

**A STUDY ON EFFECTIVENESS OF EMPLOYEE
WELFARE MEASURES IN INFORMATION
TECHNOLOGY (IT) SECTOR**

Submitted in partial fulfilment of the requirements for the award
of

MASTER OF BUSINESS ADMINISTRATION

By

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SCHOOL OF MANAGEMENT STUDIES
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**INSTITUTE OF SCIENCE AND TECHNOLOGY
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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **RISHINATH.R (42410123)** who carried out the project entitled “**A study on effectiveness of employee welfare measures in information technology(IT) sector**” under my supervision from September 2023 to October 2023.

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DECLARATION

I **RISHINATH R (42410123)** here by declare that the Project Report entitled “**A study on effectiveness of employee welfare measures in information technology (IT) sector**” done by me under the guidance of **Dr. A. Meera** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

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ABSTRACT

The main aim of this research is to identify the employee welfare measures adopted in IT industry. Employee welfare means anything done for the comfort and improvement of the employees. 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. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties. The sample size is 110. The sample method used for this study is the chi square and anova. The data has been collected through a well-structured questionnaire and has been analyzed with the help of SPSS package.

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CHAPTER 1

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. 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 so as to retain the employees for longer duration.

1:2 TYPES OF EMPLOYEE WELFARE

1. Statutory Welfare
2. Non Statutory Welfare

STATUTORY WELFARE

The statutory welfare benefits schemes include the following provisions:

- Drinking Water: At all the working places safe hygienic drinking water should be provided.
- Facilities for sitting: In every organization, especially factories, suitable seating arrangements are to be provided.
- First aid appliances: First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.

- Latrines and Urinals: A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
- Canteen facilities: Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
- Lighting: Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
- Washing places: Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
- Rest rooms: Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.
- Maternity & Adoption Leave: Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
- Medi-claim Insurance Scheme: This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
- Sexual Harassment Policy: To protect an employee from harassment of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.

NON-STATUTORY WELFARE

Many non-statutory welfare benefits may include the following schemes:

- Personal Health Care (Regular medical check-ups): Some of the companies provide the facility for extensive health check-up.
- Flexi-time: The main objective of the flexi time policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs.
- Employee Assistance Programs: Various assistant programs are arranged like external counseling service so that employees or members of their immediate

family can get counseling on various matters.

- Employee Referral Scheme: In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

1:3 Features of employee welfare:

- Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
- The basic purpose of employee welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.
- Employee welfare is an essential part of social welfare. It involves adjustment of an employee's work life and family life to the community or social life.

1:4 Statutory facilities:

Organization provides welfare facilities to hold the employee motivation level high. These facilities have to take by every employer as per the various labour enactments. This facility may be related to working conditions, house of works, industrial safety other facilities provided to the worker make their work easy, smooth and they can enjoy their work.

1.5 Voluntary:

Voluntary welfare includes all those activities which employees undertake for their employees on voluntary basis. they included such activities conducive to welfare of the worker which are undertaken by the employers on their own free will. The activities under this category ultimately lead to increase in the efficiency of worker.

1.6 NEED FOR THE STUDY

To know that whether welfare facilities play an important role on the working of employees, And to know when 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 OBJECTIVES

Primary objectives

A study on effectiveness of employee welfare measures in information technology sector.

Secondary objectives

- To analyze the effectiveness of various employee's welfare measures provided in the organization.
- To identify the level of satisfaction of workers regarding the welfare facilities.
- To find out the remedial measures to improve the employee welfare.

1:8 SCOPE OF THE STUDY

The present study has been undertaken to study and find out effectiveness of Employee Welfare measures. To find out the practical difficulties involved in welfare measures that can be evaluated through this study. The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.

1:9 Statement of the problem

To know the existing working conditions, industrial safety and welfare measures, medical benefits, interrelationship between superior and subordinate etc..

CHAPTER -2

REVIEW OF LITERATURE

Srinivat KT (2013)

The objectives of the study to understand the extent of awareness of among the employees for various statutory and non-statutory facilities and to find out satisfaction level of the employees in the organization. This study concluded that the fundamental propose of labour welfare facilities is to enrich the employee's life and make more joyful and conducted that helps to development of the organization.

K.Lalitha & T.Priyanka (2014)

A study on employee welfare measures concerning the IT industry. They concluded that human resource plays an important role in any organization. Employee welfare facilities are a concern to this department, if the employees are happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of employee welfare facilities in the IT industry it is clear that the companies are very keen on promoting all the welfare facilities provided by the IT industry

J. A. Raja(2016)

Welfare programs are aimed toward promoting the physical, psychological and general wellbeing of the working population. It's a company attitude or commitment reflected within the expressed case for employers in the least levels. Findings were from the a part of canteen facilities, medical facilities and other fringe benefits. The worker reaction is neutral towards the facilities provided by the corporate. It are often concluded that the welfare measures in a corporation are one among the factors for the workers to remain within the organization and to figure towards success of the organization and this has been evident during this organization.

Ramya. J, Bhavani shree, Arepalli, Dr. Lakshmi (2016)

This study is on Employee Welfare Facilities and Its Impact on Employee Satisfaction .Objective of this study are to find that workers were fulfilled by the approach of employee

welfare procedures taken for the workers, Operating environment has satisfactory airing but the employee's sense there must be adequate arrangements for fresh air wherever possible. This study concluded that the Employee satisfaction involves taking measures to encourage staff to stay within the organization

Dr. P. C. Sai Babu Goli Gurunadham (2016)

The study on employee satisfaction labour welfare measure. Objective of this study Awareness level of the respondents on Labour welfare measures and their Level of Satisfaction. This study concluded that the employees in the sampling units do have a strong perception and satisfaction levels towards the labour welfare measures being implemented in their organizations.

R. Ramamoorthy, K.P.Thooyamani, Karthick K (2017)

Studied on effectiveness of employee welfare measure and employee morale. Objectives of this study are to find out the satisfaction level of the employees and to evaluate the effect of the welfare measures on morale of employees in the organization. This study concluded that the workers confidence helps the running to know the fulfillment level of welfare facilities in the organization.

A Saravanakumar & DR.S Akilandeswari (2017)

A study on the health, safety, and welfare of employees in a private sector in the city of Coimbatore found that the organization has sufficient health and safety procedures in place. However, several issues have been noted that certain staff members are some people are content with the current welfare measures, while others are not. Individuals' physical, mental, and emotional wellbeing are referred to as their welfare. Therefore, the management should consider enhancing employee wellbeing in the future.

Binoyjoseph,josephinjodey (2009)

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. Robbinsin

The 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)

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.

Punekar, Deodhar and Sankaran (2004)

Their book, "Labor Welfare, Trade Unionism and Industrial Relations" stated that labor welfare is anything done for the comfort and 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)

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.

Syed Mehdi Hosseini (2010)

contend that job satisfaction, fulfillment, and consistency aren't just important factors in obtaining a good quality work, but the quality of work-life (QWL) or quality-of-work system is one of the most findings that will benefit motivating employees and is a key way to have a career advancement that has its origins in employees' and

managerial' behaviors toward encouragement, that is more concerned with fair pay.

Robinson, clog (2000)

The essential habit that has been linked to employee welfare and safety measures has been established through research; these behaviours include faith in the business and a willingness to improve things.

Johnson B; Rask; Stenberg M(2010)

This study was designed to conduct a thorough examination of pertinent research articles about piece rate earnings and their implications on worker safety and welfare. A total of 47 research articles were thoroughly analysed, and it was determined that those were pertinent and of high enough quality to fulfil the needs of this study.

P.V.Satyanarayana (1997)

“A Study on the welfare measures and their Impact on QWL provided by the Sugar companies “ declared that improved quality of work life among the employees increases their involvement in job and results in increased productivity of the organization. The organizations make efforts to maintain smooth relationship between workers and management, which leads to attainment of organization efforts.

Harikrishnan (2014)

His work A Study On Labour Welfare Measures – With Special Reference To Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east.

Dr. Usha Tiwari (2014)

Her study A Study on employee welfare facilities and its impact on employees efficiency at vindha Telelinks Ltd conducted the study of Employees welfare schemes and its impact on employees efficiency at Vindhatelelinks Ltd. The results appeared positive. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase.

