

# **A STUDY ON EMPLOYEES WELFARE OF INFOPLUS TECHNOLOGIES PRIVATE LIMITED**

Submitted in partial fulfillment of the requirements for the award of

**MASTER OF BUSINESS ADMINISTRATION**

by

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**SCHOOL OF MANAGEMENT STUDIES**

**SATHYABAMA**

**INSTITUTE OF SCIENCE AND TECHNOLOGY  
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE  
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

**MAY 2023**



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## SCHOOL OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **KARTHIK.R 41410163** who carried out the project entitled "A STUDY ON EMPLOYEES WELFARE ACTIVITIES OF INFO PLUS TECHNOLOGIES" under my supervision from January 2023 to April 2023.

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## DECLARATION

I **KARTHIK.R (41410163)** hereby declare that the Project Report entitled “**A Study on employees welfare activities of info plus technologies**” done by me under the guidance of **DR.K. SANTHANALAXMI MBA., PH. D** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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**PLACE:** Chennai



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## ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, M.B.A., Ph.D., Dean - School of Management Studies** and **Dr. A. Palani, M.COM., M.Phil., M.B.A., Ph.D., Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr.K. Santhanalaxmi, M.B.A., Ph.D.,** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

**KARTHIK.R**

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## **ABSTRACT**

The purpose of the research paper is to decide how to investigate employee welfare measures. An organization's most precious asset is its workforce. The term "employee welfare" refers to all actions taken by an employer for the benefit or comfort of its employees, including the provision of services, facilities, and perks. It is carried out to increase productivity and motivate workers. The goals of knowing employee welfare are to enhance working-class life, promote the total development of the employee's personality, and other things. Housing options, free medical care, retirement benefits, children's and adults' educational perks, welfare programmes for the employee's families, loan options, etc. are just a few of the employee welfare amenities. The type of research methodology used is descriptive. Primary data is gathered using questionnaires as the data collection tool. 110 participants in the study were gathered. In any kind of organization, the welfare of the employees is crucial. The majority of employees are motivated by feedback, which helps them work more productively. The study sheds information on how welfare policies affect workers' productivity

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# **CHAPTER-1**

## **INTRODUCTION**

### **1.1 INTRODUCTION:**

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind forms.

Programmes and efforts that businesses implement to improve their employees' well-being are referred to as employee welfare activities. The goals of these initiatives are to promote the physical, emotional, and social wellbeing of employees while also ensuring a safe and healthy work environment. The organization's varied initiatives to make sure that its employees are happy and motivated to work in a favorable work environment are collectively known as the employee welfare activities. The goal of these welfare programmes is to foster goodwill among the organization's management and its workforce. Employee welfare initiatives, their significance, and how they affect both employee happiness and organizational performance will all be covered in this article. Activities promoting employee welfare are important. On the other side, voluntary welfare programmes are those that businesses offer to improve employee wellbeing but which are not required by law. staff wellness programmes, staff development programmes, employee engagement programmes, and employee recognition programmes are just a few examples of the efforts that can be included in these welfare activities. These welfare initiatives aim to improve workers' social, emotional, and physical wellbeing while also fostering a

supportive work environment. Any organization must prioritise employee wellbeing initiatives, and this is no different in the world of information technology. Given the demanding work environment and lengthy hours, it is critical to guarantee that employees have the assistance and advantages they require to preserve their bodily and emotional wellbeing. Health insurance, paid time off, flexible work schedules, wellness programmes, and employee support programmes are some examples of frequent welfare services offered by IT firms. In order to aid staff in reducing stress and preserving a healthy work-life balance, many organisations also provide on-site gyms, cafeterias, and leisure rooms. IT businesses also make significant investments in employee training and development programmes, giving their staff members chances to advance their abilities. To aid employees in advancing their careers, they may also provide mentorship programmes, leadership development initiatives, and career development resources. The overall objective of employee welfare initiatives in the IT sector is to foster a healthy work environment that supports employees' health, happiness, and professional development. Companies can recruit and keep top talent by making investments in their employees' well-being, which will enhance productivity, innovation, and success.

## **1.2. INDUSTRY PROFILE**

The creation, installation, and maintenance of computer software, hardware, and networks are the focus of the IT industry, commonly referred to as the information technology industry. Due to its ability to give corporations, governments, and individuals the tools and technology they need to communicate, process data, and make educated decisions, the IT sector is vital in determining how modern civilization will develop. Hardware, software, services, and telecommunications are the four core divisions of the IT industry. The creation and manufacturing of computer hardware, such as servers, desktops, laptops, and mobile devices, falls under this category. The creation and distribution of operating systems, software programmes, and other digital goods fall under the software category. The category of services covers outsourcing, support, and consulting services for IT. The creation and upkeep of communication networks, including the internet and mobile networks, falls under the telecommunications category. The ongoing innovation and technology developments that drive the IT business make it one of the most dynamic and quickly changing industries in the entire globe. As a result, the market is extremely competitive and evolving, with new goods and services being released

each. The widespread use of cloud computing, which enables businesses to store and process data on remote servers rather than on local hardware, is one of the key factors driving growth in the IT sector. New business models and services like Software-as-a-Service (SaaS), Platform-as-a-Service (PaaS), and Infrastructure-as-a-Service (IaaS) have been made possible thanks to this technology. These cloud-based services, which offer greater flexibility, scalability, and cost-effectiveness, have completely changed the way businesses operate. The importance of cybersecurity is another significant trend in the IT sector. The risk of cyberattacks has increased tremendously as more organisations and people rely on digital technologies to store and process sensitive information. As a result, new cybersecurity goods and services, like firewalls and antivirus software. The generation of jobs and economic growth are both crucial components of the IT sector. By 2029, the US Bureau of Labour Statistics predicts that the IT sector would add more than 500,000 new positions, with a median annual income of more than \$90,000. Additionally, the industry generates a large number of indirect jobs in allied industries like customer service, sales, and marketing. In conclusion, the IT sector is a dynamic, quickly expanding sector that has a significant influence on the development of contemporary society. The industry offers several potential for startups, business owners, and existing players to develop new goods and services that enhance how we live and work because of ongoing innovation and technology improvements. The IT sector will continue to be a key driver of economic growth and job creation as the globe gets more and more digitised, with new technologies and business models emerging every year.

### **1.3. COMPANY PROFILE**

Info Plus is an international IT Company based in India, that offers web design, software development, mobile apps and SEO services. Infoplus Technologies UK Limited is a global IT services company focusing on Enterprise solutions and integration services consulting (SAP/Oracle), MRO Master Data Management, software development, product solutions for education segment, and IT consulting services offering outsourcing solutions to enterprises worldwide. Since inception in 2000, Infoplus has focused on a principle to maximize output for its clients and partners through cost-savings, enhanced productivity and quality

As an end-to-end IT Service provider, we have the privilege of growing with our clients, partners, and employees. It is really a source of utmost pleasure to see

that our company has grown organically over the last two decades by religiously practicing our core values. Some of the interesting facts include.

### **Mission**

Provide visible positive contribution to the client's IT growth strategy.

### **Vision**

Build the best IT product and service, use innovation in engineering and development, implement the highest standards of quality and ethical practices

## **1.4. STATEMENT OF THE PROBLEM**

Employee welfare programmes boost the physical and mental health of employees and provide a secure work environment. In addition, housing, health care, educational opportunities, and recreational amenities for employees' families contribute to improve living conditions. Staff may focus more intently on their work, which boosts productivity. Healthcare services enable employees to maintain a steady workforce. Employees are engaged in their work and have a strong sense of commitment to it. Employee wellness programmes boost organizational efficiency and foster positive working relationships, helping to keep the workplace peaceful

## **1.5. OBJECTIVES OF THE STUDY**

This project is designed mainly to identify and evaluate the employee's satisfaction level towards Info plus technologies

### **1.5.1 Primary objective:**

1. To study the existing welfare facilities provided to the employees.
2. To know the employee's opinion about the present welfare facilities.
3. To study the satisfaction of workers towards the present welfare facilities.

## **1.6. NEED FOR STUDY**

To know that whether welfare facilities play an important role on the working of employees, and to know the employees are dissatisfied welfare facilities will help them to get motivated. Employees play an important role in the industrial production of the country. Hence, organizations have to secure the cooperation of employees in order to increase the production and to earn higher profits. The cooperation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed

that their only duty towards their employees was to pay them satisfactory wages and salaries.

