULT AND DISCUSSION

The collected data are coded and entered into statistical software for analysis.
The following statistical techniques are employed:
Percentage Analysis
Weighted Average Method
Chi-Square Test

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4.1 Expected Outcome

The proposed implementation method enables the organization to evaluate employee involvement and welfare practices in a structured manner. The study helps identify strengths and weaknesses in existing Human Resource Management practices and provides practical recommendations for enhancing employee participation, welfare facilities, and organizational commitment. Improved employee involvement and effective welfare initiatives are expected to increase job satisfaction, reduce employee turnover, enhance productivity, strengthen industrial relations, and support the long-term growth of Arthanari Loom Centre. Employee involvement is considered one of the most important Human Resource Management practices because it encourages employees to actively participate in organizational activities, decision-making, problem-solving, and continuous improvement initiatives. Similarly, employee welfare practices focus on improving employees' physical, financial, and social well-being by providing adequate facilities and benefits. The successful implementation of these practices contributes to higher employee satisfaction, improved productivity, stronger organizational commitment, and better industrial relations.

The implementation process begins with identifying the major factors influencing employee involvement and welfare practices within the organization. Employee involvement is evaluated through variables such as participation in decision-making, communication with supervisors, teamwork, recognition and appreciation, training and development, empowerment, leadership support, and opportunities for career growth. Welfare practices are assessed by considering facilities such as medical services, canteen facilities, transportation, sanitation, drinking water, safety measures, insurance benefits, leave policies, employee grievance handling mechanisms, and recreational facilities. These variables are selected based on previous research studies and organizational requirements to ensure comprehensive evaluation.

A descriptive research methodology is adopted to implement the proposed framework. Primary data are collected directly from employees through a well-structured questionnaire designed using a five-point Likert scale ranging from "Strongly Agree" to "Strongly Disagree." The questionnaire consists of two major sections. The first section collects demographic information such as age, gender, educational qualification, department, and work experience. The second section includes statements related to employee involvement and welfare practices. Employees express their opinions regarding each statement based on their level of satisfaction and experience within the organization.

The questionnaire is distributed among employees working in different departments of Arthanari Loom Centre. The collected responses are carefully verified to ensure completeness and accuracy before analysis. Secondary data are collected from research journals, books, government reports, company documents, and published articles related to employee involvement, welfare practices, and human resource management. These secondary sources provide theoretical support and help compare the study findings with previous research.

After data collection, the responses are coded and entered into statistical software for analysis. Percentage analysis is initially performed to determine the distribution of employee responses for each variable. This analysis helps identify the proportion of employees who are satisfied, neutral, or dissatisfied with existing involvement and welfare practices. The weighted average method is then applied to rank different employee involvement and welfare factors according to their importance and satisfaction level. The weighted mean score provides a clear understanding of which organizational practices receive higher employee appreciation and which areas require improvement.

V. CONCLUSION

Employee involvement and welfare practices are fundamental elements of effective Human Resource Management, contributing significantly to employee satisfaction, organizational commitment, and overall organizational performance. The present study examined the level of employee involvement and the effectiveness of welfare practices at Arthanari Loom Centre, Erumapalayam, Salem – 636015. The study focused on understanding employees' perceptions regarding their participation in organizational activities and their satisfaction with the welfare facilities provided by the organization.The findings indicate that employee involvement has a positive influence on employees' motivation, commitment, and job performance. Employees who are encouraged to participate in decision-making, teamwork, problem-solving, and organizational development activities develop a stronger sense of responsibility and belonging towards the organization. Effective communication between management and employees, recognition of employee contributions, regular training programmes, and opportunities for career development further enhance

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employee engagement and improve workplace relationships.The study also highlights that welfare practices play an equally important role in improving employee well-being and organizational productivity. Welfare facilities such as medical services, transportation, canteen facilities, drinking water, sanitation, safety measures, insurance benefits, leave policies, and grievance redressal mechanisms contribute to a healthy and supportive work environment. Employees who are satisfied with these welfare provisions are more likely to remain committed to the organization, demonstrate higher productivity, and exhibit lower absenteeism and turnover intentions.

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