

Effectiveness Of Employee Welfare Facilities In Adugodi Based Manufacture Industry

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Abstract: The paper examine the employee welfare facilities in Adugodi based manufacture Industry to know the effectiveness of employee welfare facilities. To achieve the above aim, the study developed objectives and hypothesis to meet the requirements. For the analysis purpose was tested the percentage methods, coefficient correlation and rank correlation to know the effectiveness of the welfare facilities in selected organizations. The study administrated the questionnaire and collected 100 respondent's opinion and analyzed and found that the employees are opined that they are delighted with facilities given by the organizations. The study was conducted in the Adugodi based organizations, and the findings will help manufacturing companies to redesign their welfare schemes.

Keywords: employee welfare facilities, medical & hospitalization, travel allowance, employee commitment, employee satisfaction. **Classification:** Research paper.

1. INTRODUCTION

"Welfare means well-being and satisfaction in living and working conditions" and it aims in making the life worth living for the workers of the organization. The employee welfare facility of an organization has an impact on employee behaviour and the output of the firm. The concern should access the required better welfare facilities to all employees to get work done through employees in such a way that they should be satisfied and work harder, more effectively and efficiently for the organization. [1]. Welfare measures associated with the state of well-being, conservation, contentment, happiness, motivating employees and developments in human resources and with the essential relationship by overall atmosphere economically and socially, it compacts with the broader perception which states the existence of an individual or group. The objectives of economic welfare are to stimulate industrial production and productivity and also improvements in making justified distributions, employee welfare is a zone of social welfare theoretically and functionally [2]. Enhancement towards the life of employees, keeping them happy and sorted and also motivating throughout the work-life is the basic formula of providing employee welfare measures. Employee welfare comprises of numerous facilities, luxuries and services being provided for enlightening the health, effectiveness, economic advancement and social position. The persistence of welfare facilities is to bring improvement in the entire character of workers and make a better staff. Employee welfare measures are accumulated to systematic pays and other cost-effective reimbursements presented to workers and payable to permissible provisions and collective bargaining.[3]. Therefore, goals behind offering welfare facilities are to form efficiency, healthy, trustworthy and gratified staffs for the organization, and also increasing the employees' standard of living.

2. REVIEW OF LITERATURE

To develop the objectives, the literature review was searched to develop constructs for employee welfare facilities, for this purpose the literature has been explored in various databases

such as Web of science, Scopus, Elsevier, Emerald and Science direct to know the relevant studies in this area. Moreover, the information was also gathered an industry reports and various sites, which are related and have relevance to the topic, in the process of searching literature review few steps has been developed to gain pertinent information (i) used keywords and searched in various databases such as ProQuest, EBSCO, Scopus, Emerald, Elsevier, Springer, Taylor and Francis and Wiley Inderscience were given priority and used to get all the information. The keywords used for the purpose of searching include welfare facilities, employee facilities, human resource, manufacturing companies and benefits. On other hand, (ii) used internet to search information through google, google scholar, research gate, academia and (iii) periodic access and review of leading journals, which are frequently published articles in human resource management, industrial relation and personnel management, in addition to that used various sites by having aim not to miss any update related to the area. After all, identified the construct from the literature that is provided in Table 1, the same construct were discussed in the following.

Table 1: Constructs and items identified from the literature.

Constructs	References
Medical & hospitalization, canteen services, transport & parking, amenities, endorsing, motivation & productivity, drinking water, training, working condition, safety facilities and leave & travel allowances	[4], [5],[6]

As per the [7] "Work Welfare in India" focuses over the work welfare measures comprised by choosing open non-public divisions of businesses in India. And initiated the free part organization with is the extreme superiors than their private partners in the arrangements of welfare offices to employees and workers. According to [8], the employee welfare establishment of intramural and extramural welfare amenities assistance in enlightening the first-rate of labour life of the personnel, thereby precise relationship between humans will develop among different employees. The work and human asset association cleared up the unique, extraordinary conditions and attachments given by the relationship to their heads. As accessible by them, the truly essential purpose behind conspiracy and affiliations join government