Patel Vidhi (2021)

The research paper is to determine the study of the employee welfare measure. Employees are the most valuable asset of an organization. Employee's+ welfare entails everything from services, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. It is undertaken in order to motivates employees and raise the productivity levels. The objectives are to know the employee welfare is to improve the life of the working class, to bring about holistic development of the worker's personality and so on. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research of 60 respondents were taken. There is utmost need for the employee's welfare in any type of organisation. Majority of the employees are motivated through feedback and increase their productivity. The study also throws light on impact of welfare measures on the employees' performance.

R. Mohanapriya, G. Allwyn, T. Dhinakaran (2019)

The Employees welfare measure is a burning issue all over the world. Employee's welfare requires everything from service, facilities and benefits that are provided or done by an employer for the advantage or comfort of an employee. A study on employee's welfare measure aimed to find how employee's welfare measures in the organization encourage them to increase productivity and performance. The total population for the study is 140

and the sample size is 100. The type of sample design used for the study is simple random sampling. Primary and Secondary data was used for the study primary data was collected by using questionnaire and secondary data was collected from books, journals and company records. The gathered information is critically analyzed by using various statistical tools like chi square test and Karl Pearson coefficient of correlation. From the study, it was found that there is significant association between employee welfare measure and self-efficacy of employees and by using chi square test it was found that there is significant association between employee welfare measure and work performance of employees.

Aruna, S., and V. Seetha (2019)

Employees welfare includes various facilities, services and amenities provided for improving their health, efficiency, economic betterment and social status of the workers. The Welfare measures will improve the physique intelligence, morality and standard of living of the workers, which in turn will improve their efficiency and productivity. Employees welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency. The purpose of employee's welfare is to developed personality of the workers to make a better workforce. Welfare schemes it creates efficient, healthy, loyal and satisfied labor force for the organization. Providing such facilities make their work life better and leads to good standard of living. The present study focuses on employee's welfare measures and what are the various statutory provisions and agencies protecting the welfare of employees.

G. Aarthi, & P. Srinivasan (2018)

The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results, it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the

organizations.

Daddie JA; Andrews NL; Iroanwusi FO; Princewill O; (2018)

The focus of this paper is to examine Employee Welfare Scheme as a Driving Force to Workers Performance: A Study of Selected Insurance Firms in Portharcourt. The study adopted survey approach in its design. The researchers used a sample of 101 insurance sector workers drawn from ten insurance firms in Portharcourt. The major instrument for data collection was a five-point Likert scale questionnaire titled employee welfare scheme and workers performance questionnaire, data analysis was based on the 98 questionnaire that was accurately filled and returned. The statistical tools for data analysis are: simple percentage and the non-Parametric test using the 23.0 version of the statistical package for social sciences software (SPSS). This paper concludes. therefore that employee's welfare scheme provided by insurance firms has significant effect on the performance of their employees. It is the recommendation of this paper that to achieve the above, insurance firms must improve on the welfare schemes they offer to their employees especially as it affects the facilitative and economic welfare scheme which has shown to have direct impact on employee's performance ($H = 0.001$ and 0.000 respectively). Furthermore, the provision of recreational welfare scheme shouldn't be made priority policy issue.

A Saravana Kumar & DR. S Akilandeswari (2017)

A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to physical, mental and emotional wellbeing of the individual. So, in future, the management can well think of improving the welfare by consulting with employees.

Dr. S. Ravi, J.A. Raja (2016)

In the early stages of Industrialization, the scope of Personnel Management was very limited. Recent develop-ments in the field of Management increased the scope of

Personnel Management. Employee Welfare is an important fact of Industrial Relation, giving satisfaction to the worker in a way, which even a good wage cannot. his study was conducted by the researcher at small scale industries at Hosur. Welfare programs are aimed at promoting the physical, psychological and general wellbeing of the working population. It is a corporate attitude or commitment reflected in the expressed case for employers at all levels. Findings were from the part of canteen facilities, medical facilities and other fringe benefits. he employee reaction is neutral towards the facilities provided by the company. It can be concluded that the welfare measures in 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.

Mridul Mishra, Arvind Joshi (2016)

Employees are the wealth of any organization, be it small, medium or large enterprises. The very logic behind providing welfare schemes is to create healthy, loyal and satisfied labour force for the organization. The scheme of Employees Welfare is regarded as a “wise investment”. Therefore, this study was undertaken to check whether the organization is following the norms of the labour welfare measures or not and also to assess the satisfaction level of employees about welfare measures in the organization Faridabad. For the purpose of the study, all welfare measures were observed with the help of semi structured interview schedule. The study analyses the labour welfare facilities provided in the organization with the help of sample respondents. The benefit of the study is that the study provides understanding of why employee’s welfare measures need to be adopted in an organization.

Ravi & Raja (2016)

Labour 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.

B.R. Manasa and Dr.C.N. Krishnanaik (2015)

Employee's welfare refers to the efforts which are provided by the employer for the good life worth of its employees. Employees welfare means anything done for the comfort and intellectual, improvement or social, of the employees over and more than the wages paid which is not a necessity of the industry. Organizations provide welfare facilities to their employees to keep their motivation levels high enough. The employee welfare schemes can be classified into two categories viz. Intra-mural and Extra-Mural. The Intra-Mural schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. The Extra-Mural schemes differ from organization to organization and from industry to industry. The main purpose of employees' welfare is to enrich or develop the quality of life of employees and keep them satisfied and contented. Extra-Mural benefits are the result of employer's generosity, enlightenment and philanthropic feelings. This paper contributes the indepth of analysis of both Intra-Mural and Extra-Mural and its impact on employee satisfaction in Cement Corporation of India units in Thandur and Adilabad. And also focussed on layoff benefits, welfare measures providing by the organisation to its temporary employees.

Odeku & Odeku (2015)

Welfare facilities and services for employees are increasingly becoming important in organisations. Employees are a major determinant of the success of any organisation; therefore, a company's success is not only measured by the margins and profits it declares, but also by the state of well-being of the workers. This article looks at the importance of welfare facilities and services to the workforce and the need for an organisation to ensure they provide statutory welfare schemes and non-statutory welfare schemes for their employees. The article accentuates the importance of implementation of welfare schemes and the consequences for failure of implementation.

Dr.K. Lalitha and 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. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties.

Hari Krishnan (2014)

In his work A Study on Labour Welfare Measures – With Special Reference to Rubber Board of India, a well-fed, well-clad and satisfied worker is an asset to the organization. He makes no loss of man hours by absenteeism, strikes etc. and he feels essence of allegiance to the organization in which he works. A satisfied worker makes other resources meaningful. It is concluded from this study that Rubber Board is very much interested in providing welfare facility to their plantation workers. Workers have good opinion about Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme and Housing and sanitary Subsidy Scheme. Workers are satisfied about Educational Stipend Scheme. They are less satisfied with Merit Award Scheme, Housing Subsidy Scheme for north east.

Dr. Usha Tiwari (2014)

A Study on employee welfare facilities and its impact on employee's efficiency at vindha Telelinks Ltd conducted the study of Employees welfare schemes and its impact on employee's efficiency at Vindhatelelinks Ltd. The results appeared positive. It increases productivity as well as quality and quantity. Therefore, there is necessity of making some provision for improving the welfare facility through that employee will become happy, employee's performance level become increase. Health, safety and welfare are the

measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee welfare facilities and its impact on employee's efficiency at Vindha Telelinks Ltd. Rewa Madhya Pradesh. The study shows the Employees welfare facilities and its impact on employees efficiency at Vindha Telelinks Ltd.

Nanda and Panda (2013)

Stated the Rourkela Steel Plant has adopted a better kind of welfare activities which create an effective working environment and thus better productivity. There is different kind of welfare schemes like medical allowance; death relief fund, insurance, housing and transportation facilities recreation club etc. are provided by the company to the employees to maintain the industrial relation better one. The premises and the departments are maintained healthy. Also, proper safety measures have been adopted in the organization. All matters relating to safety, health and welfare of employees are properly implemented.

Srinivas (2013)

Identified welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. It is found that most of the, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company and most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare.

Sindhu (2012)

The employee welfare measures increase the productivity of organization and promote healthy industrial relations there by maintaining industrial peace. Organizations provide welfare facilities to their employees to keep their motivation levels high. Business houses

provide many such statutory and nonstatutory things policies to maintain satisfactory level of their employee. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene wash rooms and bathrooms, regular medical checkups, health insurances, Employee assistance programme, grievance handling department, better facilities to sit or good work place gives employee a high level of satisfactory level. This gives an organisation to grow much faster.