### **1.7. SCOPE & SIGNIFICANCE OF THE STUDY**

This study aims to find out the satisfaction of the employees, whether the company is providing necessary health, safety and welfare measures in IT industry. The scope of the current study named "Employee welfare measures" is limited only to IT Industries. This study helps to improve the performance of the Human resource management department

### **1.8. Limitations of study**

- The study is confined to the Infoplus Technologies
- The study is based on the employee's welfare activities
- The data collected for the research is fully on primary data given by the respondents. There is chance for personal bias. So, the accuracy is not true

## CHAPTER 2

### REVIEW OF LITERATURE

- **Abayomi, O. J., Aluko, A. O., & Adeyemi, S. L. (2022).** Employee welfare and organizational performance: Empirical evidence from selected manufacturing firms in Nigeria. *Journal of Management and Strategy*, 13(2), 34-44
- **Asamoah, E., & Boateng, R. (2021).** The impact of employee welfare on job satisfaction and organizational commitment: A case of selected SMEs in Ghana. *Journal of Business and Entrepreneurship Development*, 5(1), 1-10.
- **Oduro, A., Boateng, P., & Agyei, S. K. (2020).** The effect of employee welfare on employee retention: A case study of selected hotels in Ghana. *Journal of Human Resource Management*, 8(1), 11-21.
- **Obiegbu, J. O., & Nwachukwu, S. C. (2019).** Employee welfare and organizational performance: Evidence from selected manufacturing firms in Nigeria. *Journal of Business and Management*, 21(1), 51-61.
- **Abugre, J. B., Kordzadeh, N., & Kamal, A. (2019).** Employee welfare and organizational performance: A case study of selected manufacturing firms in Ghana. *International Journal of Business and Economic Affairs*, 4(2), 23-32.
- **(Meng & Berger, 2019)** Consistent with the previous opinion, Gage and Berliner (1992) consider motivation as the engine and the steering wheel of a car, as they believe that motivation generates the energy and controls the behavior of any person. Because, if we discover and understand what motivates an employee, we will then be able to know the correct button to press to make him work harder, the correct levers to drag to make him change his behavior, and the correct rewards that can be used to direct his attitudes
- **Khan, A. B., & Kamal, A. (2018).** Impact of employee welfare programs on employee satisfaction: A study of selected public sector organizations in Pakistan. *Journal of Business and Management Sciences*, 6(4), 104-112.
- **Idris, A., & Yusoff, R. M. (2018).** The impact of employee welfare programs on employee job satisfaction: A study of selected hotels in Kuala Lumpur, Malaysia. *Journal of Tourism, Hospitality and Environment Management*, 3(9), 48-57.

- **Kibicho, W., & Waweru, N. M. (2018).** Effect of employee welfare programs on employee job satisfaction: A case of selected tea processing firms in Kericho County, Kenya. *International Journal of Human Resource Studies*, 8(3), 120-132
- **Adebayo, A. O., Abiola, J. O., & Adebayo, G. M. (2017).** Impact of employee welfare on organizational performance: Evidence from Nigerian Banking sector. *European Journal of Business and Management*, 9(23), 32-40
- **S. Ram and S. Yadav (2017)** Employee welfare and organizational culture: a review of literature" investigates the relationship between employee welfare and organizational culture.
- **R. K. Vohra et al. (2016)** Employee welfare practices and organizational performance: a review of literature" explores the impact of employee welfare practices on organizational performance
- **S.R. Singh and S. Yadav (2016)** The impact of employee welfare programs on employee engagement: a review of literature" explores the impact of employee welfare programs on employee engagement.
- **R. V. Narasimha et al. (2016)** Employee welfare: a review of literature" explores the various dimensions of employee welfare and its impact on job satisfaction and productivity.
- **A. Zaman and S. Rahman (2016)** Employee welfare and organizational performance: a literature review" by provides a comprehensive analysis of the relationship between employee welfare and organizational performance
- **Ravi & Raja (2016)** Labor Welfare Measures prove to be an important factor when compared to the other factors in the organization. When these measures are not provided to the fullest extent the workers self-interest and motivation decreases and their dedication to the work may declines. So, the task of the personnel manager becomes challenging, and it imposes him to introduce the various employee welfare measures in the organization. These measures operate to neutralize the harmful effects to large scale industrialization and urbanization. Thus, these measures an organization are one of the factors for the workers to stay within the organization and to work

towards success of the organization and this has been evident in this organization.

- **S. Singh and S. Singh (2015)** The impact of employee welfare on employee motivation: a review of literature" examines the impact of employee welfare on employee motivation.
- **B. K. Ravi et al. (2015)** Employee welfare and job satisfaction: a review of literature" byexamines the impact of employee welfare on job satisfaction.  
**Dinoka Perera (2015)** conference paper made the title of "The impact of welfare on job satisfaction among non-managerial employees", study says that in today"s competitive world every company facing the challenge like, how to reach peak level, if employees do not give full commitment to achieve organizational objectives. Satisfaction is the main concept in human Resource Management. Employees and employers are the assets of the company. So, companies have to adopt, update and provide welfare facilities to its employees and finally take responsibilities of its employees. That helps to attract new employees and retain existing employees.
- **K. V. Muthukumar and V. P. Prabhu (2014)** Employee welfare practices and employee retention: a review of literature by evaluates the relationship between employee welfare practices and employee retention
- **Dr.Usha Tiwari Vol.3(11) (2014):** Made the title of "A Study on employee welfare facilities and its impact on employee efficiency". If company providing facilities by state government rules and regulations, they have to continue that, may result in increase in the productivity of the organization and satisfaction level of the employees
- **(Ernst & Young, 2014).** Lack of such welfare benefits not only de-motivate employees, but also results in a high rate of employee turnover, and overall efficiency and performance of the non-academic staff in private universities
- **K Lalitha, T Priyanka ,2014** The present study is made an attempt to identify the employee welfare measures adopted in IT industry. Employee welfare means anything done for the comfort and improvement of the employees over and above the wages paid which is not a necessity of the industry The basic purpose of employee welfare is to enrich the life of employees and keep them happy Employees spend at least half their time at work or getting to it,or leaving it.

- **Rajkur(2014)** among all, human being is the finest one, who needs skills, talents, attitudes, motivation, career planning and to deliver goods and services in time with the facilities of Labor Welfare Measures and Social Security. Employees are highly perishable, which need constant welfare measures for their up gradation and performance in this field. In India, service sector is a leading sector, which generates more employment, needs welfare measures for their improvement. The welfare facilities help to motivate and retain employees. Most of the welfare facilities are methods of hygienic among workers are motivated by providing welfare measures. This ensures employee satisfaction result in increased efficiency
- **Lalitha (2014)** Human resource plays an important role in any organization. employee welfare facilities are concern to this department, if the employee happy with welfare facilities, then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry the companies are very keen in the promoting all the welfare facilities provided by IT industries
- **B. Goyal and S. Bagga (2013)** Employee welfare and organizational commitment: a review of literature" investigates the effect of employee welfare programs on organizational commitment
- **KT Srinivas: (2013)** made the title of "A study on employee welfare facilities and its impact on job satisfaction". The study says that how the company providing facilities and how it improves the satisfaction level of the employees and understands that what are facilities are company adopted to improve the welfare of the employees
- **Kuria (2012)** examined the effects of employee welfare programmes on job satisfaction of employees within the flower industry in Kenya. The study revealed that the effects of employee welfare programmes on job satisfaction of employees in organizations within the flower industry in Kenya, a case of Sueka Firm. In addition, the study established how equitable rewards, involving employees in decision making, career development opportunities, health and safety and good HR policies and practices contributed to job satisfaction.
- **(Harika, 2012).** The success of the employees' welfare programmes depends on the approach which the organization has considered. An

organization should have a policy that guides provision of such welfare programmes to employees which include medical facilities, sanitary, accommodation of workers, amenities and industrial social security measures, training and education facilities, HIV and AIDS risk reduction and counselling

- **Business & market (2009)** analyzed that the “welfare” is a broad concept referring to a state of living of an individual or group, in a desirable relationship with the total environment - ecological, economic and social.
- **(Mishra & Bhagat, 2007)** Employee welfare programmes in both developed and developing society have an impact not only on the workforce but also on the facets of human resources. Welfare schemes should be implemented by all the organisations, whether public sector or private sector and industrial or service sector, as it raises the morale of employees, reduce the risk and insecurity, eliminates absenteeism, and improves the quality of living, which would go a long way in achieving the goals of an organization.
- **Analoui (2007), Moreover,** motivation can influence managers’ effectiveness as, according to motivation is one of the parameters of managerial effectiveness.
- **Maruthamuthu k, (2003),** has observed that the overall impression is that an atmosphere of satisfaction prevails on campus, but there is scope for improvements in certain area like recreation facilities, and bonus. With implementation of innovative schemes and improvements, better labour-management relationship may be established and maintained in future.
- **P.R. China in 2003,** Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They argue that social welfare activities are strategic investments for firm. They can create intangible assets that help companies overcome entry barriers, facilitate globalization, and outcompete local rivals. They are simple contribution, topic contribution, collaboration with non-profit organizations or government organizations, and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

- **P.L. Rao, (2002)** in his “Labour Legislation in the Making”, opines that professional bodies like National Institute of Personnel Management should constitute a standing committee to monitor the proceedings in the Parliament regarding the labour welfare measures. A Study was Conducted that, For the quick transmission of messages relating to factory accidents, gas leaks, fires and disasters in the area a broad network of office/ residential telephones is an essential requisite for the Factory Inspector, the concerned Dy. Chief Inspector of Factories, the Chief Inspector and from C.I.F. to higher authorities
- **Thompson and McHugh (2002)** Motivation is one of the most important factors for any organization it is one of the five factors that determine the existence of any organization, as they put motivation on an equal footing with men, money, machines, and morale.
- **V. V. Giri National Labour Institute (2000)**, a fully funded autonomous body of the Ministry of Labour, it was conducted action-oriented research and provides training to grass root level workers in the trade union movement, both in the urban and rural areas, and to officers dealing with industrial relations, personal management, labour welfare, etc.