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dissatisfactions premium, jobless pay, experts pay and state pound packages. And sensed that the cost of the suppose inclines presented conducts an impression of being grown. [9] [10] established the labour welfare measures extended the benefits of affiliation and motivate thorough existing associations there through maintaining up computerized peace and provide welfare working conditions to their negotiators to preserve their motivation degree higher. [11] work wellbeing is exchange unionism and mechanical associations sanctioned, authorized on that work welfare is something restored luxury, change, smart, social-thriving the professionals a ways past the wages paid which is not a need of the enterprise. [7] discussed different wellbeing resources provide to staffs in their aspect and categorized the requirements of welfare amenities in support to specific facilities, clustering amenities helps in improving employees' relations with the companies where they work.[12], it was initiated to be associated through employee commitment and create things to enhanced, accommodating the business circumstantial at the larger picture and be helpful to the employees'. [9] discussed employee welfare states positions on an agreement directed grasp save surface, government affiliations, trade affiliations have finished striking methods to incite the capabilities in pros conditions [2] established reserve funds surface, government, managers and trade associations have completed a tremendous preparation to impel the change of the workers working conditions [13] debated the specific categories of motivations driving interest and affiliations given to masters to the degree distribute time not worked, security benefits, pay benefits, annuity graphs, and so forth. He in like way, examined the ways to deal with direct overseas deal with the inclines and affiliation desperately [14] felt that the welfare lives can improve the physical make-up, knowledge, thoughtful quality and classy living of the workers that gradually can enhance their power and efficiency [15]. To lift prospects for every day eases of the workforce and deliver the merchandise higher profitability, ability to progression through proper instructing is of most extreme significance. Work compels improvement to create sufficient work power of adequate abilities and quality to totally unique areas is vital for fast financial developments. [16]. Imparted that the whole fulfilment tiers of operators about welfare measures in the suggestion shelters are appealing. Such measures compel delegate mode of lifestyles and their stages of fulfilment. [17] shown that welfare offices and alterations represent solid individuals other than enclosing among their pleasure and enthusiastic remainder. [1], welfare working atmospheres and delegates' fulfilment level about welfare working environments got a handle on at constrained. It is discovered that a broad section of work environments like remedial, container, working condition, and prosperous measures, and so on. [18] explained that Factories Act, 1948 sector unit key and may be seen from different emphases like fiscal, social, mental, specialized and body. [19]. In his study thought that the worker welfare measures are not needed best operative be in monetary phrases but in any forms/kinds.[20] estimation of welfare measures in free and isolated sectors positioned that an employees' wellbeing facility is the important thing size to clean organization-workers association and to enrich the employees' dedication, faithfulness in the direction of the management thereby growing the pleasure, fulfilment, and presentation. [21] regulate that voluntary welfare measure should be provided to the employee and to operatives roughly

the numerous welfare facilities. [22] in his study, he stated the idea of the workers' welfare has been utilized by several companies as a technique of refining performance of the staff in particular in primary businesses because associated work troubles can result in the terrible first-rate of existence for workers and weakening in presentations. After careful observation of the previous studies, its seen that there is a very less number of studies conducted in Adugodi Industrial area, this is the reason, the author would like to take study in this direction to reduce the gap between the practical and theory. By keeping the aim, the author developed following objectives to test, the objectives are as follows (i) To know the employee welfare facilities in selected manufacture Industry and (ii) 2 To measure the relationship of employee welfare facilities in selected manufacture Industry.

2.1 Research methods

Hypotheses development

In the previous parts of the papers, the study discussed existing theory and empirical results concerning various industries, therefore the present study concentrating on employee welfare facilities in the manufacturing. Moreover, the author formulated the following hypothesis and tested to meet the designed objectives. The list as follows, (i) H1 There is a relationship between welfare facilities provided by the organization, (ii) H2 There is an employee satisfaction on effectiveness welfare facilities in the organization.

2.1.2 Data collection and sample

The study adopted statistical methods such as percentage, coefficient correlation and rank correlation and purposive sampling developed to collect the data. The researcher's test hypothesis based on a survey-based questionnaire and the items is identified from the literature review shown in Table 1. The questions were asked and developed five-point Likert measurement scale was used ranging from excellent (5) to poor (1), and important constructs were used as closed-ended questions in the study. The items were pre-tested with 5 experts (3 from Industry and two from academic) the pre-test consist with content validity, face validity and linguistic validity to check relevant, readability, word terminology, clarity in grammar and the relevance of the items in the study in a real practical world. In the period of testing suggestions, recommendations, identified issues are addressed, and it is inflected in the final questionnaire. The final questionnaire designed and circulated for the period of 6 months March 2019 to August 2019 across the employees, who are working in the Manufacturing Industry located at Adugodi area. For the purpose of the collecting data questionpro was used and the link of the questionnaire sent via their personal email ids and whatsapp. After circulation of of 180 questionnaire and received 150, in this properly were filled 100, which can be useful for the study and 50 questionnaires are not correctly filled, so these are removed from the survey, correctly filled questionnaires were used for further analysis. Table 02 and Table 03 shows the demographic characteristics of the study.