Mishra [2011]

“Effect of welfare measures on employee”. This project aims at studying and analyzing the safety and welfare measures of the employee. The project objective is to evaluate the effect of the welfare measures on employee morale and satisfaction level of employee about the work environment. He concluded that most of the employees in the company are female. More than 50% of respondent are working for more than 10 years. Sample size was 50 respondents. Respondents are highly satisfied with the medical facility. Most of employees were dissatisfied with the safety measure and only few are satisfied. Employees were satisfied with the working condition. Respondents were satisfied with the motivation given by the company and the relation between supervisor and workers. Respondents are satisfied with the canteen facility, credit facility and working condition. The communication in work place has no effect on work satisfaction. The increase in employee motivation will increase the work satisfaction. The effect of welfare measures is about 25% on employee morale. The study on effect of welfare measure on employee morale helps the management to know the satisfaction level of the employees about the welfare measure provided by the company. From this study we can infer that the majority of the employees are satisfied with the welfare measures. The company can concentrate on other facility like crèche facility, uniform, and safety measures to boost the employee morale. The employee morale is good in the company. It is found that the effect of welfare measure on employee morale in this study is about 25%.

Paul (2011)

In her research in journal on “Labour welfare policy and administration in Haryana”, found that labour welfare is very compressive and includes various types of activities

undertaken for the economic, social, intellectual or moral benefits of the labour community workers. She conducted research in Haryana. She explained problems and principles of labour welfare. People have to depend on others for their livelihood. The socio-economic status of the workers was far below the status their employer. The employer taking advantage of the poor condition of the workers dictated their own terms and conditions with regard to wages, hours of work, leave etc. The workers were left with no choice and they accept such terms for their livelihood because service is sole source of earning. She also studies welfare policy in India. Labour welfare policy is basically of action designed to advance the general welfare of the working. She concluded that officials of labour department, Haryana did not contact the workers. They should try to establish better rapport among workers. Training is given to workers to increase their knowledge. In India Industrialization implies the growth of a factory system with employees and wage earners in varying circumstances with varying characteristics. Workers were exposed to serious accident because machines were not properly screened. Accidents were considered as normal risk. The worker who was unfortunate victim of an accident lost his employment and had no right to compensation. Found wages paid to the workers were very low. Wages is only one source of their income. It is observed that the Haryana Labour Department is headed by Minister of state. It is suggested that Minister of cabinet rank should be appointed to handle delicate matters of policy and administration in Haryana. Effective implementation of labour enactments requires regular interaction between the officials and workers.

Kamdi (2010)

conducted research on “welfare facilities provided to employees by Bank of India”. Welfare is a comprehensive term including various services, benefits and facilities offered by the employees through such a generous fringe benefits the employers makes life worth living for employees the welfare amenities extend in addition to normal wages & other economic rewards available to employees as per the legal provision. Total numbers of 30 employees were interacted in the research study. Research findings showed that Bank of India has presently provided welfare facilities to employees like Canteen, Housing rent allowance, Holiday home, Reimbursement of educational benefit, Good working

condition, Reimbursement of expenses towards medical check-up. The data and information were collected regarding wages, costbenefits analysis of training, benefits, productivity, absenteeism, employee turnover, strikes, accidents, operations, working hours, shifts etc and also to find out the defects and shortcoming in the existing policies and practices. Employees were highly satisfied with the facilities provided by Bank of India. Finally he concluded in his research that all the routine welfare facilities are availed by all the employees in Bank of India in different proportion. More than 70% employees avail routine welfare facility on routine basis. More than 30% employees avail special welfare facility according to how the need arises. The time required for sanctioning the special welfare facility is maximum 2 weeks. Welfare facilities are availed by everyone in the organization & time required is also nominal. The employees of Bank of India are highly satisfied with the routine welfare facility, which they are availing on regular basis.

Kalyani Salunkhe(2022)

Explained that financial planning is a step-by-step approach ensuring how an individual is going to meet one's life goals with earned money. A morally correct financial plan will help individuals every time to remain in control of expenses and investments.

Leena Dam(2017)

Individuals needed to be financially literate in order to make financial plan and decide the best suited investments where the returns beat inflation wealth accumulation is achieved. This study attempts to analyse the relationship between age and income with financial planning. It also studies whether age and income have a positive correlation with the choice of investment products.

Govindarajan K(2014)

Savings play a vital role for protecting an individual and for development of an economy. Savings may be invested in the form of fixed deposits, stock market and insurance policies.

MS. K. Suganthi(2019)

Investment pattern of people vary depending on their income status and the activity that is engaged by those to make savings on their income. These investments are made from their earnings. Investment options are plentiful and the choices are deposit in bank, shares and bonds etc.

Sunwoo Tessa Lee(2020)

Early distributions from retirement accounts could endanger future retirement income security, and the U.S. has restrictions to discourage them, including possible tax penalties. On the other hand, tapping one's retirement assets may be rational when an individual encounters financial hardship. This study examines the factors related to individual's decision of taking hardship withdrawals and plan loans, focusing on financial knowledge and over confidence in financial knowledge, using the 2018 National Financial capability Study dataset.

Zankhana Atodaria(2019)

The aim of this research is to analyse awareness, perception and behaviour regarding different investments avenues available for salaried people and to study various demographic variables and pattern of investment. Many people are not aware about how to make an investment in share market and people are not willing to take risk for their funds, so they prefer to invest in bank deposits, insurance, post office savings etc.

Adi Meir(2016)

This research focuses on financial literacy as it relates to financial planning, particularly in wake of the increasing wide array of long-term financial products and retirement literacy.

Mrs. D. Purnima(2021)

Generally the term investment is a type of activity that is being engaged by the people who have to do savings i.e. investments are done from their savings , or in other words people invest their savings. Researcher in this study has studied the different types of purposes and investments available and the factors that are required to be considered

while selecting the investments available.

Puneet Bhushan Sood(2019)

Financial products acts as an investment avenue and provide the required financial security to the investors based on the risk-return profile of the financial products. In the past, traditional financial products offered in India by banks(deposit account, credit account), Life Insurance corporation(LIC), and postal department (recurring deposit, National Saving Certificate). However, in recent years with the advent of liberalization of financial service industry, diverse financial products have been introduced such as mutual funds, shares etc.

Elisabeth C. Bruggen(2017)

Financial planning is very important for well-being of a individual employee for their long term retirement. This link it to an individual's current and anticipated desired living standard and financial freedom.

Gitman Lawrence J. (2010)

Explained that solid financial planning is more important in today's growing world and they should be aware of resources available and what tools to be applied to achieve the goals. Douglas A Hershey(2008) compares relationship between demographic indicators and their savings, he used demographic factors (eg., age, gender, income) to individual differences in their savings and he also includes psychological indicators (retirement goals, future financial goals).

CHAPTER – 3

RESEARCH METHODOLOGY

3:1 RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyse information a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

3.2. RESEARCH DESIGN:

Descriptive Research Design Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3. SAMPLING TECHNIQUE:

Convenience sampling method A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.4. SOURCES OF DATA:

In this research, internal and external source of data are used. Collected raw materials through facts and figure of researcher's works. Collecting data from company records and document, these are all internal data and other data are external.

In data collection, there are 2 types

➤ **Primary Data:** It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of respondent's customers. In this, questionnaire is used for conducting personal interviews and for collecting the data.

➤ **Secondary Data:** It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company additional profile and company internal website.

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 opinions about employee's employees welfare measures in IT sector

- Basic Introduction
- Personal Details
- Research related Questions
- Perception Questions
- Likert Scaling Questions

3.6. SAMPLE SIZE

The sample size for this research project is 110

3.7.SAMPLE DESIGN

It is a particular definite plan formulation before collecting the data from population. The research should select a particular sample. In sampling, there are 2 typesprobability sampling and non-probability sampling. In this research, only nonprobability sampling is used.

- Sampling
 - Sampling design : Non-probability sampling
 - Sampling technique : convenience sampling
 - Sample unit : Employees
 - Sample size : 110 respondents

3.8. PERIOD OF STUDY

The period of the study is to determine that research process is carried out for 1 months.

3.9. AREA OF THE STUDY:

The targeted people are the employees working in IT sector.