## **CHAPTER 3**

### **RESEARCH METHODOLOGY**

#### **3.1. METHODOLOGY:**

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the inventory management in pharmacy. This research methodology is framed for the purpose of finding the **A Study on employee's welfare activities of info plus technologies**

#### **3.2. RESEARCH DESIGN:**

##### **Descriptive Research Design**

Descriptive research design is a type of research design that is used to describe and observe a particular phenomenon or behavior. This type of research design is primarily concerned with answering questions such as "what," "when," "where," and "how" rather than "why." Descriptive research aims to provide a comprehensive understanding of the subject being studied by collecting and analyzing data through various methods such as surveys, observations, and case studies.

#### **3.3. SAMPLING TECHNIQUE:**

##### **Probability Sampling Method**

Probability sampling is a sampling method where every member of the population has an equal and known chance of being selected for the sample. This means that each individual in the population has the same probability or chance of being chosen for the sample as any other individual in the population. In probability sampling, the selection of the sample is based on random selection methods such as simple random sampling, stratified random sampling, cluster sampling, or systematic sampling.

#### **3.4. SOURCES OF DATA:**

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – Questionnaire given to employees of Infoplus technologies

### **3.5. STRUCTURE OF QUESTIONNAIRE:**

Questionnaire was divided into two sections. First part was designed to know the general information about employees and the second part contained the respondent's satisfaction about welfare activities

### **3.6. SAMPLE SIZE:**

Number of sampling size selected from employee is called the size of the sample. Sample of 109 respondents were obtained from the company

### **3.7. PERIOD OF STUDY:**

January 2023 - May 2023

### **3.8. LOCATION & TARGETED PEOPLE OF STUDY:**

Perungudi Chennai & employees of the Info plus Technologies

### **3.9. HYPOTHESIS:**

#### **Null Hypothesis**

A null hypothesis, denoted by  $H_0$ , posits a negative statement to support the researcher's findings that there is no relationship between two variables or that any findings are the result of mere chance.

#### **Alternative Hypothesis**

An alternative hypothesis, denoted by  $H_1$  or  $H_a$ , challenges the null hypothesis and states that there is a relationship between the two variables of the study and that the results are significant to the research topic.

### **3.10. TOOLS FOR ANALYSIS:**

#### **3.10.1. PERCENTAGE ANALYSIS**

Research questions are always answered with a descriptive statistic: generally, either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

Percentage of Respondents =  $(\text{No of Respondents} / \text{Total no of respondents}) \times 100$



### **3.10.2. REGRESSION ANALYSIS**

Regression analysis is the mathematically measured correlation of a link between two variables: the independent variable X and the dependent variable Y. Regression analysis evaluates how strongly related the two elements are to help you make stronger business plans, decisions and forecasts.

### **3.10.3 ANALYSIS USING KARL PEARSON'S CORRELATION**

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

### **3.10.4 CHI-SQUARE ANALYSIS**

The Chi-Square test is a statistical procedure for determining the difference between observed and expected data. This test can also be used to determine whether it correlates to the categorical variables in our data. It helps to find out if the difference between two categorical variables is due to chance or a relationship between them.

## CHAPTER 4

### DATA ANALYSIS AND INTERPRETATION

#### 4.1. PERCENTAGE ANALYSIS

##### 4.1.1. Marital status of Respondents

Table indicating marital status

| S.NO | MARITAL STATUS | NO. OF RESPONDENTS | PERCENTAGE |
|------|----------------|--------------------|------------|
| 1.   | Married        | 44                 | 40.4       |
| 2.   | Unmarried      | 65                 | 59.6       |
|      | TOTAL          | 109                | 100.00     |

Source: Primary data.

Marital status  
109 responses

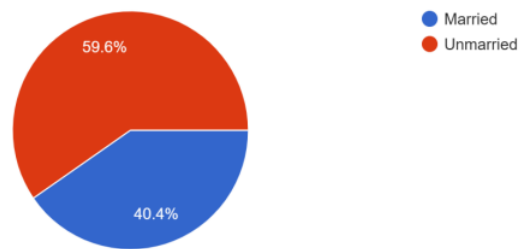


Chart 4.1.1: Chart represents marital status

##### Interpretation

From the above table it is interpreted that the number of respondents 40.4% were married and 59.6% were unmarried

##### Inference

Majority (59.6%) of the respondents are unmarried

#### 4.1.2 Gender of the respondents

Table indicating gender

| S NO | GENDER OF THE RESPONDEN | NO. OF RESPONDENT | PERCENTAGE |
|------|-------------------------|-------------------|------------|
| 1.   | Male                    | 69                | 63..3      |
| 2.   | Female                  | 40                | 36.7       |
|      | TOTAL                   | 109               | 100.00     |

Source: Primary data

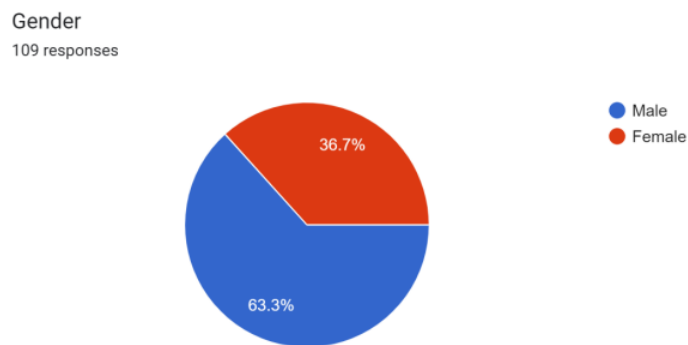


Chart 4.1.2: Gender of the respondents

##### Interpretation

From the above table it is interpreted that the number of male respondents is 63.3% and female respondent is 36.7%

##### Inference

Majority (63.3%) of the respondents are male

#### 4.1.3 Education qualification of the respondents

Table indicating education qualification

| S NO | EDUCATION QUALIFICATION | NO. OF RESPONDENTS | PERCENTAGE |
|------|-------------------------|--------------------|------------|
| 1.   | Undergraduate           | 70                 | 64.2       |
| 2.   | Postgraduate            | 39                 | 35.8       |
|      | TOTAL                   | 109                | 100        |

Source: Primary data

Education qualification  
109 responses

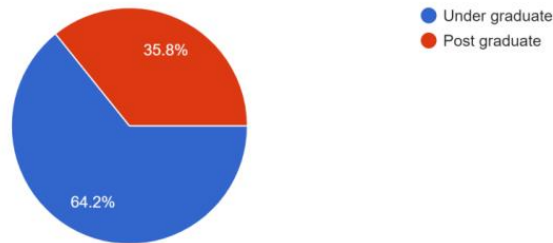


chart 4.1.3: Education qualification of respondent  
Interpretation

From the above table it is interpreted that the number of undergraduate respondents is 64.2% and post graduate respondent is 34.8%.

#### Inference

Majority (64.2%) of the respondents are undergraduate

#### 4.1.4 working experience of respondents

Table indicating years of working experience

| S.NO | YEARS OF EXPERIENCE | NO. OF RESPONDENTS | PERCENTAGE |
|------|---------------------|--------------------|------------|
| 1.   | 0-5 years           | 56                 | 51.4       |
| 2.   | 5-10 years          | 35                 | 32.1       |
| 3.   | 10-15 years         | 9                  | 8.3        |
| 4.   | More than 15 years  | 9                  | 8.3        |
|      | TOTAL               | 109                | 100.00     |

Source: Primary data

How many years you are working with this organisation  
109 responses

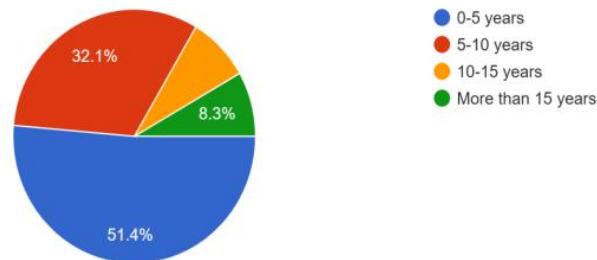


Chart 4.1.4: Years of working experience

##### Interpretation

From the above table it is interpreted that the number of respondents 0-5 years of experienced respondents are 51.4%, 5-10 years of experienced respondents are 32.1%, 10-15 years of experienced respondents are 8.3%, more than 15 years of respondents are 8.3%

##### Inference

Majority (51.4%) of the respondents are 0-5 years of working experience

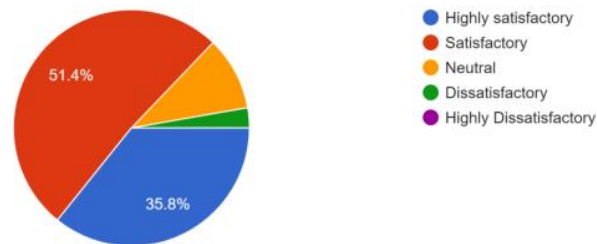
#### 4.1.5 working environment of the organization of respondents

