

Employee Welfare Measures: Enhancing Well-being and Productivity

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Abstract

Employee welfare measures have a direct impact on workplace harmony, satisfaction among employees and organizational productivity, which are all important aspects of human resource management. The research question of the present paper is whether statutory and voluntary employee welfare programs can improve the social, emotional and physical welfare of workers. The overall objective is to assess the effectiveness of welfare programs such as work life balance plans, recreational, canteen, health and safety, and employee support programs in increasing employee morale and productivity. This research design is of mixed nature and, therefore, the research uses both surveys and interviews to provide an insight on the opinion and experience of the workers, who are employed in different departments. Evidence indicates that those organizations that invest in full welfare plans experience higher employee engagement, decreased absenteeism, and high employee retention. In this paper, it has been concluded that the good thing about the proactive welfare policies is not that it is just a good thing but can be used as a strategic tool in assisting to create a motivated productive work force. Suggestions are made regarding ways to incorporate employee welfare in a more comprehensive approach to organizational culture and long-term planning.

Keywords: morale and productivity, recreation.

1. Introduction

Employee welfare can be defined as the overall endeavors of employers to ensure that their employees have a healthy and safe working environment and a conducive working environment. It includes a wide range of services, benefits and facilities that are provided to employees besides their wages and salaries. These are in place to enhance the quality of work life, employee satisfaction and overall productivity.

The current competitive business world has made organizations open their eyes to realize that the success of the organization is directly related to the well-being of the working people. Not only do effective employee welfare programs increase morale but also minimize absenteeism, enhance retention and produce a loyal and motivated work force.(1)

2. Objectives of the article

Primary objective

- To determine the effectiveness of employee welfare in Agility Logistics.

Secondary objectives

- To have an understanding of the management style and grievance handling procedures at Agility logistics.
- To determine the factors associated with pay and promotion.
- To determine the efficiency of the welfare facility activities.
- To evaluate the nature and the working conditions of the job in Agility Logistics.
- To determine effectiveness of income and experience.

Scope of the article

The wellbeing measures study will help determine how satisfied the employees are with Agility Logistics service.

The objective of the research is to gather the view of the management as to the various welfare schemes being provided to employees.

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It would articulate the various expectations of the welfare measures available and propose the needed modifications.(2)

Limitations of the article

- This study would take less time.
- The paper involves the blue-collar workers alone.
- The respondent may bias the opinion of the respondents in the process of filling the questionnaire.
- There are only 120 participants in the sample and thus the sample might not be a real representation of the overall population.
- The consumers might not be responding to the genuine consumer.

3. Review of literature

Author: -Chandra Sekhar Patro and K. Madhu Kishore Raghunath year:-(2018) A survey on Employee Welfare measures: How it affects the efficacy of the workers and the productivity of the organization. The primary motive of applying the welfare actions is to stabilize the employee force associated with adequate human condition of work and reduction of its risky impact on the life of employees and their relatives. This defines the different welfare practices enacted to its effect on the work efficacy of the employees in the various manufacturing organizations in the public and the private sectors. It also expresses the significance of welfare, signs of frustration, norms predetermined by the employees, consequences of welfare actions and its impact on the productivity of employees and the organization.

Author :-Sahana,L year:-(2017) A study on Employee Welfare Measures In Public Sector Enterprises With Reference To Selected Plus In Karnataka The primary objectives of the study are to examine the welfare activity practices in the public sector organisation welfare facilities that are being provided by the organisation, to test the sufficiency of welfare activities, and satisfaction of employees, to examine the impact of welfare measures on employee morale, and to provide beneficial recommendations on what can be done to improve the current welfare measures of the organisation. The public sector undertakings that were viewed in this study as a feature of employee welfare are Hindustan Machine Tools (HMT), Karnataka Soaps and Detergents Limited (KSSDL), Bharat Heavy Electricals Limited (BHEL) and Karnataka State Road Transport Corporation (KSRTC) Employee welfare is an important aspect of industrial relations and is a crucial new line ingredient in smooth employer employee relations Employers will provide extra incentives new line in form of employee welfare schemes on order to boost employee welfare and new line to enable it to persuade workers to(3)

Author: - Dr.P. C. Sai Babu and Goli Gurunadham year:-(2016) the research on job satisfaction on labour welfare measures in the sample textile units in GUNTUR DISTRICT IN A.P. The above welfare measures and schemes will be part and parcel of Personnel and HR Management within any given organization will go a long way in ensuring the desired goals. This will ultimately increase the productivity of the organization. Job satisfaction centers on the attitudes of the employee towards their jobs and organizational commitment centers on their attitudes towards the entire organization. The present paper discusses the research question, which states that Labour Welfare Measures are strongly correlated with the degree of satisfaction in employees.

4. Research methodology

Data collection

The research utilized the primary as well as secondary data.