3.10. TOOLS FOR ANALYSIS:

Questionnaire was created in order to receive the necessary response required from the sample to achieve the research objective. The tools used for this are

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.

3.10.2. ANALYTICAL TOOLS(SPSS)

Tool for testing the Hypothesis (SPSS)

- Anova
- Chi square

CHAPTER – 4

DATA ANALYSIS AND INTERPERTATION

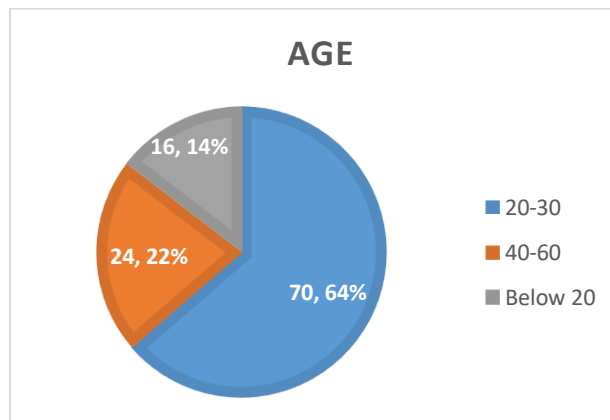
4.1 Percentage Analysis

Table 4.1.1: Age of Response

Particular	No. of Respondent	Percentage of Respondent
Below 20	16	14
20-30	70	64
40-60	24	22
Total	110	100

Source: Primary Data

Chart 4.1.1: Age of Response



INTERPRETATION:

From the above table, it is interpreted that 14% are below 20 age group, 64% are 20-30 age group, 22% are 40-60 age group.

INFERENCE:

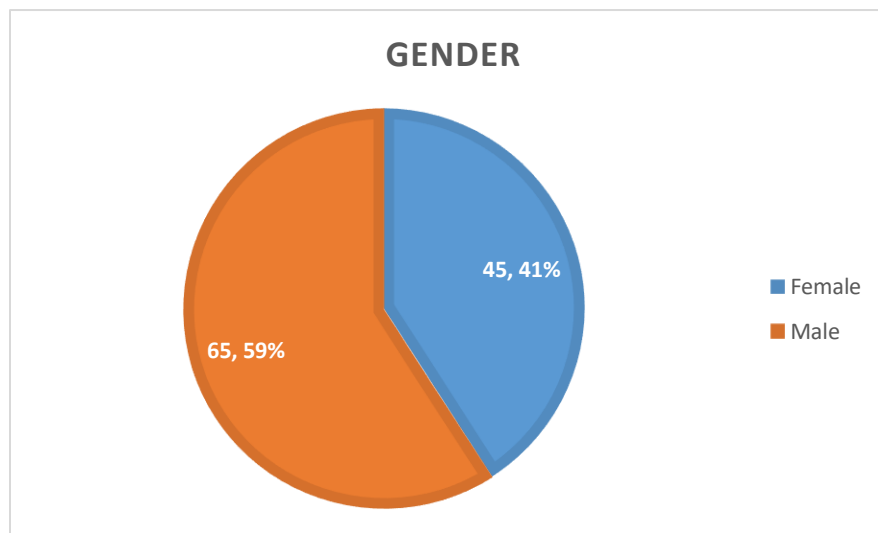
64% of the respondents are belonging to the age group of 20-30.

Table 4.1.2: Gender of the response

Particular	No. of Response	Percentage of Respondent
Male	113	87
Female	17	13
Total	110	100

Source: Primary Data

Chart 4.1.2: Gender of the Response



INTERPRETATION:

From the above table, it is interpreted that 59% of respondents belong to Male category, 41% of respondents belongs to Female category.

INFERENCE:

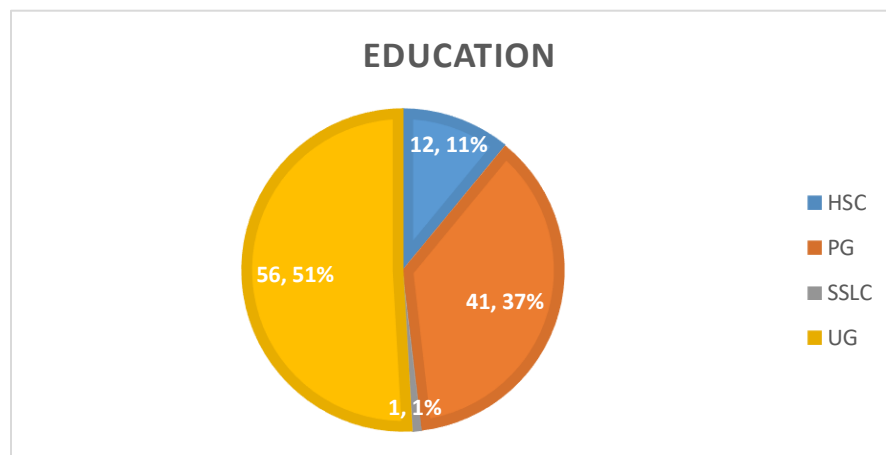
59% of the respondents are Male.

Table 4.1.3: Qualification of the Respondents

Particular	No. of Respondent	Percentage of Respondent
SSLC	1	1
HSC	12	11
Under Graduate	56	51
Post Graduate	41	37
Total	110	100

Source: Primary Data

Chart 4.1.3: Qualification of the Respondents



INTERPRETATION:

From the above table, interpreted that 51% of respondents belong to Under Graduate, 37% of respondents belong to Post Graduate, 11% of respondents belong to HSC and 1% of respondents belong to SSLC.

INFERENCE:

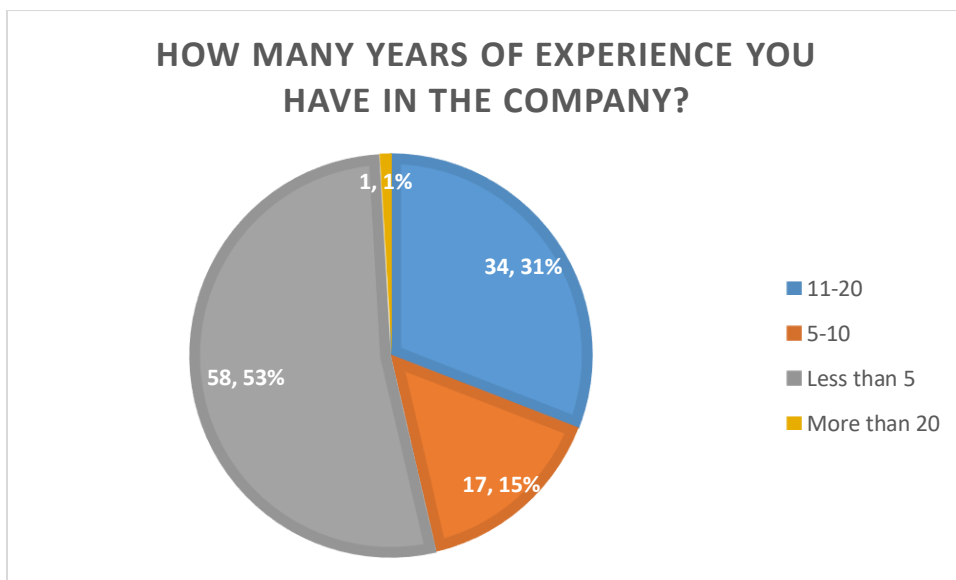
51% of the respondents are belonging to Under Graduate.

Table 4.1.4: Years of Experience

Particular	No. of Respondent	Percentage of Respondent
Less than 5	58	53
5-10	17	15
11-20	34	31
More than 20	1	1
Total	110	100

Source: Primary Data

Chart 4.1.4: Years of Experience



INTERPRETATION:

From the above table, interpreted that 15% of the respondents working experience is 5-10 years, 53% of the respondents working experience is between Less than 5 years and 31% of the respondents working experience is between 11-20 years.

