

# A STUDY ON EMPLOYEE WELFARE POLICY SYSTEM IN ORGANIZATIONS

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**ABSTRACT:** This project presents an in-depth examination of the employee welfare policy implemented at attic infomatics, a leading technology firm committed to fostering a positive work environment. In today's competitive landscape, where attracting and retaining top talent is paramount, organizations recognize the significance of comprehensive welfare policies in promoting employee satisfaction, engagement, and productivity.

This study adopts a qualitative approach, combining interviews with hr personnel, employee surveys, and analysis of organizational documents to elucidate the key components and effectiveness of attic infomatics' welfare policy. The research reveals a multi-faceted approach encompassing various dimensions of employee well-being, including healthcare benefits, work-life balance initiatives, professional development opportunities, and supportive workplace culture.

The findings highlight the proactive stance of attic infomatics in addressing the diverse needs of its workforce. The company's welfare policy is characterized by flexibility and adaptability, catering to the evolving expectations and preferences of employees. Moreover, the policy reflects a strong commitment to fostering inclusivity and diversity, with initiatives aimed at promoting a sense of belonging among employees from different backgrounds.

The paper also discusses the impact of the welfare policy on employee morale, job satisfaction, and organizational performance. Through a synthesis of employee feedback and performance metrics, it demonstrates a positive correlation between the implementation of welfare initiatives and various indicators of employee well-being and organizational success.

Furthermore, the study identifies potential areas for enhancement and refinement within attic infomatics' welfare policy, acknowledging the dynamic nature of employee needs and market trends. Recommendations are offered to further strengthen the existing policy framework, including increased communication and transparency, personalized wellness programs, and continuous evaluation and feedback mechanisms.

Overall, this research contributes to the broader discourse on employee welfare policies within the technology sector, shedding light on best practices and strategies for creating a supportive and thriving workplace environment. By prioritizing the holistic well-being of its employees, attic infomatics stands as a exemplar of organizational excellence and employee-centricity in the contemporary business landscape.

## INTRODUCTION

### Meaning of employee welfare

Employee welfare means “the efforts to make life worth living for workers”.

### Definition of employee welfare

According to **todd** “employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.

**Employee welfare** is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. The workers in industry cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfill workers’ demands however reasonable they might be. They are primarily concerned with the viability of the enterprise. Employee welfare, though it has been proved to contribute to efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to employee welfare.

It is because the government is not sure that all employers are progressive minded and will provide basic welfare measures that it introduces statutory legislation from time to time to bring about some measures of uniformity in the basic amenities available to industrial workers.

After employees have been hired, trained and remunerated, they need to be retained and maintained to serve the organization better. Welfare facilities are designed to take care of the wellbeing of the employees, they do not generally result in any monetary benefit to the employees. No rare these facilities provided by employers alone. Governmental and non- governmental agencies and trade unions too, contribute towards employee welfare.

Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employer. Through such generous fringe benefits the employer makes the life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. The basic purpose of employee welfare is to enrich the life of the employees and keep them happy and contented.

Employee welfare today has become a very controversial topic. It covers a very broad field. To begin with, let us briefly discuss the main concepts or, rather, the general, meaning full ideas which have been evolved about it so far.

The term welfare suggest many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is a desirable state of existence involving for certain components of welfare, such a health, food, clothing, and housing, medical assistance, insurance, education, recreation. Job security, and so on.

The word employee means any productivity activity. In a broader sense, therefore, the phrase employee welfare means the adoption of measures to promote the physical, social, psychological and general wellbeing of the working population. Welfare work in any industry aims, or should aim, at improving the working and living conditions of workers and their families.

The concept of employee welfare originates in the desire for a humanitarian approach to the sufferings of the working class. Later, it becomes a utilitarian philosophy which worked as a motivating force for labor and for those who were interested in it.

Employee welfare has been defined in various ways, though unfortunately no single definition has found universal acceptance.

