



A study on employee welfare: A review

G Venkata Sriram, A Pavani, A Deepika

M.B.A, Student, Department of management studies, Sri Vasavi Engineering College, Tadepalligudem, Andhra Pradesh, India

Abstract

This literature review examines the concept of employee welfare, focusing on its various dimensions and its importance in organizational contexts. The study explores existing research and theoretical frameworks related to employee welfare, encompassing aspects such as work-life balance, health and safety, compensation and benefits, career development, and overall well-being. Through a comprehensive analysis of the literature, this study aims to identify the key factors that contribute to employee welfare and understand their impact on employee satisfaction, engagement, and organizational outcomes. The findings provide valuable insights for organizations seeking to develop effective strategies and policies that promote employee welfare and create a supportive work environment conducive to employee well-being and overall organizational success.

Keywords: Employee welfare, employee wellbeing, employee satisfaction

Introduction

Definition of employee welfare

The ILO (International Labor Organization) defined, "welfare as a term which is understood to include such services and amenities as may be established in or the vicinity of undertaking to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale".

According to Arthur James Todd, "welfare as anything done for the comfort or improvement and social of the employees over and above the wages paid, which is not a necessity of the industry".

Meaning of employee welfare

Employee welfare means, such services, facilities and amenities such as canteens, rest and recreation facilities, arrangement for travel to and for the accommodation of workers employed at a distance from their home, and such other services, amenities and facilities including social security measures as contribute to improve the condition under which workers are employed.

Concept of employee welfare

Employee welfare may be viewed as a total concept, as a social concept and a relative concept. The total concept is a desirable state of existence involving the physical, mental, moral and emotional well-being. The social concept of welfare implies, of man, his family and his community.

The relative concept of welfare implies that welfare is relative in time and place. Employee welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food, clothing housing, medical allowance, education, insurance, job security, such as to safeguard his health and protect him against occupational hazards. The worker should also be equipped with necessary training and a certain level of general education.

The term 'Employee Welfare' refers to the facilities provided to workers in and outside the factory premises such as canteens, rest and recreation facilities, housing and

all other services that contribute to the well-being of workers.

Welfare measures are concerned with general well-being and efficiency of workers. In the early stages of industrialization, welfare activities for factory workers did not receive adequate attention. Employers

Methodology

The methodology primarily relies on a comprehensive review and analysis of existing literature, as this study is focused on reviewing the literature and synthesizing findings rather than conducting original data collection.

Objectives of the study

1. To review and synthesize existing literature on employee welfare across various dimensions, including work-life balance, health and safety, compensation and benefits, career development, and overall well-being.
2. To identify the key factors that contribute to employee welfare and examine their impact on employee satisfaction, engagement, and organizational outcomes.
3. To provide insights and recommendations for organizations seeking to develop effective strategies and policies that promote employee welfare.

Literature review

Hangarki (2014) revealed the relationship between employee satisfaction level & welfare measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training & development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customer.

Jain (2012) implied by her research work that public sector bank employees are more satisfied with his jobs rather than private bank employees the main cause of dissatisfaction among private bank employees are job in security their jobs

are highly competitive. Also welfare facilities and clearly defined & legally enforced in public sector banks while there is neither well planned nor well executed welfare facilities in private banks. This is other reason of dissatisfaction among private bank employees. Employee's turnover high & job security low in private bank employees. Jayapragash (2013) Studied organizational climate in total 14 banks which are 10 private sectors, new private sector & public sector banks & 280 respondents. From dindigul district, Tamilnadu the result showed that organization climate within public sector bank employees were good compared to the other private banks. They recommended other banks to improve in the level of organizational climate, performance appraisal, and image of your bank, training & development, employee grievance handling procedure etc.

Kumar (2013) described that 100% employees of Tamilnadu state transport corporation, Villupuram division were aware of the welfare measures in Public Sector Transport Corporation. Researcher found that most of the employees were do not satisfied with welfare measures such as canteen, night duty, rest rooms & gratuity 89% employees said work load is very high. Researcher suggested the govt. to take keen interest to fill up the vacancies to share the work among them as employees are burdened with heavy work load.

Logasakthi K (2013) inferred that most of the respondents are satisfied with the facilities provided by the organization. Some of the employees are not satisfied with medical reimbursement facilities. Madhesh (2014) instated that employees having 5-10 years' experience are highly satisfied welfare measures provided by their companies in SIPCOT industrial area in Tamilnadu. He suggested some recommendations regarding welfare inspector, transfer policies & disciplinary rules for betterment of employees.

Okereke (2010) revealed that there complete absence of welfare measures in patani local govt. council, Delta state Nigeria. There is general awareness about staff welfare among employees. Staffs were totally neglected by council. The working environment was poor or path. He informs of office accommodation & furniture working materials, monetary incentives & unreliable health of safety facilities etc. Job satisfaction among employees are very low which leads to poor productivity or performance. Okereke suggested that significant efforts should be made to improve employee job capabilities through training, improve working condition & general welfare, which leads to increase productivity or enhanced moral & performance.