INFERENCE:

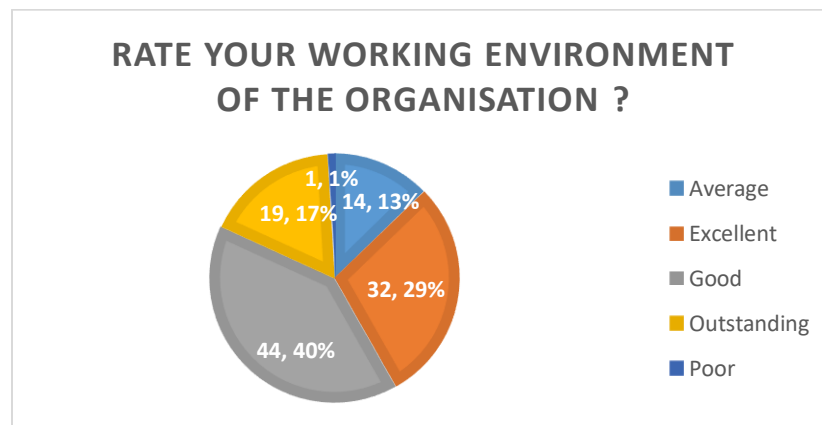
53% of the respondents working experience is less than 5 years.

Table 4.1.5: Working environment in the organization

Particular	No. of Respondent	Percentage of Respondent
Outstanding	29	22
Excellent	62	48
Good	35	27
Average	3	2
Poor	1	1
Total	110	100

Source: Primary Data

Chart 4.1.5: Working environment in the organization



INTERPRETATION:

From the above table, interpreted that 29% of respondents said Excellent, 40% of respondents said Good, 17% of respondents said Outstanding, 13% of respondents said Average and 1% of respondents said Poor.

INFERENCE:

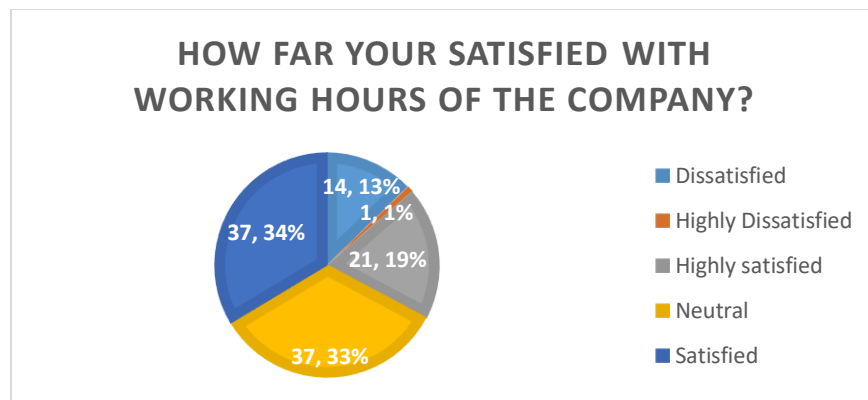
40% of the respondents said working environment was good.

Table 4.1.6: Satisfied with working hours of the company

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	21	19
Satisfied	37	34
Neutral	37	33
Dissatisfied	14	13
Highly Dissatisfied	1	1
Total	110	100

Source: Primary Data

Chart 4.1.6: Satisfied with working hours of the company



INTERPRETATION:

From the above table, interpreted that 34% of respondents said Satisfied, 19% of respondents said Highly Satisfied, 33% of respondents said Neutral, 13% of respondents said Dissatisfied and 1% of respondents said Highly Dissatisfied.

INFERENCE:

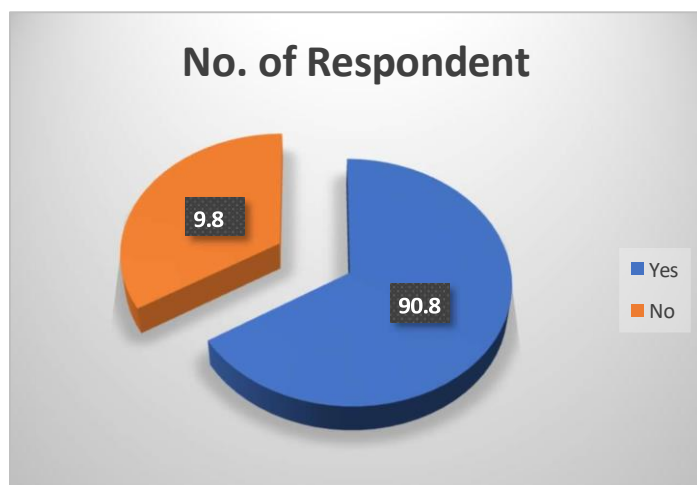
34% of the respondents said they are Satisfied with working hours of the company.

Table 4.1.7: Employee welfare measure of the organization give a feeling of safety and improve your performance

Particular	No. of Respondent	Percentage of Respondent
Yes	96	90.8
No	14	9.2
Total	110	100

Source: Primary Data

Chart 4.1.7: Employee welfare measures of the organization give a feeling of safety and improve your performance



INTERPRETATION:

From the above table, interpreted that 90.8% of respondents said Yes and 9.8% of respondents said No.

INFERENCE:

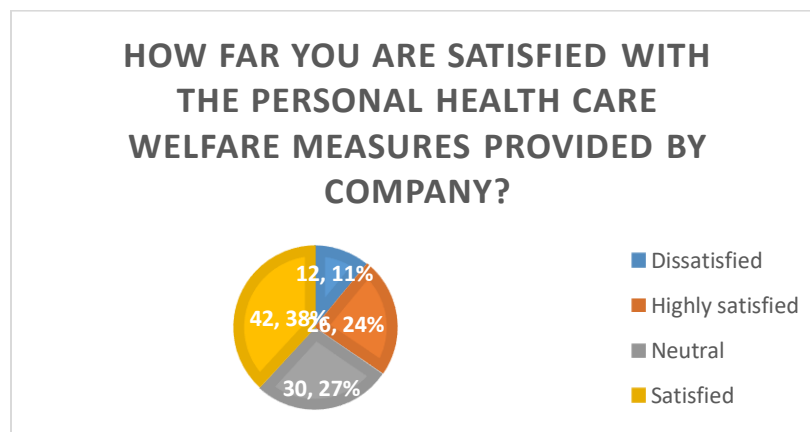
90.8 % of the respondents said Yes.

Table 4.1.8: Personal health care welfare measure provided by Company

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	26	24
Satisfied	42	38
Neutral	30	27
Dissatisfied	12	11
Highly Dissatisfied	0	0
Total	110	100

Source: Primary Data

Chart 4.1.8: Personal health care welfare measure provided by Company



INTERPRETATION:

From the above table, interpreted that 38% of respondents said Satisfied, 24% of respondents said Highly Satisfied and 27% of respondents said Neutral, 11% of respondents said dissatisfied.

INFERENCE:

38% of the respondents said they are Satisfied with the personal health care welfare measure provided by Company.

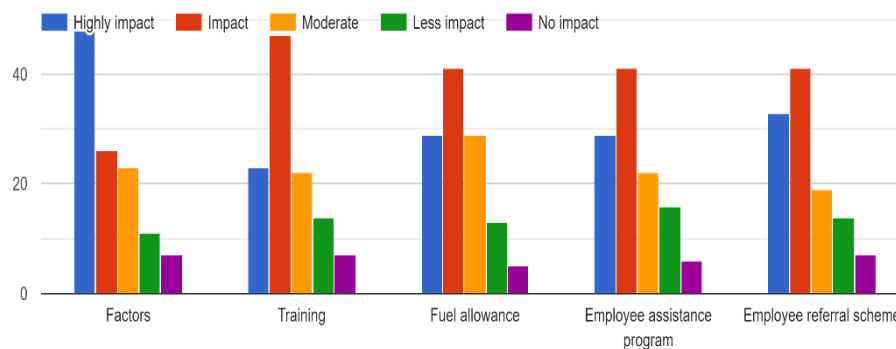
Table 4.1.9: Employee welfare measures had an impact on you

Factors	Highly Impact	Impact	Moderate	Less Impact
Training	69	34	27	0
Fuel Allowance	71	31	26	2
Employee Assistance Programs	25	53	50	2
Employee Referral Scheme	20	56	50	4

Source: Primary Data

Chart 4.1.19: Employee welfare measures had an impact on you

10.Which type of employee welfare measures had a impact on you?



INTERPRETATION:

From the above table,

69% respondents said Highly Impact, 34% respondents said Impact and 27% respondents said Moderate according to the Training.

71% respondents said Highly Impact, 31% respondents said Impact, 26% respondents said Moderate and 2% of the respondents said Less Impact according to the Fuel Allowance.

53% respondents said Impact, 50% respondents said Moderate, 25% respondents said Highly Impact and 2% of the respondents said Less Impact according to the Employee Assistance Programs.