Table indicating working environment of the organization

| S I NO | WORKING ENVIRONMENT OF THE ORGANIZATION | NO OF RESPONDENT | PERCENTAGE |
|--------|-----------------------------------------|------------------|------------|
| 1      | Highly satisfactory                     | 39               | 35.8       |
| 2      | satisfactory                            | 56               | 51.4       |
| 3      | Neutral                                 | 11               | 10.1       |
| 4      | Dissatisfactory                         | 3                | 2.8        |
| 5      | Highly dissatisfactory                  | 0                | 0          |
|        | TOTAL                                   | 109              | 100        |

Source: Primary data.

how do you rate the working environment of the organization  
109 responses



#### Charts 4.1.5: working environment of the organization

##### Interpretation

From the above chart 35.8% are Highly satisfied, 51.4% of the respondents are satisfied, 10.1% of the respondents are neutral, 2.8% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied

##### Inference

Majority of 51.4% are satisfied towards working environment of the organization

#### 4.1.6 Medical benefits provided by the organization of respondents

Table indicating medical benefits provided by the organization for the employees and their families

| S I NO | MEDICAL BENEFITS PROVIDED BY THE ORGANIZATION FOR THE EMPLOYEES AND THEIR FAMILIES | NO OF RESPONDENTS | PERCENTAGE |
|--------|------------------------------------------------------------------------------------|-------------------|------------|
| 1      | Highly satisfactory                                                                | 53                | 48.6       |
| 2      | satisfactory                                                                       | 33                | 30.3       |
| 3      | Neutral                                                                            | 21                | 19.3       |
| 4      | Dissatisfactory                                                                    | 2                 | 1.8        |
| 5      | Highly dissatisfactory                                                             | 0                 | 0          |
|        | TOTAL                                                                              | 109               | 100        |

Source: Primary data

how do you rate the medical benefits provided by the organization for the employees and their families?  
109 responses

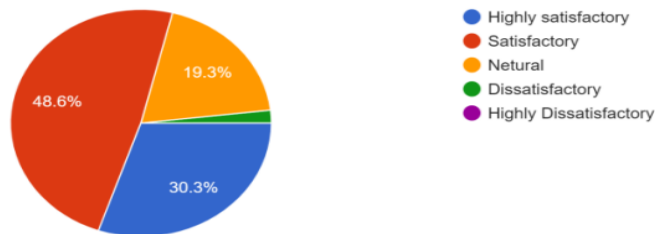


chart 4.1.6 Medical benefits provided by the organization for the employees and their families

#### Interpretation

From the above table it is interpreted that 48.6% of the respondents are highly satisfactory, 30.3% of the respondents are satisfactory, 19.3% of the respondents are neutral, 1.8% of the respondents are dissatisfactory and 0% of the respondents are highly dissatisfactory.

#### Inference

Majority of the respondents (48.6%) are highly satisfied towards medical benefits provided by the organization for the employees and their families.

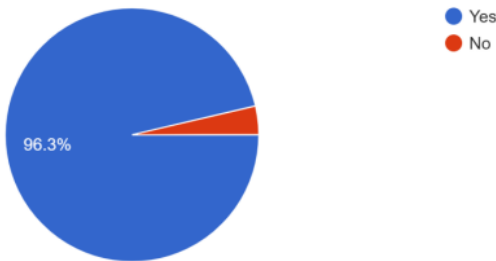
**4.1.7: Maternity leave of respondents**

**Table indicating maternity leave to a female employee**

| SI NO | MATERNITY LEAVE TO FEMALE EMPLOYEE | NO OF RESPONDENT | PERCENTAGE |
|-------|------------------------------------|------------------|------------|
| 1     | Yes                                | 105              | 96.3       |
| 2     | No                                 | 4                | 3.7        |
|       | TOTAL                              | 109              | 100        |

**Source: Primary data**

does the company provide maternity leave to a female employee?  
109 responses



**chart 4.1.7 maternity leave to a female employee**

**Interpretation**

From the above chart 96.3% of them responded yes and 3.7% of them responded No

**Inference**

Majority of the respondents (96.3%) of them responded yes

#### 4.1.8 working hours of the organization of respondents

Table indicating working hours of the organization

| S I NO | WORKING HOURS OF AN ORGANIZATION | NO OF RESPONDENTS | PERCENTAGE |
|--------|----------------------------------|-------------------|------------|
| 1      | Highly satisfactory              | 35                | 32.1       |
| 2      | satisfactory                     | 48                | 44         |
| 3      | Neutral                          | 23                | 21.1       |
| 4      | Dissatisfactory                  | 3                 | 2.8        |
| 5      | Highly dissatisfactory           | 0                 | 0          |
|        | TOTAL                            | 109               | 100        |

Source: Primary data

How do you rate the working hours of the organization?  
109 responses

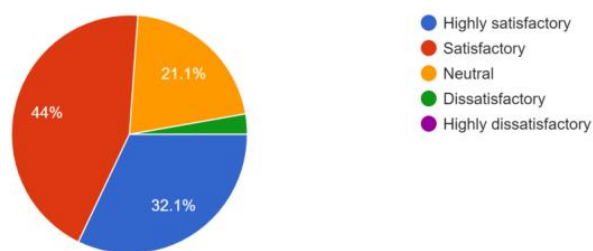


chart 4.1.8 working hours of the organization

#### Interpretation

From the above chart 32.1% are Highly satisfied, 44% of the respondents are satisfied, 21.1% of the respondents are neutral, 2.8% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied

#### Inference

Majority of (44%) of them responded satisfied towards working hours of the organization

#### 4.1.9 Sitting arrangements of respondents

Table indicating sitting arrangement of the organization

| S I NO | SITTING<br>ARRANGEMENT OF<br>THE ORGANIZATION | NO OF<br>RESPONDENTS | PERCENTAGE |
|--------|-----------------------------------------------|----------------------|------------|
| 1      | Highly satisfactory                           | 41                   | 37.6       |
| 2      | satisfactory                                  | 46                   | 42.2       |
| 3      | Neutral                                       | 18                   | 16.5       |
| 4      | Dissatisfactory                               | 4                    | 3.7        |
| 5      | Highly dissatisfactory                        | 0                    | 0          |
|        | TOTAL                                         | 109                  | 100        |

Source: Primary data

How do you rate the sitting arrangement of the organization  
109 responses

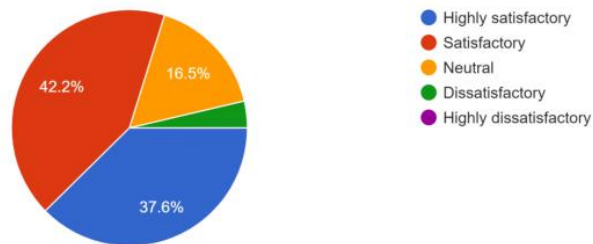


Chart 4.1.9 sitting arrangement of the organization

#### Interpretation

From the above chart 37.6% are Highly satisfied, 42.2% of the respondents are satisfied, 16.5% of the respondents are neutral, 3.7% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied

#### Inference

Majority of (42.2%) of the respondents are responded satisfied

#### 4.1.10 Conveyance allowance of respondents

Table indicating conveyance allowance offered by the organization

| S I NO | CONVEYANCE ALLOWANCE OFFERED BY THE ORGANIZATION | NO OF RESPONDENTS | PERCENTAGE |
|--------|--------------------------------------------------|-------------------|------------|
| 1      | Highly satisfactory                              | 34                | 31.6       |
| 2      | satisfactory                                     | 61                | 46.8       |
| 3      | Neutral                                          | 21                | 19.3       |
| 4      | Dissatisfactory                                  | 3                 | 2.8        |
| 5      | Highly dissatisfactory                           | 0                 | 0          |
|        | TOTAL                                            | 109               | 100        |

Source: Primary data

How do you rate the conveyance allowance offered by the organization  
109 responses

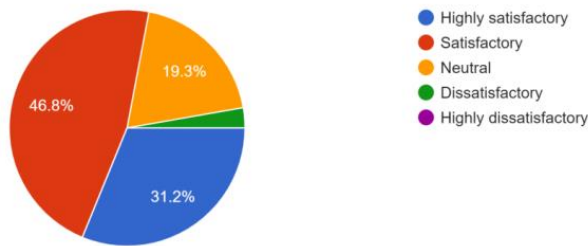


Chart 4.1.10 conveyance allowance offered by the organization

#### Interpretation

From the above chart 31.6% are Highly satisfied, 46.8% of the respondents are satisfied, 19.3% of the respondents are neutral, 2.8% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied

#### Inference

Majority of (46.8%) of the respondents are responded satisfied

#### 4.1.11 Overtime allowance of respondents

overtime allowance offered by the organization

| S I NO | OVERTIME ALLOWANCE OFFERED BY THE ORGANIZATION | NO OF RESPONDENTS | PERCENTAGE |
|--------|------------------------------------------------|-------------------|------------|
| 1      | Highly satisfactory                            | 40                | 36.7       |
| 2      | satisfactory                                   | 44                | 40.4       |
| 3      | Neutral                                        | 20                | 18.3       |
| 4      | Dissatisfactory                                | 4                 | 3.7        |
| 5      | Highly dissatisfactory                         | 1                 | 0.9        |
|        | TOTAL                                          | 109               | 100        |

Source: Primary data

rate the overtime allowance offered by the organization  
109 responses

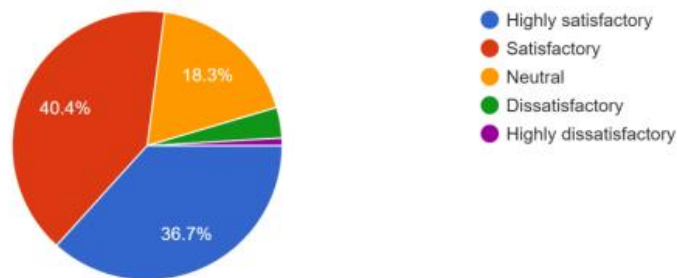


Chart 4.1.11 overtime allowance offered by the organization

#### Interpretation

From the above table it is interpreted that 36.7% of the respondents are highly satisfactory, 40.4% of the respondents are satisfactory, 18.3% of the respondents are neutral, 3.7% of the respondents are dissatisfactory and 0.9% of the respondents are highly dissatisfactory.