3. ANALYSIS AND FINDINGS

For the study percentage method was used and correlation and results as follows.

Table 02: Respondents age group distribution

Factors	Respondents	Percentage
Below 25 years	10	10
25-35	50	50
35-45	20	20
45-55	20	20
Total	100	100

Source: Primary data

Table 02 explained about the age group of the respondents. The respondents opined that below 25 years 15 percentage, 25-35 age between 50 percentage, 35-45 age between 20 percentage and 45-55 age between 20 percentage are involved in the present study.

Table 03 Respondents Experience distribution

Experience	Respondents	Percentage
Below 5 years	10	10
5-10	20	20
10-15	10	10
Above 15	60	60
Total	100	100

Source: Primary data

Table 03 exhibited the respondents experience distribution in selected manufacturing organizations in Adugodi. The details of the respondents as follows below 5 years 10 percentage. In between 5 and 10 years 20 percentage, 10 and 15 years, 10 percentage and above 15 years 60 percentage of the respondents are participated in the present study.

Table 04 Respondents opinion on awareness of welfare facilities in selected manufacturing Industry.

Factor	Respondents	Percentage
Aware	90	90
Unaware	10	10
Total	100	100

Source: Primary data

Table 04 shows the respondents opinion on awareness of welfare facilities in selected organizations and most of the respondents are opined that, they know about welfare facilities.

Reliability of construct

The study tested the reliability for constructs, mostly used for the purpose, Cronbach's alpha is used to know the values range, if the values range is between 0 to 1 it indicate higher values reliability according [23] the threshold of acceptance is 0.70. But in the study the values are gained more than 0.70, this indicate there is a strong reliability of the constructs. Moreover, the study actual value is 0.86, the total number of items (11).

Table 05 Respondents on various factors of welfare facilities in the selected Adugodi based manufacture Industry.

SL	Variables	Opinion				
		E	VG	N	S	P
		R				
1	Medical & hospitalization	14	20	50	16	00
2	Canteen services	40	50	06	04	00
3	Transport & parking	70	16	09	04	04
4	Amenities	52	32	08	04	00
5	Endorsing	10	14	30	36	10
6	Motivation & productivity	06	20	60	10	04
7	Drinking water	80	15	05	00	00
8	Training	20	50	20	10	00
9	Working condition	60	20	10	10	00
10	Safety facilities	50	30	10	10	00
11	Leave & travel allowances	10	20	20	40	10

Source: Primary data

Note: SL: Serial Number, V: Variables, R: Respondents, E: Excellent, VG: Very Good, N: Neutral, S: Satisfactory and P: Poor.

Table 05 demonstrates that the respondents opinion on medical and hospitalization 34 percentage of them agreed, but 50 respondents are in neutral, and the rest of them have selected satisfactory and unsatisfactory. In the matter of canteen services the respondents are completely satisfied with the facilities provided, in another factor transport & parking facilities overall 86 respondents have agreed, the facility is excellent, in amenities such as rest rooms, washing rooms, toilets and other related facilities are facilitating in a better manner. In another factor of endorsement overall most of them are satisfied, but 30 percentage of the respondents fall under neutral, in concern of motivation and productivity 60 percentage of the respondents selected neutral, 20 percentage of them have chosen very good and rest selected remaining scale. Regarding drinking water 80 percentage of the respondents and rest of them selected very good and neutral, in employee training 50 percentage respondents are chosen very good, 20 respondents selected excellent, 20 neutral and 10 satisfactory, in working condition of employees are very excellent (60 percentage), 20 respondents are chosen very good, 10 neutral and rest of them are satisfactory, in another concern of safety facilities 50 percentage of respondents are selected excellent, 30 respondents are preferred very good, 10 neutral and 10 satisfactory are elected. In the last factor leave and travel allowances, 40 respondents are selected satisfactory, 20 neutral, 20 very good and remaining chosen excellent. The researcher preferred to do a relationship between the various variables of the study, the variables as follows (i) age group vs experience, (ii) medical & hospitalization vs leave & travel allowance and (iii) commitment of the organization vs overall employee satisfaction towards welfare facilities. To know the correlation relation, the researcher used the coefficient of correlation and spearman's rank correlation to identify a specific objective of the study.