56% respondents said Impact, 50% respondents said Moderate, 20% respondents said Highly Impact and 4% of the respondents said Less Impact according to the Employee Referral Scheme.

INFERENCE:

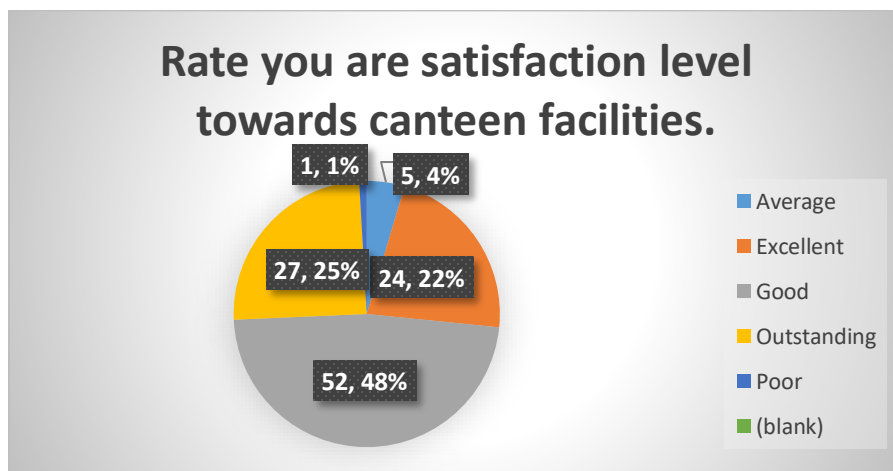
71% of the employees felt Fuel Allowance has High Impact

Table 4.1.10: Satisfaction level towards canteen facilities.

Particular	No. of Respondent	Percentage of Respondent
Outstanding	27	25
Excellent	24	22
Good	52	48
Average	5	4
Poor	1	1
Total	110	100

Source: Primary Data

Chart 4.1.10: Satisfaction level towards canteen facilities.



INTERPRETATION:

From the above table, interpreted that 22% of respondents said Excellent, 25% of respondents said Outstanding, 48% of respondents said Good, 4% of respondents said Average and 1% of respondents said Poor.

INFERENCE:

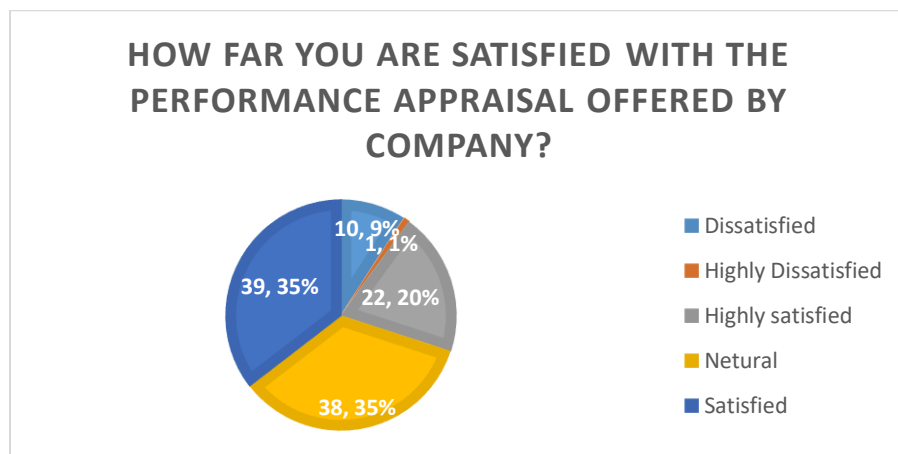
48% of the respondents said good towards canteen facilities.

Table 4.1.11: Performance appraisal offered by company

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	22	20
Satisfied	39	35
Neutral	38	35
Dissatisfied	10	9
Highly Dissatisfied	1	1
Total	110	100

Source: Primary Data

Chart 4.1.11: Performance appraisal offered by company



INTERPRETATION:

From the above table, interpreted that 35% of respondents said Satisfied, 20% of respondents said Highly Satisfied, 35% of respondents said Neutral and 9% of respondents said Dissatisfied, 1% of respondents said Highly Satisfied.

INFERENCE:

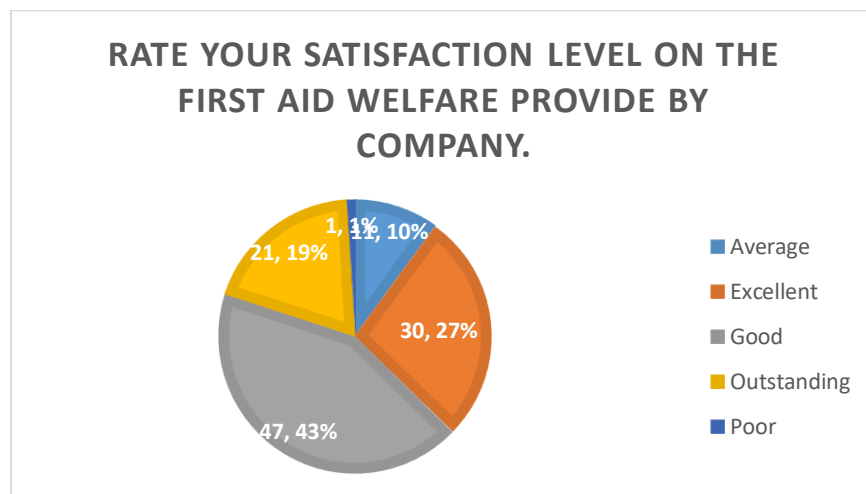
35% of the respondents said they are satisfied and neutral with the Performance appraisal offered by company.

Table 4.1.12: Satisfaction level on the First aid welfare provided by company.

Particular	No. of Respondent	Percentage of Respondent
Outstanding	21	19
Excellent	30	27
Good	47	43
Average	11	10
Poor	1	1
Total	110	100

Source: Primary Data

Chart 4.1.12: Satisfaction level on the First aid welfare provided by company.



INTERPRETATION:

From the above table, interpreted that 27% of respondents said Excellent, 19% of respondents said Outstanding, 43% of respondents said Good and 10% of respondents said Average, 1% of respondents said poor.

INFERENCE:

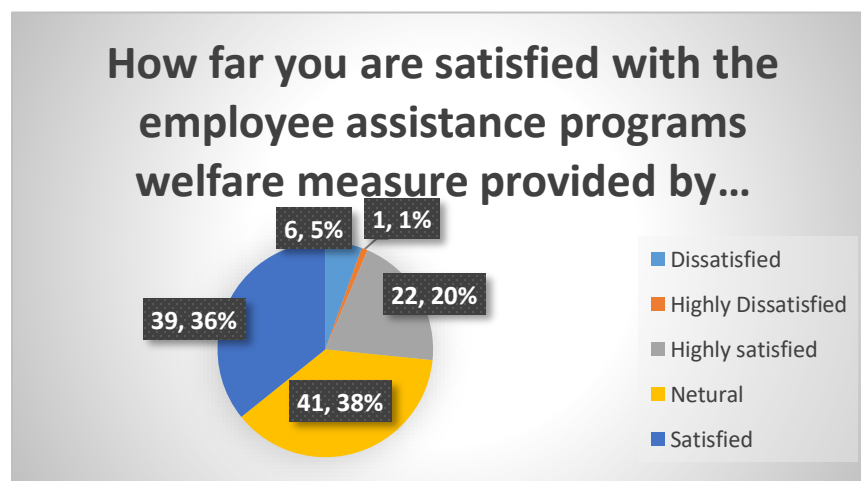
43% of the respondents said good towards the First aid welfare measures.

Table 4.1.13: Employee Assistance Programs welfare measure provided by company.

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	22	20
Satisfied	39	36
Neutral	41	38
Dissatisfied	6	5
Highly Dissatisfied	1	1
Total	110	100

Source: Primary Data

Chart 4.1.13: Employee Assistance Programs welfare measure provided by company.



INTERPRETATION:

From the above table, interpreted that 36% of respondents said Satisfied, 20% of respondents said Highly Satisfied, 38% of respondents said Neutral and 5% of respondents said Dissatisfied.

INFERENCE:

38% of the respondents said they are neutral with the Employee Assistance Programs welfare measure provided by company.

