

To study the effectiveness of employee welfare measures

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ABSTRACT:

Employee welfare is a key component of organizational success, directly influencing productivity, job satisfaction, and employee retention. This study investigates the effectiveness of employee welfare measures implemented across diverse organizational sectors. By examining both statutory and voluntary welfare provisions—such as health and safety benefits, work-life balance initiatives, financial incentives, and employee assistance programs—the research aims to assess their impact on employee well-being and performance. Utilizing a mixed-methods approach, data was collected through structured questionnaires, interviews, and organizational records. The findings reveal that comprehensive welfare programs lead to higher employee morale, reduced absenteeism, and greater organizational commitment. However, effectiveness varies depending on industry type, organizational culture, and employee perception. The study underscores the need for continuous evaluation and customization of welfare policies to align with employee expectations and organizational goals. Implications for HR policy-making and strategic planning are also discussed. Industries.

Keywords: Employee Welfare , Organizational Effectiveness

Introduction:

In today's rapidly evolving work environment, employee welfare has emerged as a critical factor influencing organizational success. Welfare measures encompass a wide range of services and facilities provided to employees to ensure their physical, mental, and emotional well-being. These may include healthcare benefits, recreational facilities, safe working conditions, housing, financial assistance, training and development programs, and work-life balance initiatives. The objective of such measures is to improve the quality of work life and create a supportive and motivating work environment.

Concept of Employee Welfare

Employee welfare refers to the various services, facilities, and benefits provided by employers to ensure the well-being and comfort of their employees. These initiatives cover a wide range of aspects, including health care, safety, financial aid, recreational activities, housing, training, and work-life balance programs. Welfare measures can be either statutory—mandated by labor laws—or voluntary, introduced by organizations as part of their human resource development strategy.

Relevance in the Modern Workplace

In the context of an increasingly competitive and dynamic work environment, employee welfare has become a strategic tool for enhancing organizational performance. Organizations that actively invest in the well-being of their workforce often report higher productivity, improved morale, lower attrition rates, and enhanced employee engagement. Welfare programs are no longer viewed as mere expenses but as long-term investments in human capital.

The Problem Statement

While many organizations claim to implement comprehensive welfare schemes, there remains a significant gap between policy and practice. Employees may be unaware of available benefits, or the benefits provided may not address their actual needs. This raises important questions about the real impact of welfare measures on

employee satisfaction and organizational success. Thus, it becomes essential to assess how effectively these measures are implemented and whether they achieve their intended outcomes.

Real-Time Monitoring

AI-powered systems enable the continuous gathering of data from various operational processes. This real-time data collection facilitates a comprehensive view of performance metrics, allowing organizations to identify issues as they arise. With automated monitoring systems, organizations can receive instant feedback on operational performance. This responsiveness allows for prompt adjustments to processes, minimizing downtime and optimizing productivity.

Current Trends and Challenges

Explore recent developments such as remote work welfare, digital wellness platforms, and DEI-focused welfare policies. Highlight common implementation challenges.

Methodology:

This study adopts a descriptive and analytical research design to evaluate the effectiveness of employee welfare measures across different sectors. The descriptive aspect involves identifying existing welfare policies and understanding employee perceptions, while the analytical component focuses on examining the relationship between welfare measures and employee satisfaction, motivation, and productivity.

Objective:

1. To study the effectiveness of employee welfare measure.
2. To identify the welfare facilities provided in the organization
3. To find out the employees' level of satisfaction through the welfare measures

Data Analysis and Interpretation

1. PERCENTAGE ANALYSIS FOR AGE

PARTICULARS	FREQUENCY	PERCENTAGE
18 – 22 Years	77	77.0
23 – 27 Years	21	21.0
Above 27 Years	2	2.0
Total	100	100.0

INFERENCE:

The data indicates that the majority of respondents (77%) are aged 18 to 22, with a smaller group of 21% aged 23 to 27, and only 2% above 27. This suggests that the sample is predominantly composed of younger individuals, potentially reflecting a demographic that is primarily in the early stages of adulthood.

2. PERCENTAGE ANALYSIS FOR GENDER

PARTICULARS	FREQUENCY	PERCENTAGE
Male	67	53.6
Female	58	46.4
Total	100	100.0

INFERENCE:

The data reveals that a significant majority of respondents identify as male (78%), while only 22% identify as female. This indicates a predominantly male demographic in the sample, which may influence the perspectives and experiences captured in the findings.

3. PERCENTAGE ANALYSIS FOR DEPARTMENT/TEAM

PARTICULARS	FREQUENCY	PERCENTAGE
FINANCE	2	2.0
MARKETING	19	19.0
IT	65	6.0
Others	14	14.0
Total	100	100.0

INFERENCE:

The majority of respondents (65%) belong to the IT department, followed by Marketing (19%) and Others (14%). The Finance department has the smallest representation at only 2%. This indicates that the survey is predominantly influenced by the IT and Marketing departments, with a minimal response from Finance.