*“efforts to make life worth living for worker”*

*“the oxford dictionary”*

**Importance of employee welfare activities:-**

Employee welfare in india has a special significance as the constitution provides for the promotion of welfare of the employee for human conditions of work and securing to all workers.

The various welfare measures provided by the employee will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the workers and thereby contributing to the highest productivity.

Social security measure provided by employer will act as a protection to the workers. Employee welfare means activities designed for the promotion of the economic, social and cultural wellbeing of the employees. Employee welfare includes both statutory as well as non-statutory activities undertaken by the employers, trade unions and both the central and state governments for the physical and mental development of the workers.

Employee welfare enables workers to have richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Welfare measures improve the physical and physiological health of the employees, which in turn enhance their efficiency and productivity.

Employee welfare promotes a sense of belongings among the workers, preventing them from resorting to unhealthy practices like absenteeism, employee unrest strike, etc. Welfare work improves the relations between employees and employers. It promotes a real change of heart and a change of outlook of the part of both the employers and employees.

**NEED FOR THE STUDY**

The logic behind providing welfare facilities is to create efficient, healthy, loyal and satisfied work force for the organization and also for the nation. Employees are important stakeholders. Employee welfare measures are endeavoring to establish effective systems for performance evaluation. It helps to increase employee's productivity efficiency and protect workers from social evils. It helps to enhance goodwill and public image of the organization. Also it helps to improve industrial relations and peace.

## RESEARCH METHODOLOGY

### Meaning of research

Research is defined as “scientific & systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. Research is a systemized effort to gain new knowledge. It is a careful inquiry especially through search for new facts in any branch of knowledge. The search for knowledge through objectives and systematic method of finding solution to a problem is a research.

### Research design

A research is the arrangement of the condition for the collection and analysis of the data in a manner that aims to combine relevance to the research purpose with economy in procedure. In fact, the research is design in the collection structure within which research is conducted it constitutes the blue print of the collection, measurement and analysis of the data. As search the design includes an outline of the research will do from writing the hypothesis and its operational implication to the final analysis of data.

### Type of data used to study

The study is based on both primary data and secondary data.

### Primary data

The primary data is collected using a printed questionnaire. The opinions of the consumer buying behaviour of cars are collected using the questionnaire.

The questionnaire consists of two parts. The first part was aimed at collecting the social-economic data and the next part is used to collect data regarding the consumer buying behaviour of cars.

### Secondary data

The secondary data are gathered from various online websites and from number of other website which gives information about consumer buying behaviour of cars.

### Sample design

The target population for the study consists of the various people who belong to different age, income, & gender. To collect opinions of the consumer buying behaviour of cars, random sampling technique was adopted.

### Size of the sample

The study was aimed to collect data from various people in general places in a region due to time constraint, 200 samples were chosen.

### Tools used for analysis

The collected data using the printed questionnaires was analysed using simple statistical tool like percentage. The data was also presented in graphical form.

### Duration of the study

Duration of the study was for a period of one month.

### LIMITATIONS OF THE STUDY

- The workers fear to answer certain questions, because they thought that it will affect their job.
- Time constraint is another limiting factor. The respondents could be approached only during break hours and also there was a specified time to complete the project in the organization.
- Inferences were drawn from a sample. Generalization is not free from sampling errors, so the navigator should not go deep into total position.
- Management did not disclose the confidential reports.
- The navigator has to depend mainly on primary data.
- The attitude, views and thinking pattern of each person is different. This is reflected in their answers also.

### REVIEW OF LITERATURE

#### Introduction

Review of literature is a systematic survey on the facts and figures of previous researches on a particular topic. It is a collection of major findings of past researches. It is useful to understand what has happened in the topic during the past period. In every research, there are certain preliminary works and the review of literature is one of them. A detailed literature on employee welfare measures and other related issues are given in this chapter.

#### Empirical studies on impact of employee welfare measures

**Sailesh sindhu (2012)** felt that, employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. Organizations provide welfare facilities to their employees to keep their motivation levels high. Business houses provide many such statutory and non-statutory things and policies to maintain satisfactory level of their employee.