#### Inference

Majority of the respondents (40.4%) are satisfied.

#### 4.1.12 Leave policy of respondents

Table indicating leave policy of the organization

| S I NO | LEAVE POLICY OF THE ORGANIZATION | NO OF RESPONDENTS | PERCENTAGE |
|--------|----------------------------------|-------------------|------------|
| 1      | Highly satisfactory              | 41                | 37.6       |
| 2      | satisfactory                     | 40                | 36.7       |
| 3      | Neutral                          | 24                | 22         |
| 4      | Dissatisfactory                  | 3                 | 2.8        |
| 5      | Highly dissatisfactory           | 1                 | 0.9        |
|        | TOTAL                            | 109               | 100        |

Source: Primary data

how do you rate leave policy of the organization  
109 responses

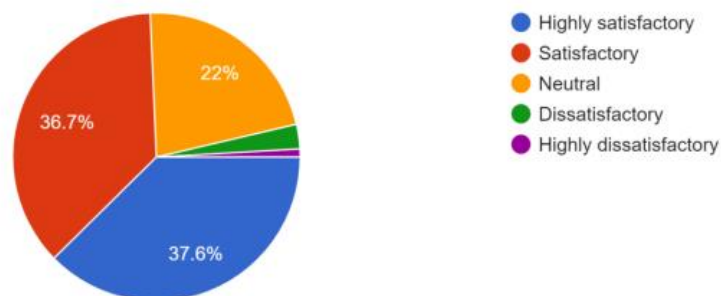


chart 4.1.12 leave policy of the organization

#### Interpretation

From the above table it is interpreted that 37.6% of the respondents are highly satisfactory, 36.7% of the respondents are satisfactory, 22% of the respondents are neutral, 2.8% of the respondents are dissatisfactory and 0.9% of the respondents are highly dissatisfactory.

#### Inference

Majority of the respondents (37.6%) satisfied on leave policy.

#### 4.1.13 Regular increments of the respondents

Table indicating regular increments

| SI NO | REGULAR INCREEMENTS | NO OF RESPONDENTS | PERCENTAGE |
|-------|---------------------|-------------------|------------|
| 1     | Yes                 | 90                | 82.6       |
| 2     | No                  | 19                | 17.4       |
|       | TOTAL               | 109               | 100.00     |

Source: Primary data

Do you get regular increments  
109 responses

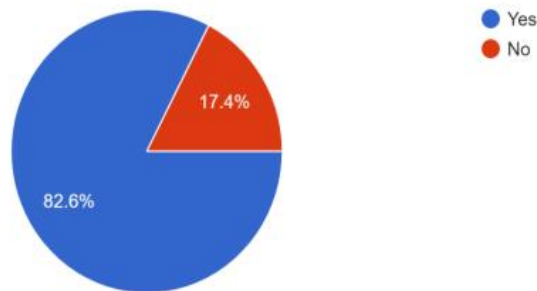


Chart 4.1.13 indicating regular increments

##### Interpretation

From the above chart 82.6% of them responded yes and 17.4% of them responded No

##### Inference

Majority of the respondents (82.6%) of them responded yes towards regural increment

#### 4.1.14 Organization offers sufficient number of restrooms of respondents

Table indicates organization offers sufficient number of restrooms

| SI NO | SUFFICIENT<br>NUMBER OF<br>RESTROOMS | NO OF<br>RESPONDENTS | PERCENTAGE |
|-------|--------------------------------------|----------------------|------------|
| 1     | Yes                                  | 98                   | 89.9       |
| 2     | No                                   | 11                   | 10.1       |
|       | TOTAL                                | 109                  | 100.00     |

Source: Primary data

does the organisation offers sufficient number of restrooms  
109 responses

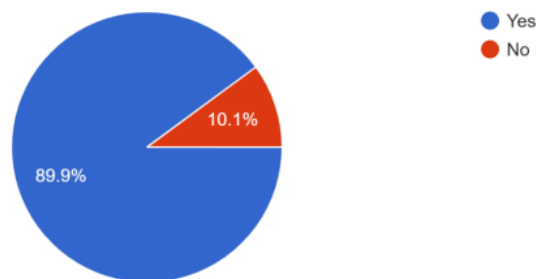


Chart 4.1.14 Table indicates organization offers sufficient number of restrooms

#### Interpretation

From the above chart 89.9% of them responded yes and 10.1% of them responded no

#### Inference

Majority of the respondents (89.9%) of them responded yes towards sufficient number of restrooms

#### 4.1.15 Restroom and Lunchroom facility of respondents

Table indicates restroom and lunchroom facility to the employees

| S I NO | RESTROOM AND LUNCHROOM FACILITY TO THE EMPLOYEES | NO OF RESPONDENTS | PERCENTAGE |
|--------|--------------------------------------------------|-------------------|------------|
| 1      | Highly satisfactory                              | 37                | 33.9       |
| 2      | satisfactory                                     | 47                | 43.1       |
| 3      | Neutral                                          | 23                | 21.1       |
| 4      | Dissatisfactory                                  | 2                 | 1.9        |
| 5      | Highly dissatisfactory                           | 0                 | 0          |
|        | TOTAL                                            | 109               | 100        |

Source: Primary data

Rate the restroom and lunch room facility to the employees  
109 responses

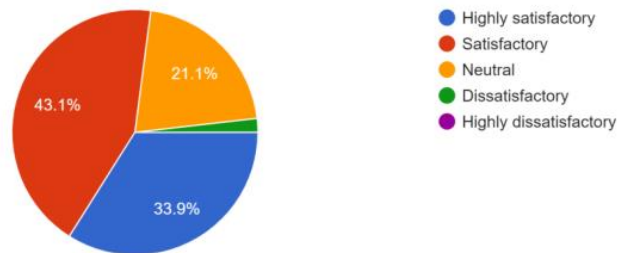


Chart 4.1.15 indicates restroom and lunchroom facility to the employees

#### Interpretation

From the above table it is interpreted that 33.9% of the respondents are highly satisfactory, 43.1% of the respondents are satisfactory, 21.1% of the respondents are neutral, 1.9% of the respondents are dissatisfactory and 0% of the respondents are highly dissatisfactory.

#### Inference

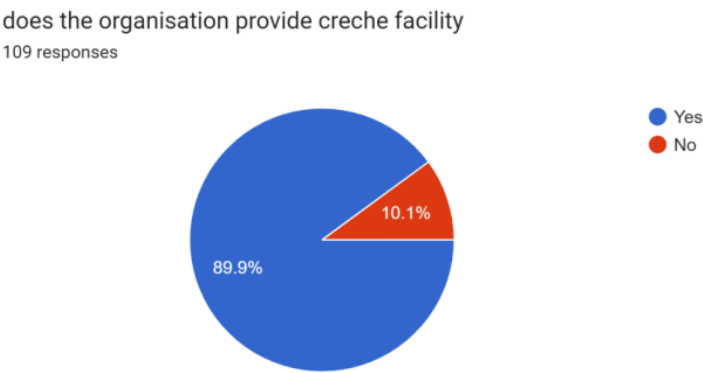
Majority of the respondents (43.1%) are satisfied towards lunchroom and restroom facility.