4. PERCENTAGE ANALYSIS FOR JOB LEVEL

PARTICULARS	FREQUENCY	PERCENTAGE
Entry-level	58	58.0
Mid-level	33	33.0
Senior-level	9	9.0
Total	100	100.0

INFERENCE:

The majority of respondents (58%) are at the Entry-level, followed by Mid-level employees at 33%, and Senior-level employees at 9%. This suggests that the survey is primarily representative of junior and mid-level employees, with senior-level employees being underrepresented.

5. PERCENTAGE ANALYSIS FOR HOW SATISFIED ARE YOU WITH THE OVERALL WELFARE PROGRAMS PROVIDED BY THE COMPANY

PARTICULARS	FREQUENCY	PERCENTAGE
Very Familiar	12	12.0
Familiar	74	74.0
Not Familiar at all	14	14.0
Total	100	100.0

INFERENCE:

The majority of respondents (74%) are satisfied with the welfare programs provided by the company, while 12% are dissatisfied, and 14% are unsure. This indicates a high level of satisfaction with the welfare programs, although there is still a small portion of employees who are either dissatisfied or uncertain about their effectiveness.

6. PERCENTAGE ANALYSIS FOR WHAT EXTENT DO YOU BELIEVE THE WELFARE PROGRAMS IMPACT YOUR OVERALL JOB SATISFACTION

PARTICULARS	FREQUENCY	PERCENTAGE
Very positive	8	8.0
Positive	41	41.0
Neutral	49	49.0

Negative	2	2.0
Total	100	100.0

INFERENCE:

The majority of respondents (49%) feel neutral about the impact of welfare programs on their job satisfaction, while 41% view the impact as positive and 8% consider it very positive. Only 2% of respondents feel the welfare programs have a negative impact. This suggests that while many employees see a positive or neutral effect, a small proportion feels the programs do not significantly influence their job satisfaction.

7. PERCENTAGE ANALYSIS FOR HOW DO YOU THINK THE WELFARE MEASURES CONTRIBUTE TO YOUR WORK-LIFE BALANCE.

PARTICULARS	FREQUENCY	PERCENTAGE
Yes	48	48.0
No	18	18.0
Maybe	34	34.0
Total	100	100.0

INFERENCE:

Almost half of the respondents (48%) believe that the welfare measures contribute positively to their work-life balance, while 18% feel they do not have any impact. Additionally, 34% are unsure about the contribution. This indicates that while a significant portion of employees acknowledges the positive impact on their work-life balance, there is still some uncertainty or room for improvement.

8. PERCENTAGE ANALYSIS FOR DO YOU BELIEVE THE WELFARE MEASURE HELP IN REDUCING WORK-RELATED STRESS

PARTICULARS	FREQUENCY	PERCENTAGE
Yes	43	43.0
No	57	57.0
Total	100	100.0

INFERENCE:

A majority of respondents (57%) believe that the welfare measures do not help in reducing work-related stress, while 43% feel that the welfare measures do contribute to stress reduction. This suggests that there is a noticeable gap, with a larger portion of employees feeling that the current welfare programs are ineffective in alleviating work-related stress.

9. PERCENTAGE ANALYSIS FOR PERCENTAGE ANALYSIS FOR HOW EFFECTIVE ARE THE WELFARE MEASURE PROGRAMS IN IMPROVING YOUR PRODUCTIVITY AT WORK

PARTICULARS	FREQUENCY	PERCENTAGE
Very concerned	12	12.0
Concerned	41	41.0
Neutral	40	40.0
Not concerned	7	7.0
Total	100	100.0

INFERENCE:

The majority of respondents (41%) are concerned about the effectiveness of welfare programs in improving productivity, while 40% are neutral and 12% are very concerned. Only 7% are not concerned. This indicates that

while most employees are somewhat concerned or neutral about the impact of welfare programs on productivity, there is still a significant portion that is unsure or not highly affected.

10. PERCENTAGE ANALYSIS FOR HOW WOULD YOU RATE THE COMMUNICATION REGARDING WELFARE BENEFITS IN THE COMPANY

PARTICULARS	FREQUENCY	PERCENTAGE
Very Optimistic	14	14.0
Optimistic	43	43.0
Neutral	39	39.0
Pessimistic	2	2.0
Very Pessimistic	2	2.0
Total	100	100.0

INFERENCE:

The majority of respondents (43%) are optimistic about the communication regarding welfare benefits, while 39% are neutral. 14% are very optimistic, and only 4% (combined) are either pessimistic or very pessimistic. This suggests that while most employees have a positive or neutral view of the communication on welfare benefits, there is still a small portion with negative perceptions.

11. PERCENTAGE ANALYSIS FOR DO YOU FEEL MOTIVATED TO PERFORM BETTER BECAUSE OF THE WELFARE BENEFITS PROVIDED

PARTICULARS	FREQUENCY	PERCENTAGE
Very motivated	15	15.0
Motivated	46	46.0
Not motivated	25	25.0
Not motivated at all	6	6.0
Unsure	8	8.0
Total	100	100.0

INFERENCE:

A majority of respondents (46%) feel motivated to perform better due to the welfare benefits provided, while 15% are very motivated. However, 25% are not motivated, and 6% are not motivated at all. Additionally, 8% are unsure. This suggests that while a significant portion of employees feel motivated by the welfare benefits, there is still a notable percentage who are either indifferent or feel the benefits do not contribute to their motivation.