**Mishra & manju bhagat (2010)** in their “principles for successful implementation of employee welfare activities”, stated that employee absenteeism in Indian industries can be reduced to a great extent by providing good housing, health and family care, canteen, educational and training facilities and provision of welfare activities. This principle for successful implementation of employee welfare activities is nothing but an extension of democratic values in an industrialized society.

**P.kpadhi (2007)** stated that, the term welfare suggests the state of wellbeing and implies wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral and emotional factor of a person. Adequate levels of earnings, safe and humane conditions of work and access to some minimum social security benefits are the major qualitative dimensions of employment which enhance quality of life of workers and their productivity.

**Ramesh m. (2012)** pointed out that the main thrust of employee policy and employee law is to change in line with the global changes that is from welfare and regulative orientation to develop role in market oriented economy, from regulatory mechanization to voluntarism, tripartism to bipartism so that the employers and employees are themselves able to mutually decide without government intervention.

**Torjman (2004)** demonstrated that welfare facilities and recreation accounts for healthy individual besides encasing among their happiness and emotional quotient.

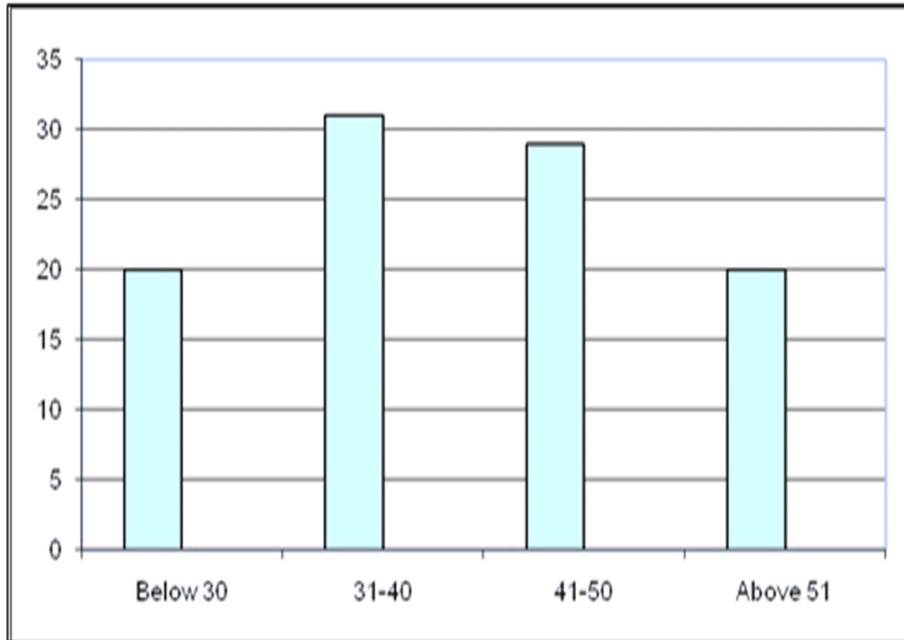
**S. Poongavanam (2011)** felt that the welfare measure will improve the physique, intelligence, morality and standard of living of the workers, which in turn will improve their efficiency and productivity. From the study on employee welfare facilities in aft, the researcher concluded that, the various welfare facilities such as health, safety, canteen, uniform, education and gift facilities in aft, enables workers to live a rich and more satisfactory life. It also contributes to increasing productivity of the enterprise improving efficiency of the worker and raises their standard of living. Thus the employee welfare facilities provided by aft are good.