**4.1.16 Creche facility of respondents**

**Table indicates creche facility**

| SI NO | CRECHE FACILITY | NO OF RESPONDENTS | PERCENTAGE |
|-------|-----------------|-------------------|------------|
| 1     | Yes             | 98                | 89.9       |
| 2     | No              | 11                | 10.1       |
|       | TOTAL           | 109               | 100.00     |

**Source: Primary data**



**Chart 4.1.16 indicates creche facility**

**Interpretation**

From the above chart 89.9% of them responded yes and 10.1% of them responded No

**Inference**

Majority of the respondents (89.9%) of them responded yes towards creche facility

#### 4.1.17 care of employees working in night shift of respondents

Table indicates take care of employees working in night Shift

| SI NO | TAKE CARE OF EMPLOYEES WORKING IN NIGHT SHIFT | NO OF RESPONDENTS | PERCENTAGE |
|-------|-----------------------------------------------|-------------------|------------|
| 1     | Yes                                           | 105               | 96.3       |
| 2     | No                                            | 4                 | 3.7        |
|       | TOTAL                                         | 109               | 100.00     |

Source: Primary data

does the company take care of employees working in night Shift  
109 responses

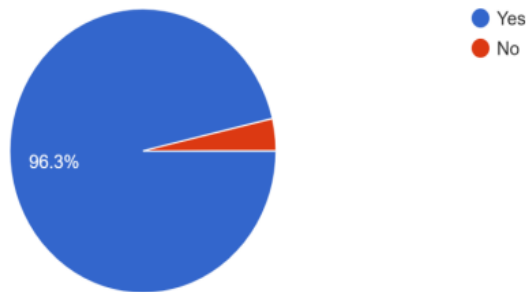


Chart 4.1.17 indicates care of employees working in night Shift

#### Interpretation

From the above chart 96.3% of them responded yes and 3.7% of them responded No

#### Inference

Majority of the respondents (96.3%) of them responded yes towards care of employees in night shift

#### 4.1.18 organization give you a feeling of security of respondents

Table indicates organization give you a feeling of security

| SI NO | FEELING OF SECURITY | NO OF RESPONDENTS | PERCENTAGE |
|-------|---------------------|-------------------|------------|
| 1     | Yes                 | 98                | 89.9       |
| 2     | No                  | 11                | 10.1       |
|       | TOTAL               | 109               | 100.00     |

Source: Primary data

does working in organisation give you a feeling of security  
109 responses

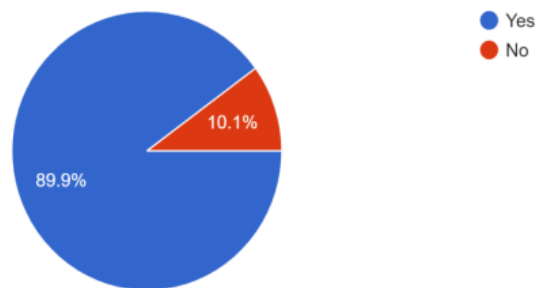


Chart 4.1.18 organization give you a feeling of security

#### Interpretation

From the above chart 89.9% of them responded yes and 10.1% of them responded No

#### Inference

Majority of the respondents (89.9%) of them responded yes towards feeling of security

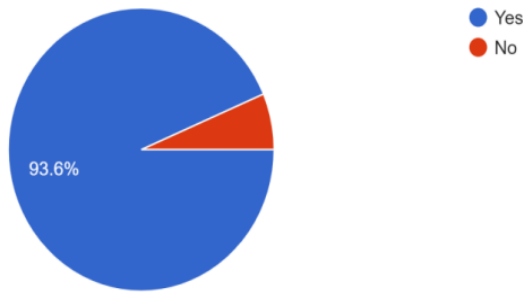
**4.1.19 safety measures for employee safety of respondents**

**Table indicates safety measures for employee safety**

| SI NO | SAFETY MEASURES FOR<br>EMPLOYEE SAFETY | NO OF<br>RESPONDENTS | PERCENTAGE |
|-------|----------------------------------------|----------------------|------------|
| 1     | Yes                                    | 102                  | 93.6       |
| 2     | No                                     | 7                    | 6.4        |
|       | TOTAL                                  | 109                  | 100.00     |

**Source: Primary data**

does the company takes safety measures for employee safety  
109 responses



e

**Chart 4.1.19 safety measures for employee safety**

**Interpretation**

From the above chart 93.6% of them responded yes and 6.4% of them responded No

**Inference**

Majority of the respondents (93.6%) of them responded yes

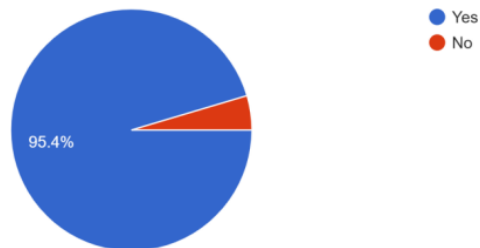
#### 4.1.20 feeling of safety of respondents

Table indicates feeling of safety and improve your performance

| SI NO | FEELING OF SAFETY AND<br>IMPROVE YOUR<br>PERFORMANCE | NO OF<br>RESPONDENTS | PERCENTAGE |
|-------|------------------------------------------------------|----------------------|------------|
| 1     | Yes                                                  | 105                  | 95.4       |
| 2     | No                                                   | 4                    | 4.6        |
|       | TOTAL                                                | 109                  | 100.00     |

Source: Primary data

do you think employee welfare activities of the organisation give me a feeling of safety and improve your performance  
109 responses



#### Chart 4.1.20 feeling of safety and improve your performance

##### Interpretation

From the above chart 95.4% of them responded yes and 4.6% of them responded No

##### Inference

Majority of the respondents (95.4%) of them responded yes towards feeling of safety and performance

#### 4.1.21 overall employee's welfare activities of respondents

Table indicates overall employee's welfare activities

| S I NO | OVERALL EMPLOYEES' WELFARE ACTIVITIES | NO OF RESPONDENTS | PERCENTAGE |
|--------|---------------------------------------|-------------------|------------|
| 1      | Highly satisfactory                   | 42                | 38         |
| 2      | satisfactory                          | 50                | 46.3       |
| 3      | Neutral                               | 17                | 15.7       |
| 4      | Dissatisfactory                       | 0                 | 0          |
| 5      | Highly dissatisfactory                | 0                 | 0          |
|        | TOTAL                                 | 109               | 100        |

Source: Primary data

rate the overall satisfaction with employee welfare activity of the organization  
108 responses

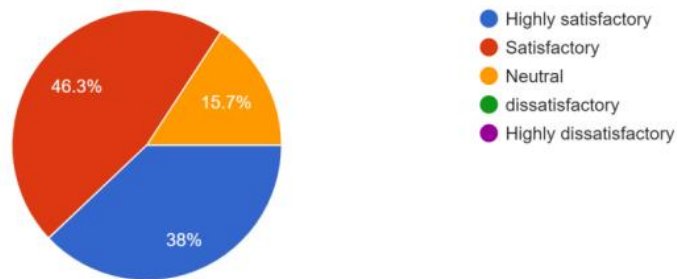


Chart 4.1.21 Table indicates overall employee's welfare activities

##### Interpretation

From the above table it is interpreted that 38% of the respondents are highly satisfactory, 48.3% of the respondents are satisfactory, 15.7% of the respondents are neutral, 0% of the respondents are dissatisfactory and 0% of the respondents are highly dissatisfactory

##### Inference

Majority of the respondents (48.3%) satisfied on overall employee's welfare activities

## 4.2 REGRESSION ANALYSIS

Regression analysis for working hours of the organization and regular increment

H1 - there is significant relationship between regular increments

and working hours of the organization

H0 - there is significant relationship between regular increments

and working hours of the organization

### Regression Analysis

| Coefficients <sup>a</sup> |                                                        |                             |            |                           |        |
|---------------------------|--------------------------------------------------------|-----------------------------|------------|---------------------------|--------|
|                           |                                                        | Unstandardized Coefficients |            | Standardized Coefficients |        |
| Model                     |                                                        | B                           | Std. Error | Beta                      | t      |
| 1                         | (Constant)                                             | .976                        | .094       |                           | 10.391 |
|                           | How do you rate the working hours of the organization? | .105                        | .044       | .222                      | 2.369  |

a. Dependent Variable: Do you get regular increments

### Interpretation

The above table shows that the linear regression method was used, and it was significant at  $p=0.20$  and less than  $0.05$  and alternate hypothesis is rejected H0

the first table shows the first table shows  $R=.222$  which is correlation between the increments and the working hours of the organization the model summary

table shows  $R^2 = 0.49$

### 4.3 ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation for years of working experience and overall satisfaction of employee's welfare activities of the organization

#### Null hypothesis (H0):

There is no positive correlation between the years of working experience and overall welfare activity

#### Alternate hypothesis (H1):

There is positive relationship between the years of working experience and overall welfare activity

#### Correlation

#### Correlations



|                                                                                  |                     | How many years you are working with this organisation | rate the overall satisfaction with employee welfare activity of the organization |
|----------------------------------------------------------------------------------|---------------------|-------------------------------------------------------|----------------------------------------------------------------------------------|
| How many years you are working with this organisation                            | Pearson Correlation | 1                                                     | .138                                                                             |
|                                                                                  | Sig. (2-tailed)     |                                                       | .149                                                                             |
|                                                                                  | N                   | 110                                                   | 110                                                                              |
| rate the overall satisfaction with employee welfare activity of the organization | Pearson Correlation | .138                                                  | 1                                                                                |
|                                                                                  | Sig. (2-tailed)     | .149                                                  |                                                                                  |
|                                                                                  | N                   | 110                                                   | 110                                                                              |

#### Interpretation

since r is positive there is positive relationship between the years of working experience and overall welfare activity  $P=0.149 > 0.05$  and Null hypothesis accepted

#### 4.4 Chi-square test

Chi-square test for education qualification and years of working experience

H1 - there is significant relationship between education qualification and years of working experience

H0 – there is no significant relationship between education qualification and years of working experience

Chi-square Test

| Chi-Square Tests                                                                        |                    |    |                                   |
|-----------------------------------------------------------------------------------------|--------------------|----|-----------------------------------|
|                                                                                         | Value              | df | Asymptotic Significance (2-sided) |
| Pearson Chi-Square                                                                      | 6.223 <sup>a</sup> | 3  | .101                              |
| Likelihood Ratio                                                                        | 6.274              | 3  | .099                              |
| Linear-by-Linear Association                                                            | 3.442              | 1  | .064                              |
| N of Valid Cases                                                                        | 110                |    |                                   |
| a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 3.19. |                    |    |                                   |