Table 06 Respondents on age group and experience of the work.

Age group	Experience
$R = 146.96 \times 58.308 / 3500$ $= 8508.9436 / 3500$ $R = 2.448$	$R = 45.82 \times 64.80 / 1350$ $= 2969.136 / 1350$ $R = 2.199$

Source: Primary data

Table 06 express the correlation between the age group and experience of respondents in selected Adu Godi based manufacture Industry values are 2.448 & 2.199 showing positive relation. Moreover, the conclusion of the study is that age group is higher than the experience.

Table 07 Respondents on medical & hospitalization and travel allowance.

Medical & hospitalization	Travel allowance
$R = 1 - 168 / 240$ $= 1 - 0.7$ $R = 0.3$	$R = 1 - 216 / 240$ $= 1 - 0.9$ $R = 0.1$

Source: Primary data

The respondents of the selected Adu Godi based manufacture Industry of employee welfare activities of medical & hospitalization and travel allowance values in between R values 0.3 and 0.01. So, we can conclude that there is significant relation, it is spell out that the respondents are positive in between the medical & hospitalization and travel allowance and the values are represented in the Table 07.

Table 08 Respondents on commitment of the organization vs overall employee satisfaction.

Commitment of the organization	Overall employee satisfaction
$R = 1 - 336 / 240$ $= 1 - 1.4$ $R = -0.4$	$R = 1 - 120 / 240$ $= 1 - 0.5$ $R = 0.5$

Source: Primary data

Table 08 stated that the value of organization commitment -0.4 and overall of employee satisfaction towards the facilities, which are provided the R value is 0.5, so the values indicating that the relation between the variables as average negative degree of association.

4. DISCUSSION AND CONCLUSION

The present study aimed to know the employee welfare facilities, which are located in Adu Godi manufacturing companies, the study was conducted to know the objectives of the study, namely what facilities the employees are getting by the employee in selected organizations and to know the relationship of the variables. For this purpose hypothesis has been developed and tested to know the fact. The study has been taken opinion from the employees, those who are working in manufacturing companies functioning in the area of Adu Godi, here 100 employees were provided their opinion 11 items on employee welfare facilities, which are provided by the employers. The employees are given different opinions on each of the variables all that opinion was recorded, which are not filled properly and given is omitted from the study. To know the above developed objectives results implemented the

statistical tools such as percentage analysis, coefficient correlation and spearman's rank correlations to address second objective. After careful calculations the result was presented and discussed. The study discussed demographic items such age group distribution and experience. Moreover, asked about employee about awareness about the facilities of employees given by management. The respondents are given positive response regards to awareness. In the matter of age classification most of them detected in between age of 25 to 45 and experience above 15 years are most than other classification of experience distribution. The items show good reliability in matter of variables selected for the study. The facilities which are provided by the selected organization concerning of medical and hospitalization, employees are given positive response and they are happy by the facility. In canteen services & transport & parking the employees have showing their opinion as good, when comes to the amenities (rest rooms, washing rooms, recreation facilities, toilets and other basic facilities), endorsing, drinking water, leave & travel allowances are functioning in perfect manner. In Employee motivation, training, working conditions and safety facilities are also the management providing adequately to the employees, in overall the working conditions are working perfectly. In the observation of the correlation, the study found following insights, age group and experience good correction the R values 2.448 and 2.199 found and the values also supporting the same. In other comparison the variables like medical & hospitalization, travel allowance presenting significant correlation among the two variables the values of R also showing the same and other correlation of organization commitment and overall employee satisfaction towards the facilities are showing significant values of R, so that the relationship established in positive. The study concluded that the employees are very happy and satisfied by the facilities provided by the employer. The correlations are presenting very significant values. Therefore, employees are opined as effectiveness in welfare facilities in an overall.

4.1 Limitations and future research directions

The study provided some new insights into the study for the industry, practitioners and researchers. This will be a contribution to the existing literature of employee welfare and researchers. The study has been conducted in the Adu Godi based manufacturing Industry and selected based the purposive sampling. The study can be extended in other parts of the Tamilnadu, Karnataka, Andhra Pradesh, Telangana & other parts of the nation of India. There is a huge possibility that can be extended in other organizations such as the software industry, hardware industry, pharmaceutical industry and hospital industry. Moreover, private and public sector industry. There is another opportunity to conduct the same study by taking more sample, comparative research in different regions of India.

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