**DATA ANALYSIS AND INTERPRETATION**

**[Table4.1] AGE WISE CLASSIFICATION OF RESPONDENTS**

<b>Age</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Below 30yr	40	20
31 – 40yr	62	31
41 – 50yr	58	29
51yr & above	40	20
<b>Total</b>	<b>200</b>	<b>100</b>

**[Chart4.1] AGE WISE CLASSIFICATION OF RESPONDENTS**



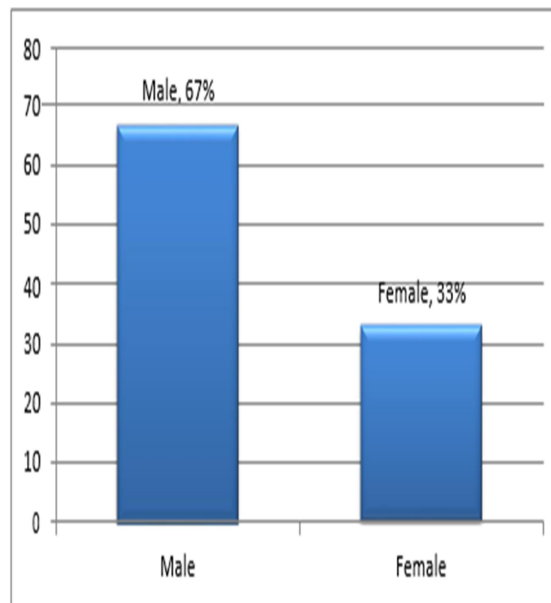
**Interpretation**

From the above table it is interpreted that the majority 31% of the respondents are in the agegroup of 31-40, 29% belongs to the age group 41-50. The percentage of respondents below 30 and above 50 years constitutes 20% only.

**[Table 4.2] GENDER WISE CLASSIFICATION OF THE RESPONDENTS**

Gender	No. Of Respondents	Percentage
Male	134	67
Female	66	33
Total	200	100

[Chart 4.2] GENDER WISE CLASSIFICATION OF THE RESPONDENTS



**Interpretation**

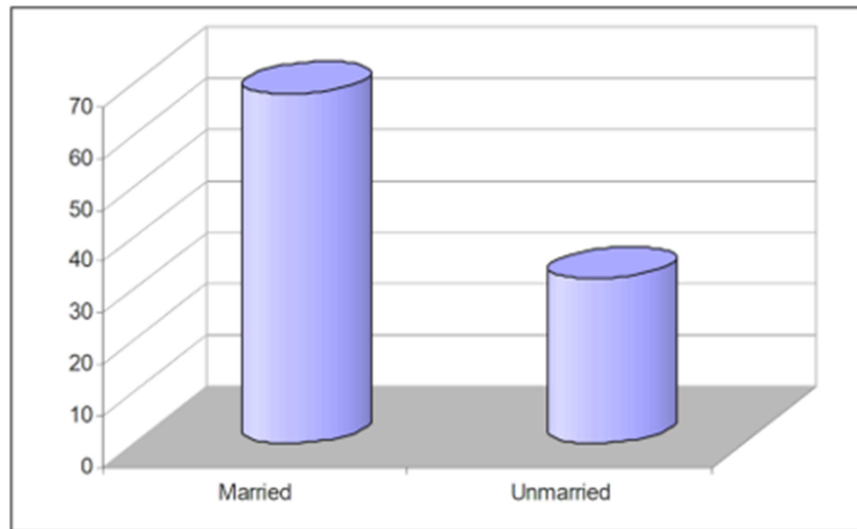
From the above table it is interpreted that 67% of the respondents of attic infomatics is male and 33% of the respondents are female.

[Table 4.3] MARITAL STATUS OF RESPONDENTS

Marital Status	No. Of Respondents	Percentage
Married	136	68
Unmarried	64	32
Total	200	100