#### Interpretation

The result in the above table shows that there is the significant relationship between education qualification and working experience as  $p=.101$  which is less than 0.05 this finding supports the hypothesis and so there is significant relationship between the education qualifications of the respondents and working experience

## **CHAPTER 5**

### **5.1. FINDINGS**

- Majority (59.6%) of the respondents were unmarried.
- Majority (63.3%) of the respondents are male.
- Majority (64.2%) of the respondents are undergraduate
- Majority (51.4%) of the respondents are 0-5 years of working experience
- Majority of (51.4%) are satisfied towards working environment of the organization
- Majority of the respondents (48.6%) highly satisfied towards medical benefits provided by the organization for the employees and their families
- Majority of the respondents (96.3%) of them responded yes for maternity leave
- Majority of (44%) of them responded satisfied towards working hours of the organization
- Majority of (42.2%) of the respondents are responded satisfied towards sitting arrangements of the organization
- Majority of (46.8%) of the respondents are responded satisfied towards conveyance allowance
- Majority of the respondents (40.4%) satisfied towards overtime allowance
- Majority of the respondents (37.6%) satisfied on leave policy
- Majority of the respondents (82.6%) of them responded yes for regular increment
- Majority of the respondents (89.9%) of them responded yes for sufficient no of restrooms
- Majority of the respondents (43.1%) satisfied lunchroom and restroom facility
- Majority of the respondents (89.9%) of them responded yes for creche facility
- Majority of the respondents (96.3%) of them responded yes for care of employees in night shift
- Majority of the respondents (89.9%) of them responded yes for feeling of safety
- Majority of the respondents (93.6%) of them responded yes for safety measures for employees

- Majority of the respondents (95.4%) of them responded yes for safety and performance
- Majority of the respondents (48.3%) satisfied on overall employee's welfare activities

## **5.2 SUGGESTIONS & RECOMMENDATIONS**

Health and Wellness Programmes: To support employee health and wellbeing, give activities like yoga, meditation, and exercise classes, as well as wholesome snacks and beverages. You can also set up yearly physicals.

Professional Development Programmes: Set up workshops, seminars, and training sessions to enable personnel advance their knowledge and abilities and advance their careers.

Provide employees with flexible work options including work-from-home, flexible work schedules, and condensed workweeks to help them balance their personal and professional lives.

Promote employee camaraderie and strengthen teamwork by planning social and recreational events like picnics, team-building exercises, and sporting competitions. Through employee of the month awards, bonuses, and other incentives, recognise and reward employees for their outstanding performance and accomplishments.

The organization should improve the restroom and lunchroom facility  
some of the employees are not satisfied towards restroom and lunchroom  
Facility should improve regular increments to employees

## **5.3 CONCLUSION**

In this research it is conducted that overall respondents are satisfied with the welfare measure of employee's performance method. The employees are aware about security measures provided by the organization. Overall, the welfare measure of employer's performance method is designed well and is beneficial to the employees. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employee's performance level become increase. It leads to improve favorable effects of profitability and products of the organization. At last, it can be concluded that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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- "Employee Welfare Activities and Its Impact on Employee Turnover Intention in Healthcare Sector," by R. Sumathi and A. N. Ananth.
- "A Study on Employee Welfare Measures in Construction Industry," by S. Selvakumar and R. Elango.

## QUESTIONNAIRE

1 Marital status?

Married

Unmarried

2 Gender?

Male

Female

3 Education qualification?

Undergraduate

Postgraduate

4 How many years you are working with this organization?

5 0-5 years

5-10 years

10-15 years

More than 15 years

6 how do you rate the working environment of the organization?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly Dissatisfactory

7 how do you rate the medical benefits provided by the organization for the employees and their families?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly Dissatisfactory

8 does the company provide maternity leave to a female employee?

Yes

No

9 How do you rate the working hours of the organization?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly dissatisfactory

10 How do you rate the sitting arrangement of the organization?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly dissatisfactory

12 How do you rate the conveyance allowance offered by the organization?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly dissatisfactory

13 rate the overtime allowance offered by the organization?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly dissatisfactory

14 how do you rate leave policy of the organization?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly dissatisfactory

15 Do you get regular increments?

Yes

No

16 does the organization offer sufficient number of restrooms?

Yes

No

17 Rate the restroom and lunchroom facility to the employees?

Highly satisfactory

Satisfactory

Neutral

Dissatisfactory

Highly dissatisfactory

18 does the organization provide creche facility?

Yes

No

19 does the company take care of employees working in night Shift?

Yes

No

20 does working in organization give you a feeling of security?

Yes

No

21 does the company takes safety measures for employee safety?

Yes

No

22 do you think employee welfare activities of the organization give me a feeling of safety and improve your performance?

Yes

No

23 rate the overall satisfaction with employee welfare activity of the organization?

Highly satisfactory

Satisfactory

Neutral

dissatisfactory

Highly dissatisfactory

# A STUDY ON EMPLOYEES WELFARE ACTIVITIES OF INFOPLUS TECHNOLOGIES PRIVATE LIMITED

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## **ABSTRACT:**

The purpose of the research paper is to decide how to investigate employee welfare measures. An organization's most precious asset is its workforce. The term "employee welfare" refers to all actions taken by an employer for the benefit or comfort of its employees, including the provision of services, facilities, and perks. It is carried out to increase productivity and motivate workers. The goals of knowing employee welfare are to enhance working-class life, promote the total development of the employee's personality, and other things. Housing options, free medical care, retirement benefits, children's and adults' educational perks, welfare programmes for the employee's families, loan options, etc. are just a few of the employee welfare amenities. The type of research methodology used is descriptive. Primary data is gathered using questionnaires as the data collection tool. 109 participants in the study were gathered. In any kind of organization, the welfare of the employees is crucial. The majority of employees are motivated by feedback, which helps them work more productively. The study sheds information on how welfare policies affect workers' productivity

**KEYWORDS:** Employees welfare, safety, welfare measure, working environment

## **I.INTRODUCTION:**

Info Plus is an international IT Company based in India, that offers web design, software development, mobile apps and SEO services. Infoplus Technologies UK Limited is a global IT services company focusing on Enterprise solutions and integration services consulting (SAP/Oracle), MRO Master Data Management, software development, product solutions for education segment, and IT consulting services offering outsourcing solutions to enterprises worldwide. Since inception in 2000, Infoplus has focused on a principle to maximize output for its clients and partners through cost-savings, enhanced productivity and quality. As an end-to-end IT Service provider, we have the privilege of growing with our clients, partners, and employees.

## **II.OBJECTIVES OF STUDY:**

This project is designed mainly to identify and evaluate the employee's satisfaction level towards Info plus technologies

### **Primary objective:**

1. To study the existing welfare facilities provided to the employees.
2. To know the employee's opinion about the present welfare facilities.

## **III.REVIEW OF LITERATURE:**

- Abayomi, O. J., Aluko, A. O., & Adeyemi, S. L. (2022). Examines employee welfare and organizational performance studies suggest that employee welfare programs can have a positive impact on job satisfaction, turnover intention, and organizational performance. However, the effectiveness of these programs can vary depending on the industry, organization, and the specific measures taken to promote employee welfare. Overall, the literature suggests that organizations that prioritize employee welfare may be better able to attract, retain, and motivate their workforce.
- Asamoah, E., & Boateng, R. (2021). The impact of employee welfare on job satisfaction and organizational commitment: A case of selected SMEs in Ghana. the effectiveness of these programs can vary depending on the industry, organization, and the specific measures taken to promote employee welfare. Overall, the literature suggests that organizations that prioritize employee welfare may be better able to attract, retain, and motivate their workforce.
- Oduro, A., Boateng, P., & Agyei, S. K. (2020). Examines The effect of employee welfare on employee retention. This study mainly focuses on conferring the impact of welfare facilities on job satisfaction of the non-managerial employees in the automobile sector in Ahmedabad district. The main objective of this study is to identify the impact of welfare facilities on job satisfaction of the non-managerial employees in the automobile sector in Ahmedabad district.

- (Meng & Berger, 2019) Consistent with the previous opinion, Gage and Berliner (1992) consider motivation as the engine and the steering wheel of a car, as they believe that motivation generates the energy and controls the behavior of any person. Because, if we discover and understand what motivates an employee, we will then be able to know the correct button to press to make him work harder, the correct levers to drag to make him change his behavior, and the correct rewards that can be used to direct his attitudes
- Dinoka Perera (2015) conference paper made the title of “The impact of welfare on job satisfaction among non-managerial employees”, study says that in today’s competitive world every company facing the challenge like, how to reach peak level, if employees do not give full commitment to achieve organizational objectives. Satisfaction is the main concept in human Resource Management. Employees and employers are the assets of the company. So, companies have to adopt, update and provide welfare facilities to its employees and finally take responsibilities of its employees. That helps to attract new employees and retain existing employees

#### **IV. RESEARCH DESIGN**

Descriptive research design is a type of research design that is used to describe and observe a particular phenomenon or behavior. This type of research design is primarily concerned with answering questions such as "what," "when," "where," and "how" rather than "why." Descriptive research aims to provide a comprehensive understanding of the subject being studied by collecting and analyzing data through various methods such as surveys, observations, and case studies.