Sabarirajan (2010) concluded that the employees of textile mills in Salem district are satisfied with the welfare facilities provided by the organization. But some modification are required in the field of recreation, safety equipment's, over time payments, grievance handling etc. Betterment is requiring in the work of co-operative societies which runs by the trade union.

Salaria (2013) studied about employee welfare measures in auto sector at NCR Delhi & asserts that employees in auto sector (NCR Delhi) are highly satisfied with internal mural welfare measures & few are dissatisfied with extramural welfare measurer. Perception of the employees on total welfare measures is satisfied.

Satyanarayana M. (2012) Revealed that overall satisfaction level of KCP Ltd. Employees at Macherla, Andhra Pradesh is satisfactory. However researcher suggested some

measures for further improvement that are productivity – linked annual bonus subsidized food in canteen, four pairs of uniforms & increase the quantity of provisions in the co-operative stores. Such measures will enrich the employees standard of living & satisfaction level. Satyanarayana Stated about employees of sugur factories in east Godavari district are satisfied with the welfare measures given by the company. Most of the employees having experience between 5-10 years are highly satisfied with welfare measures. Researcher recommended some measures improvement in safety equipment, over time payments, compensatory arrangements on medical grounds, promotion etc.

Shrinivas K T (2013) conducted research work at BOSCH Ltd. Bangalore division on 100 employees. Researcher concluded that employee welfare facilities are satisfied such as canteen facilities, transport & parking, uniform & safety shoes etc. but employees are dissatisfied with medical & first aid due to improper maintenance of medicine & less no. physicians, rest rooms & recreational facilities are poor due to lack of maintenance. Binoyjoseph, josephinjodey (2009), studies in the article points out that, the structure of welfare states rests on a social security fabric. Government, employers, trade unions have done a lot to promote the betterment of workers conditions.

David, A Decenzo (2001) and Stephen P. Robbins in their book, "Personnel / Human Resource Management explained the various benefits and services provided by the companies to their employees. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.

Michael (2001) in his book, "Human Resource Management and Human Relations" said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employee's thereby good human relations will develop among different cadres of employees. Puneekar, Deodhar and Sankaran (2004) in their book, "Labor Welfare, Trade Unionism and Industrial Relations" stated that labor welfare is anything done for the comfort improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

Aswathappa (2010) in his book, "Human Resource Management" discussed the various types of benefits and services provided to employee's in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

Conclusion

In conclusion, the reviewed literature sheds light on the importance of employee welfare measures and their impact on employee satisfaction in various industries and sectors. The studies reveal that there are discrepancies in the level of satisfaction among employees, with some welfare measures being more effective than others.

The findings suggest that factors such as communication transparency, training and development opportunities, lunch rooms and restrooms, health check-up camps, and clearly defined welfare facilities play significant roles in determining employee satisfaction. The absence or inadequate provision of these measures can lead to

dissatisfaction and negative outcomes such as high turnover, low job security, and reduced productivity.

The literature also emphasizes the need for organizations to focus on improving organizational climate, performance appraisal systems, image building, employee grievance handling procedures, and welfare infrastructure to enhance overall employee satisfaction.

Overall, the reviewed literature emphasizes that effective welfare measures positively influence employee satisfaction, well-being, and productivity. By addressing the identified gaps and implementing appropriate measures, organizations can create a conducive work environment that promotes employee satisfaction and contributes to the overall success of the organization.

References

1. Lalitha K, Priyanka T. A study on employee welfare measures with reference to IT industry. *International Journal of Engineering Technology, Management and Applied Sciences*. Manasa, B. R., & Krishnanaik, C. N. (2015). Employee welfare measures-A study on cement corporation of India units, in Thandur and Adilabad. *International Research Journal of Engineering and Technology*, 2014;2(7):191-195. ISSN, 2395-0056.
2. Venugopal D, Bhaskar T, Principal VICE, Usha P. Employee welfare activities with respective measures in industrial sector-A study on industrial cluster at Chittor district. Chief Patron. Ravi, S. (2016). *Management A Study on Employee Welfare Measures with Reference to Small Scale Industries at Hosur, Tamilnadu*. Management, 2011, 5(1).
3. Patro CS. Employee welfare measures in public and private sectors: A comparative analysis. In *Public health and welfare: Concepts, methodologies, tools, and applications*. IGI Global. Yazhini, T. K., & Keerthi, H. K. (2018). A Study on Effectiveness of Employee Welfare Measures at Pfizer, Chennai, 2017, 1026-1042.
4. Durairaj YA, Kareem SA. Employee welfare measures. *ZENITH International Journal of Business Economics & Management Research*, 2013;3(5):52-57.
5. Pawar IA. Effectiveness of Employee Welfare Measures in Steel Industry-A Case Study of VSP. *Management Prudence*, 2013;4(1):13.