**[Chart4.3] MARITAL STATUS OF RESPONDENTS**



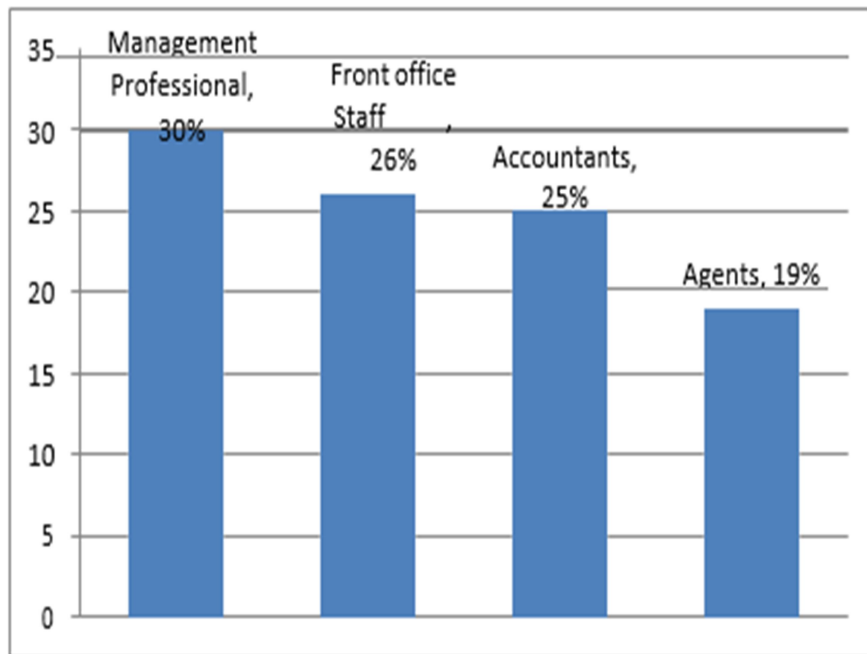
**Interpretation**

From the above table it is interpreted that 68% of the respondents of attic infomatics is married and 32% are unmarried.

**[Table 4.4] DESIGNATION OF THE RESPONDENTS**

<b>Designation</b>	<b>No. Of Respondents</b>	<b>Percentage</b>
Management professional	60	30
Front office staff	52	26
Accountants	50	25
Agents	38	19
<b>Total</b>	<b>200</b>	<b>100</b>

**[Chart.4.4] DESIGNATION OF THE RESPONDENTS**



**Interpretation**

From the above table it is interpreted that 60% of the workers are management professional, 26% are front office staff, 25% are accountants, and 19% are agents.

**FINDINGS, SUGGESTIONS AND CONCLUSION**

**FINDINGS**

- It was found that the majority of the respondents are in the age group of 31-40, some belongs to the age group 41-50. The percentage of respondents below 30 and above 50 years constitutes were few only.
- the majority respondents of attic infomatics is male and minority are female.
- Most of the respondents of attic infomatics is married and some are single.
- It was found that majority of the respondents are having the experience upto 5 years, some of the respondents have the experience of 6-10 years and few of the respondents are having more than 11 and above 15 years of experience.
- It was found that majority of the workers are management professional, some are front office staff, few are accountants, and minority are agents.

**SUGGESTIONS**

From the study we can found that few employees are not fully satisfied with the welfare measures provided by the company. The management should consider this and necessary arrangements should be made to provide adequate facilities to improve the efficiency of the workers.

- We can also understand from the findings that there are few employees not being satisfied with the medical facilities available in the organization. The management should pay kind attention in this regard to improve the medical facilities.
- The management shall adopt appropriate communication system to ensure that all the future plans and company policies being reached to all the employees in the organization.
- The management should take appropriate action to improve the transportation facilities as some of the employees are dissatisfied by the transportation facilities provided by the organization.

### CONCLUSION

The researcher is benefited with the study, because the topic will help the management to get an effective feedback from the employees about the employee welfare measures prevailing in the organization.

It also provides researcher an opportunity to expose with functions of the human resource department and able to well versed with statutory and non-statutory welfare measures adopted in the organization.

The study provides various suggestions to the management including various welfare measures to enhance level of satisfaction of employees in the “**attic infomatics**”.

At the same time employees got opportunity to express their view about various components of the satisfaction level prevailing in “**attic infomatics**”.

It is also expected that improvement will be made and appropriate actions will be taken based on the suggestions and opinions given by the respondents and researcher.

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