Table 4.1.14: Training given by the company.

Particular	No. of Respondent	Percentage of Respondent
Outstanding	19	17
Excellent	33	30
Good	46	42
Average	9	8
Poor	3	3
Total	110	100

Source: Primary Data

Chart 4.1.14: Training given by the company.



INTERPRETATION:

From the above table, interpreted that 30% of respondents said Excellent, 17% of respondents said Outstanding, 42% of respondents said Good, 8% of respondents said Average and 3% of respondents said Poor.

INFERENCE:

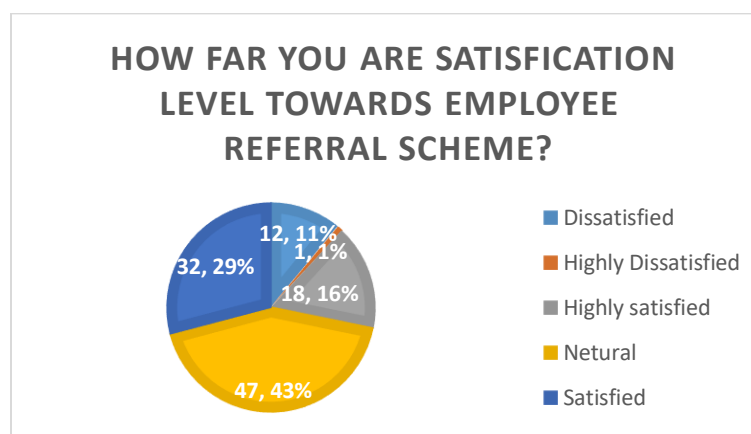
42% of the respondents said good towards Training given by the company.

Table 4.1.15: Satisfaction level towards Employee Referral Scheme.

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	18	16
Satisfied	32	29
Neutral	47	43
Dissatisfied	12	11
Highly Dissatisfied	1	1
Total	110	100

Source: Primary Data

Chart 4.1.15: Satisfaction level towards Employee Referral Scheme.



INTERPRETATION:

From the above table, interpreted that 29% of respondents said Satisfied, 16% of respondents said Highly Satisfied, 43% of respondents said Neutral, 11% of respondents said Dissatisfied and 1% of respondents said Highly Dissatisfied.

INFERENCE:

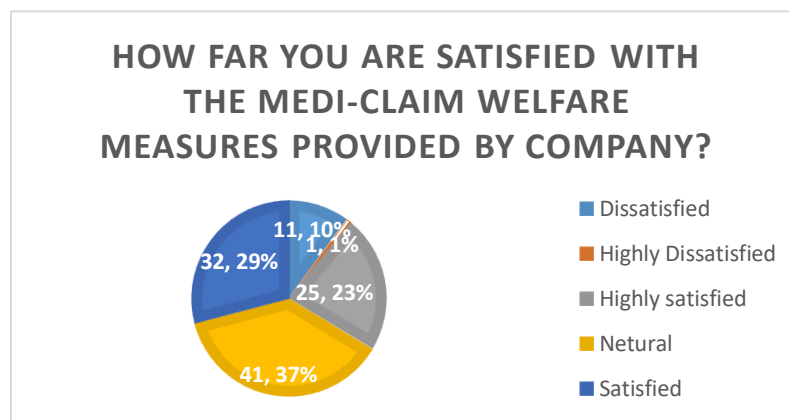
43% of the respondents said they are neutral towards employee Referral Scheme.

Table 4.1.16: Satisfaction with the Medi-claim welfare measures provided by company.

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	25	23
Satisfied	32	29
Neutral	41	37
Dissatisfied	11	10
Highly Dissatisfied	1	1
Total	110	100

Source: Primary Data

Chart 4.1.16: Satisfaction with the Medi-claim welfare measures provided by company.



INTERPRETATION: From the above table, interpreted that 29% of respondents said Satisfied, 23% of respondents said Highly Satisfied, 37% of respondents said Neutral and 10% of respondents said Dissatisfied, 1% of respondents said Highly Dissatisfied.

INFERENCE:

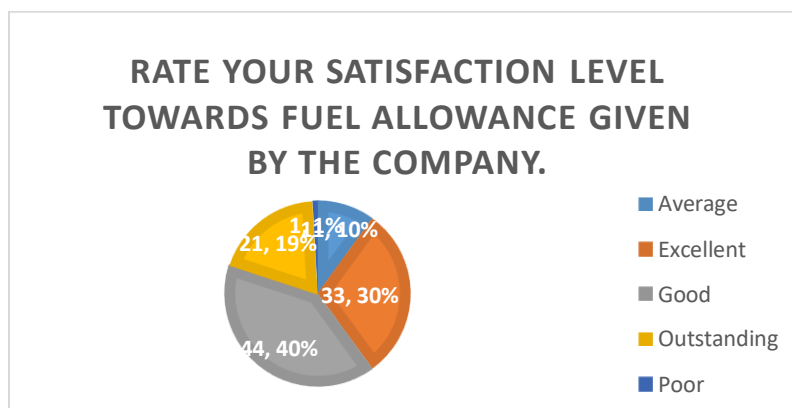
37% of the respondents said they are neutral with the Medi-claim welfare measures.

Table 4.1.17: Satisfaction level towards Fuel Allowance given by the company.

Particular	No. of Respondent	Percentage of Respondent
Outstanding	21	19
Excellent	33	30
Good	44	40
Average	11	10
Poor	1	1
Total	110	100

Source: Primary Data

Chart 4.1.17: Satisfaction level towards Fuel Allowance given by the company.



INTERPRETATION:

From the above table, interpreted that 30% of respondents said Excellent, 19% of respondents said Outstanding, 40% of respondents said Good, 1% of respondents said Poor and 10% of respondents said Average.

INFERENCE:

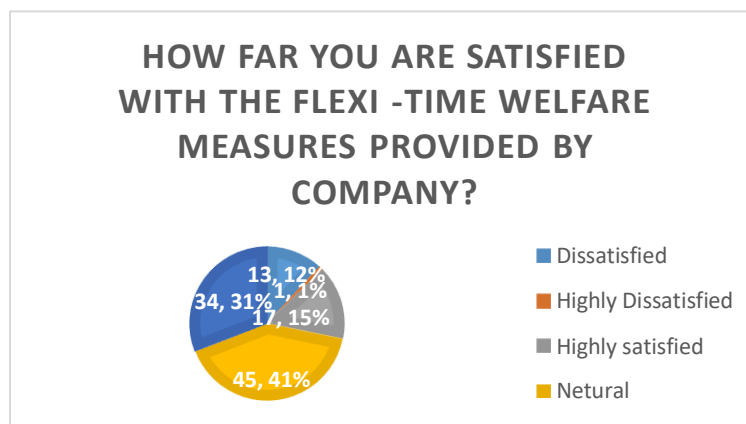
40% of the respondents said good towards Fuel Allowance given by the company.

Table 4.1.18: Satisfaction with the Flexi-Time welfare measure provided by company.

Particular	No. of Respondent	Percentage of Respondent
Highly Satisfied	17	15
Satisfied	34	31
Neutral	45	41
Dissatisfied	13	12
Highly Dissatisfied	1	1
Total	110	100

Source: Primary Data

Chart 4.1.18: Satisfaction with the Flexi-Time welfare measure provided by company.



INTERPRETATION:

From the above table, interpreted that 31% of respondents said Satisfied, 15% of respondents said Highly Satisfied and 41% of respondents said Neutral, 12% of respondent said dissatisfied, 1% of respondent said highly dissatisfied.

INFERENCE: 41% of the respondents said they are neutral with the Flexi-Time welfare measures.

Table 4.1.19: Satisfaction level towards the welfare measures.

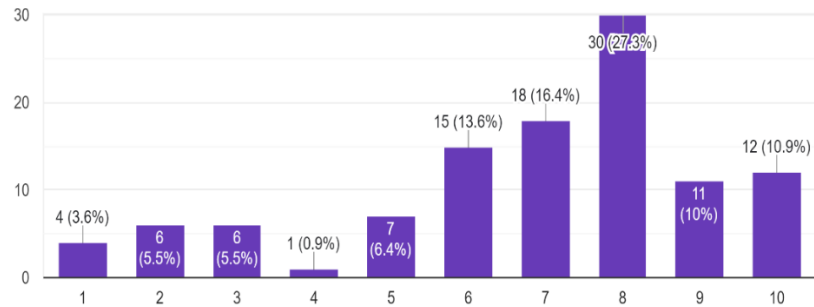
Particular	No. of Respondent	Percentage of Respondent
1	4	3.6
2	6	5.5
3	6	5.5
4	1	0.9
5	7	6.4
6	15	13.6
7	18	16.4
8	30	27.3
9	11	10
10	12	10.9
Total	110	100

Source: Primary Data

Chart 4.1.19: Satisfaction level towards the welfare measures.