Primary Data

The respondents were used as the main source of primary data through questionnaire.

Questionnaire uses the following types of questions.

- Closed ended questions
- Open ended questions
- Rating questions

Secondary Data

The secondary data sources included booklets and records of organization, company web-site.

Statistical tools

Simple Percentage Analysis

This type of analysis examines raw streams of data as a percentage. This is to find out more about the data gathered. percentage analysis is the way to describe raw flows of data, as a percentage (part in 100 - percent) in order to understand the data collected better.(4)

karl pearson's correlation

Correlation analysis is the statistical measure that determines the extent to which two variables are in a straight line relationship with each other. Correlation can be defined as the level of association between two variables.

- The coefficient of correlation is represented by the letter r.
- When ascertaining the relationship between two variables X and Y then the following formula is used:

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

Coefficient of correlation (r) will always be within the range of -1 to +1. Such as:

r=+1, positive correlation of the first order.

r= -1, negative correlation that is perfect.

r=0, no correlation

The coefficient of correlation does not depend on the source and scale.

The percentage of satisfaction level in total respondents and data is calculated using the simple percentage analysis and were represented in table, bar and pie charts.

To check the hypothesis Chi-square test is applied and for all the chi-square test the table value has acquired at the 5% level of significance.

In order to test the hypothesis Regression is applied to all the Regression test the table value has assumed at 1 level of significance.

In order to test the hypothesis karl pearson. Correlation is significant value at the level of 0.01%.

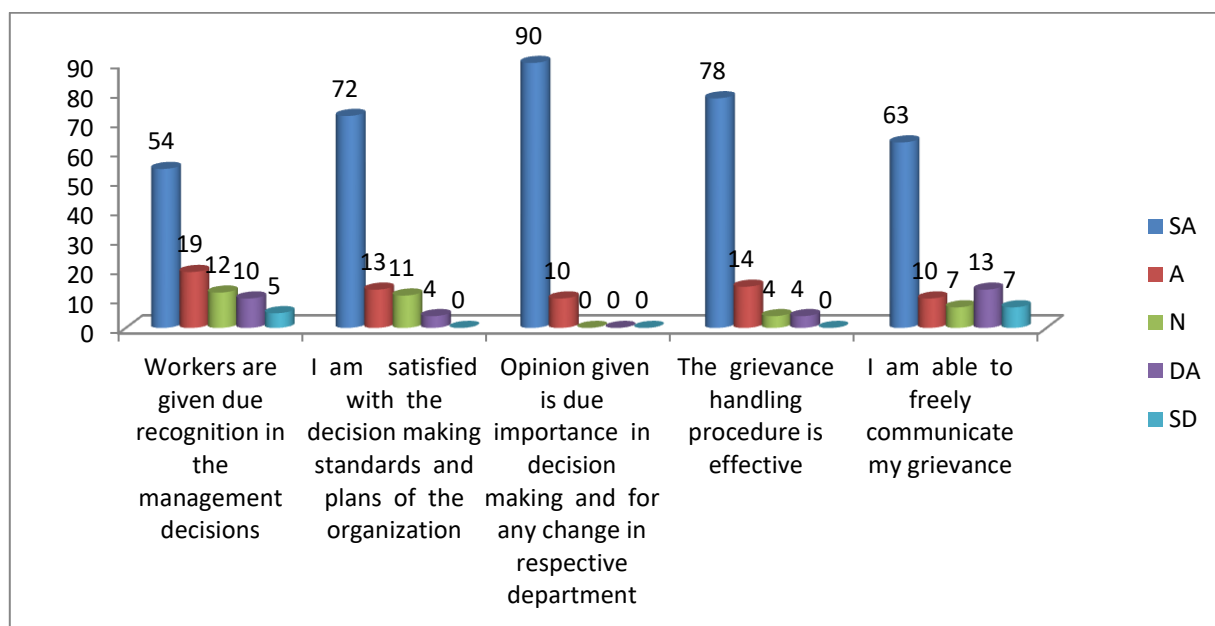
5. Data analysis

Table no: 1. Grievance handling

S. No.	Particulars	SA	%	A	%	N	%	DA	%	SD	%	TOTAL
1.	Workers are given due recognition in the management decisions	65	54	23	19	14	12	12	10	6	5	120
2.	I am satisfied with the decision-making standards and plans of the organization	86	72	16	13	13	11	5	4	0	0	120
3.	Opinion given is due importance in decision making and for any change in respective department	108	90	12	10	0	0	0	0	0	0	120
4.	The grievance handling procedure is effective	93	78	17	14	5	4	5	4	0	0	120
5.	I am able to freely communicate my grievance	76	63	12	10	8	7	16	13	8	7	120

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Chart no: 1. Grievance handling



Inference:

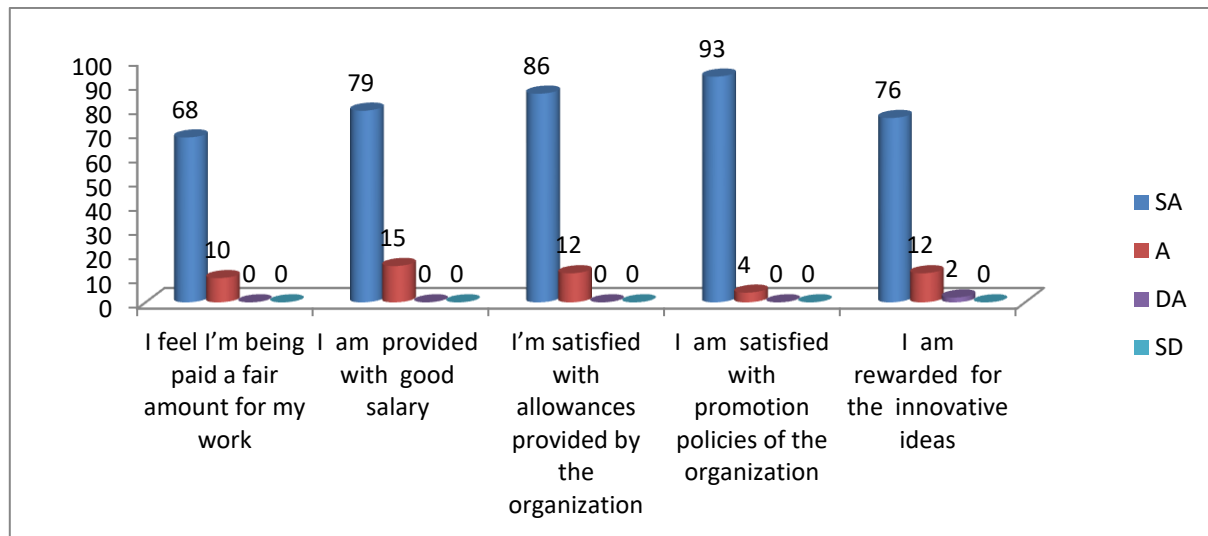
Since there are:

The management decision gives due credit to 54 percent of the respondents.

63 of the participants feel that they are free to share their grievances.

Table no: 2. Pay and promotion

S. No.	Particulars	SA	%	A	%	N	%	D A	%	SD	%	TO TA L
1.	I feel I'm being paid a fair amount for my work	82	68	12	10	26	22	0	0	0	0	120
2.	I am provided with good salary	95	79	18	15	7	6	0	0	0	0	120
3.	I'm satisfied with allowances provided by the organization	103	86	15	12	2	2	0	0	0	0	120
4.	I am satisfied with promotion policies of the organization	112	93	5	4	3	3	0	0	0	0	120
5.	I am rewarded for the innovative ideas	92	76	14	12	12	10	2	2	0	0	120

Chart no: 2 pay and promotion**Major findings:**

- Two-thirds of the participants are pleased with the welfare programs that Agility Logistics offers.
- Three-fourths of the sample reported that the process of grievance handling is effective.
- 79 percent of the respondents are offered good salary.

6. Suggestions:

- The company is able to increase its transportation capacity. The business needs to train its employees to ensure that it makes maximum out of its workforce, reduce its production wastage and increase the productivity of its employees.
- The right safety equipment, including an emergency route, alarm, first aid supplies, and fire extinguishers, should be accessible to all workers in the company.(5)
- As it turned out in the course of the analysis, the situation in the canteen had to be improved.
- The food and the hot drinks are of poor quality according to the staff. Thus, the business will happily inquire and make the necessary choice.
- Almost all respondents affirmed that the organization had first aid facilities and that first aid kits were replenished on a regular basis.
- Most of the respondents think that the corporation is supposed to extend the increment system as it is not enough.

7. Conclusion:

Being part of Agility Logistics Private Limited of about three months and working on a research project were both great experiences to me because according to the Factories act 1948 welfare facilities are mandatory to the organization. The welfare facilities will influence job satisfaction of the employees in the organization. The employees of the company feel better than the personnel. Therefore, the satisfaction level of employees in the level of staff should be paid more attention.

The research on welfare of the employees is conducted Agility Logistics Private Limited in full co-operation of the employees and the management. To the extent that is possible within the restrictions available to them, the study is carried out with the contentment of most peoples. So, employees are the foundation of the organization development and growth. Based on the analysis, the researcher finds out that the majority of workers of the organization "Agility Logistics Private Limited" are pleased with the welfare facilities of the company. The company can retain all the employees in high morale by introducing additional welfare programs that will result in high productivity and profitability to the organization.

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Conflicts of interest

The authors have no conflicts of interest to declare

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