##### **SOURCE OF DATA**

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – Questionnaire given to employees of Infoplus technologies

##### **HYPOTHESIS**

H0 – there is no significant difference between education qualification and years of working experience

H1 - there is significant difference between education qualification and years of working experience

##### **TOOLS FOR ANALYSIS:**

##### **REGRESSION ANALYSIS**

Regression analysis is the mathematically measured correlation of a link between two variables: the independent variable X and the dependent variable Y. Regression analysis evaluates how strongly related the two elements are to help you make stronger business plans, decisions and forecasts

##### **ANALYSIS USING KARL PEARSON'S CORRELATION**

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

##### **CHI-SQUARE ANALYSIS**

The Chi-Square test is a statistical procedure for determining the difference between observed and expected data. This test can also be used to determine whether it correlates to the categorical variables in our data. It helps to find out difference between two categorical variables is due to chance or a relationship between them.

#### **V. DATA ANALYSIS:**

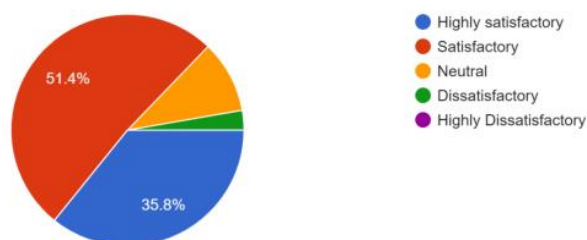
##### **1. working environment of the organization of respondents**

**Table indicating working environment of the organization**

| S I NO | WORKING ENVIRONMENT OF THE ORGANIZATION | NO OF RESPONDENT | PERCENTAGE |
|--------|-----------------------------------------|------------------|------------|
| 1      | Highly satisfactory                     | 39               | 35.8       |
| 2      | satisfactory                            | 56               | 51.4       |
| 3      | Neutral                                 | 11               | 10.1       |
| 4      | Dissatisfactory                         | 3                | 2.8        |
| 5      | Highly dissatisfactory                  | 0                | 0          |
|        | TOTAL                                   | 109              | 100        |

**Source: Primary data.**

how do you rate the working environment of the organization  
109 responses



#### INTERPRETATION

From the above chart 35.8% are Highly satisfied, 51.4% of the respondents are satisfied, 10.1% of the respondents are neutral, 2.8% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied

#### INFERENCE

Majority of 51.4% are satisfied towards working environment of the organization

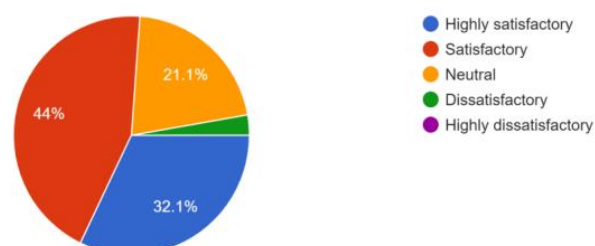
#### 2.working hours of the organization of respondents

Table indicating working hours of the organization

| S I NO | WORKING HOURS OF AN ORGANIZATION | NO OF RESPONDENTS | PERCENTAGE |
|--------|----------------------------------|-------------------|------------|
| 1      | Highly satisfactory              | 35                | 32.1       |
| 2      | satisfactory                     | 48                | 44         |
| 3      | Neutral                          | 23                | 21.1       |
| 4      | Dissatisfactory                  | 3                 | 2.8        |
| 5      | Highly dissatisfactory           | 0                 | 0          |
|        | TOTAL                            | 109               | 100        |

Source: Primary data

How do you rate the working hours of the organization?  
109 responses



#### INTERPRETATION

From the above chart 32.1% are Highly satisfied, 44% of the respondents are satisfied, 21.1% of the respondents are neutral, 2.8% of the respondents are dissatisfied and 0% of the respondents are highly dissatisfied

#### INFERENCE

Majority of (44%) of them responded satisfied towards working hours of the organization



**Null hypothesis (H0):**

There is no positive correlation between the years of working experience and overall welfare activity

**Alternate hypothesis (H1):**

There is positive relationship between the years of working experience and overall welfare activity

**Correlation for years of working experience and overall satisfaction of employee's welfare activities of the organization**

| Correlations                                                                     |                     |                                                       |                                                                                  |
|----------------------------------------------------------------------------------|---------------------|-------------------------------------------------------|----------------------------------------------------------------------------------|
|                                                                                  |                     | How many years you are working with this organisation | rate the overall satisfaction with employee welfare activity of the organization |
| How many years you are working with this organisation                            | Pearson Correlation | 1                                                     | .138                                                                             |
|                                                                                  | Sig. (2-tailed)     |                                                       | .149                                                                             |
|                                                                                  | N                   | 110                                                   | 110                                                                              |
| rate the overall satisfaction with employee welfare activity of the organization | Pearson Correlation | .138                                                  | 1                                                                                |
|                                                                                  | Sig. (2-tailed)     | .149                                                  |                                                                                  |
|                                                                                  | N                   | 110                                                   | 110                                                                              |

**INTERPRETATION**

since r is positive there is positive relationship between the years of working experience and overall welfare activity  
 $P=0.149 > 0.05$  and Null hypothesis

Accepted

**Chi-square test**

Chi-square test for education qualification and years of working experience

H1 - there is significant difference between education qualification and years of working experience

H0 – there is no significant difference between education qualification and years of working experience

**Chi-square Test**

### Case Processing Summary

|                                                                                    | Valid |         | Cases Missing |         | Total |         |
|------------------------------------------------------------------------------------|-------|---------|---------------|---------|-------|---------|
|                                                                                    | N     | Percent | N             | Percent | N     | Percent |
| Education qualification *<br>How many years you are working with this organisation | 110   | 100.0%  | 0             | 0.0%    | 110   | 100.0%  |

### Education qualification \* How many years you are working with this organisation Crosstabulation

|                         |   |                | How many years you are working with this organisation |      |     |     | Total |
|-------------------------|---|----------------|-------------------------------------------------------|------|-----|-----|-------|
|                         |   |                | 1                                                     | 2    | 3   | 4   |       |
| Education qualification | 1 | Count          | 43                                                    | 18   | 5   | 5   | 71    |
|                         |   | Expected Count | 36.8                                                  | 22.6 | 5.8 | 5.8 | 71.0  |
|                         | 2 | Count          | 14                                                    | 17   | 4   | 4   | 39    |
|                         |   | Expected Count | 20.2                                                  | 12.4 | 3.2 | 3.2 | 39.0  |
| Total                   |   | Count          | 57                                                    | 35   | 9   | 9   | 110   |
|                         |   | Expected Count | 57.0                                                  | 35.0 | 9.0 | 9.0 | 110.0 |

### Chi-Square Tests

|                              | Value              | df | Asymptotic Significance (2-sided) |
|------------------------------|--------------------|----|-----------------------------------|
| Pearson Chi-Square           | 6.223 <sup>a</sup> | 3  | .101                              |
| Likelihood Ratio             | 6.274              | 3  | .099                              |
| Linear-by-Linear Association | 3.442              | 1  | .064                              |
| N of Valid Cases             | 110                |    |                                   |

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 3.19.

### INTERPRETATION

The result in the above table shows that there is the significant relationship between education qualification and working experience as  $p=.101$  which is less than 0.05 this finding supports the hypothesis and so there is significant relationship between the education qualifications of the respondents and working experience

## **VI.FINDINGS**

- Majority of (51.4%) are satisfied towards working environment of the organization
- Majority of (44%) of them responded satisfied towards working hours of the organization
- Majority of the respondents (82.6%) of them responded yes towards regular increment
- There is significant difference between regular increment and working hours and alternate hypothesis is rejected
- since r is positive there is positive relationship between the years of working experience and overall welfare activity and null hypothesis accepted
- There is the significant relationship between education qualification and working experience

## **VII.SUGGESTIONS & RECOMMENDATIONS**

Health and Wellness Programmes: To support employee health and wellbeing, give activities like yoga, meditation, and exercise classes, as well as wholesome snacks and beverages. You can also set up yearly physicals.

Professional Development Programmes: Set up workshops, seminars, and training sessions to enable personnel advance their knowledge and abilities and advance their careers.

Provide employees with flexible work options including work-from-home, flexible work schedules, and condensed workweeks to help them balance their personal and professional lives.

Promote employee camaraderie and strengthen teamwork by planning social and recreational events like picnics, team-building exercises, and sporting competitions.

Through employee of the month awards, bonuses, and other incentives, recognise and reward employees for their outstanding performance and accomplishments.

The organization should improve the restroom and lunchroom facility

some of the employees are not satisfied towards restroom and lunchroom

Facility should improve regular increments to employees

## **VIII.CONCLUSION**

In this research it is conducted that overall respondents are satisfied with the welfare measure of employee's performance method. The employees are aware about security measures provided by the organization. Overall, the welfare measure of employer's performance method is designed well and is beneficial to the employees. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employee's performance level become increase. It leads to improve favorable effects of profitability and products of the organization. At last, it can be concluded that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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