20. Rate your satisfaction level towards the welfare measures.

110 responses



INFERENCE:

27.3% of the respondents had given 8 rating for the satisfaction level towards the welfare measures.

4.2 ANOVA TEST

One-Way ANOVA ("analysis of variance") compares the means of two or more independent groups in order to determine whether there is statistical evidence that the associated population means are significantly different. One-Way ANOVA is a parametric test. This test is also known as: One-Factor ANOVA

HYPOTHESIS-1

NULL HYPOTHESIS(H₀): There is no significant difference between age of the respondent with the experience.

ALTERNATIVE HYPOTHESIS(H₁): There is a significant difference between age of the respondent with the experience.

Descriptives

2. Age

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
11-20	34	1.74	.567	.097	1.54	1.93	1	3
5-10	17	1.59	.870	.211	1.14	2.04	1	3
Less than 5	58	1.34	.762	.100	1.14	1.55	1	3
More than 20	1	2.00	.	.	.	.	2	2
Total	110	1.51	.739	.070	1.37	1.65	1	3

ANOVA

2. Age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.652	3	1.217	2.311	.080
Within Groups	55.839	106	.527		
Total	59.491	109			

INTERPRETATION

The p value is 0.080 which is greater than the significance value (0.05) hence null hypothesis (H0) is accepted. And H1 is rejected. Therefore, there is a no significant difference between age and working experience.

4.3 Chi-square Test

A chi-square test is a statistical test used to compare observed results with expected results. The purpose of this test is to determine if a difference between observed data and expected data is due to chance, or if it is due to a relationship between the variables you are studying.

HYPOTHESIS-2

NULL HYPHOTHESIS (HO): There is no significant difference between gender of the respondent with how do you satisfied with the working hours of the organization.

ALTERNATIVE HYPHOTHESIS(H1): there is significant difference between gender of the respondents with how do you satisfied with the working hours of the organization.

3. Gender * 7.How far your satisfied with working hours of the company?

Crosstabulation

			7.How far your satisfied with working hours of the company?					Total
			Dissatisfied	Highly Dissatisfied	Highly satisfied	Neutral	Satisfied	
3. Gender	Female	Count	9	1	5	16	14	45
		Expected Count	5.7	.4	8.6	15.1	15.1	45.0
	Male	Count	5	0	16	21	23	65
		Expected Count	8.3	.6	12.4	21.9	21.9	65.0
Total		Count	14	1	21	37	37	110
		Expected Count	14.0	1.0	21.0	37.0	37.0	110.0

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.377 ^a	4	.117
Likelihood Ratio	7.837	4	.098
N of Valid Cases	110		

a. 2 cells (20.0%) have expected count less than 5.

The minimum expected count is .41.

INTERPRETATION

The p value is 0.117 which is greater than the significance value (0.05) hence null hypothesis (H₀) is accepted. And H₁ is rejected. Therefore, there is a no significant difference between gender and working hours of the organization.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- 64% of the respondents are belonging to the age group of 20-30
- 59% of the respondents are Male
- 51% of the respondents are belonging to Under Graduate
- 53% of the respondents working experience is less than 5 years.
- 40% of the respondents said working environment was good.
- 34% of the respondents said they are Satisfied with working hours of the company.
- 90.8 % of the respondents said Yes.
- 38% of the respondents said they are Satisfied with the personal health care welfare measure provided by Company.
- 71% of the employees felt Fuel Allowance has High Impact
- 48% of the respondents said good towards canteen facilities
- 35% of the respondents said they are satisfied and neutral with the Performance appraisal offered by company
- 43% of the respondents said good towards the First aid welfare measures.
- 38% of the respondents said they are neutral with the Employee Assistance Programs welfare measure provided by company.
- 42% of the respondents said good towards Training given by the company.
- 43% of the respondents said they are neutral towards employee Referral Scheme
- 37% of the respondents said they are neutral with the Medi-claim welfare measures
- 40% of the respondents said good towards Fuel Allowance given by the company.
- 41% of the respondents said they are neutral with the Flexi-Time welfare measures.
- 27.3% of the respondents had given 8 rating for the satisfaction level towards the welfare measures.
- The p value is 0.117 which is greater than the significance value (0.05) hence null

hypothesis (H0) is accepted. And H1 is rejected. Therefore, there is a no significant difference between gender and working hours of the organization.

- The p value is 0.080 which is greater than the significance value (0.05) hence null hypothesis (H0) is accepted. And H1 is rejected. Therefore, there is a no significant difference between age and working experience.

5.2 SUGGESTIONS

- The management, needs to, enhance the quality, and, satisfactory things of, the nourishment which, is, a standout amongst the most, imperative essential civilities and, it fulfils the, workers.
- The number, of spittoons gave at the work, put isn't adequate, and, so the organization needs to build the quantity of spittoons, which keeps, the earth clean.
- Rest room, office must be, adequately given
- The management can, give better quality and assortment of nourishment in the container,
- The Management should mastermind more projects to enhance the worker's mindfulness about the welfare measures working conditions and standardized savings plans
- Satisfactory number of emergency treatment machines must be given.

5.3 CONCLUSIONS:

The study indicates that employees' welfare measures are responsible to maintain employees in the organization. The employees have provided effective welfare facilities. All respondents are agreeing with the different welfare facilities provided by the organization. The motivation, carrier development, grievance handling, medical facilities, education are important factors that effects on employee's productivity at workplace. It has been concluded that all employees are satisfied and agree with their provided welfare facilities by organization which in turn would

be build the confidence, self-esteem and also increase the productivity of employees.

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measures in IT sector**

QUESTIONNAIRE

1. Name:
2. Age:
 - a) 21-30
 - b) 31-40
 - c) 41-50
 - d) Above 50
3. Gender:
 - a) Female
 - b) Mal
4. Education:
 - a) SSLC
 - b) HSC
 - c) UG
 - d) PG
5. How many years of experience you have in the company?
 - a) Less than 5
 - b) 5-10
 - c) 11-20
 - d) More than 20
6. Rate your working environment of the organization?
 - a) Outstanding
 - b) Excellent
 - c) Good

d) Average

e) Poor

7. How far your satisfied with working hours of the company?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly Dissatisfied

8. Do you think employee welfare measures of the organization give a feeling of safety and improves your performance?

a) Yes

b) No

9. How far you are satisfied with the personal health care welfare measure provided by Company?

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly Dissatisfied

10. Which type of employee welfare measures had a impact on you?

Factors	Highly Impac t	Impact	Moderate	Less Impac t	No Impac t
Training					
Fuel Allowance					
Employee Assistance Programs					

Employee Referral Scheme					
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11. Rate your satisfaction level towards canteen facilities.

- a) Outstanding
- b) Excellent
- c) Good
- d) Average
- e) Poor

12. How far are you satisfied with the Performance appraisal offered by company?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly Dissatisfied

13. Rate your satisfaction level on the First aid welfare provided by company.

- a) Outstanding
- b) Excellent
- c) Good
- d) Average
- e) Poor

14. How far are you satisfied with the Employee Assistance Programs welfare measure provided by company?

- a) Highly satisfied
- b) Satisfied
- c) Neutral

- d) Dissatisfied
- e) Highly Dissatisfied

15. Rate your satisfaction level on Training given by the company.

- a) Outstanding
- b) Excellent
- c) Good
- d) Average
- e) Poor

16. How far are your satisfaction level towards employee Referral Scheme?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly Dissatisfied

17. How far are you satisfied with the Medi-claim welfare measures provided by company?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly Dissatisfied

18. Rate your satisfaction level towards Fuel Allowance given by the company.

- a) Outstanding
- b) Excellent
- c) Good
- d) Average
- e) Poor

19. How far are you satisfied with the Flexi-Time welfare measure

provided by Company?

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly Dissatisfied

20. Rate your satisfaction level towards the welfare measures. 1 to 10