

A STUDY ON EMPLOYEE WELFARE FACILITIES ON JOB SATISFACTION

Submitted in partial fulfillment of the requirements for the award of
Master of Business Administration

by

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Register Number:42410509



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)

CATEGORY-1 UNIVERSITY BY UGC

Accredited with Grade "A++" by NAAC | 12B Status by UGC | Approved by AICTE
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APRIL - 2024



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BONAFAIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **ARAVIND.A - 42410509** who carried out the project entitled “**A study on employee welfare facilities on job satisfaction**” under my supervision from September 2023 to December 2023

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I **ARAVIND.A (42410509)** hereby declare that the Project Report entitled '**A Study on Employee Welfare Facilities on Job Satisfaction**' done by me under the guidance of **Dr.JEYARANI** is **EPIIC SKILL TECH PRIVATE LIMITED** submitted in partial fulfillment of the requirements for the award of Master of Business Administration.

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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.

ARAVIND.A

ABSTRACT

Employee welfare facilities play a pivotal role in shaping the overall job satisfaction levels within an organization. As organizations recognize the importance of a content and motivated workforce, the study of employee welfare facilities has garnered increased attention in recent years. In the dynamic landscape of contemporary workplaces, understanding the intricate relationship between employee welfare facilities and job satisfaction is imperative for organizational success. This research aims to provide a nuanced exploration of how various welfare provisions contribute to the overall job satisfaction levels of employees.

The research adopts a holistic approach, considering the interplay of multiple factors that collectively contribute to the well-being of employees. The implications of this research extend to both organizational leaders and human resource practitioners, offering insights into the design and implementation of effective welfare programs. By recognizing the diverse needs and preferences of employees, organizations can tailor their welfare initiatives to create a workplace environment that not only attracts top talent but also nurtures their well-being and job satisfaction. Ultimately, this research contributes to the ongoing dialogue on employee welfare by highlighting its direct influence on the crucial metric of job satisfaction, a key driver of employee engagement and organizational success.

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INTRODUCTION TO THE STUDY

1.1 INTRODUCTION

EMPLOYEE WELFARE

Employee welfare facilities play a crucial role in shaping the overall work environment and job satisfaction within an organization. In today's competitive business landscape, organizations are constantly seeking ways to attract and retain talented employees. One significant factor that contributes to employee retention and job satisfaction is the provision of welfare facilities that go beyond basic compensation and benefits. These facilities encompass a wide range of services and amenities designed to enhance the well-being and quality of life of employees, both inside and outside the workplace.

Employee welfare facilities include but are not limited to on-site daycare centers, fitness centers, flexible work arrangements, wellness programs, recreational activities, and support services such as counseling and financial planning. These amenities not only demonstrate an organization's commitment to the welfare of its employees but also have the potential to influence job satisfaction, engagement, and overall productivity. The specific employee welfare programs that an employer offers will vary depending on the size and industry of the company, the needs of its employees, and its budget.

The specific employee welfare programs that an employer offers will vary depending on the company's resources and the needs of its employees. However, by offering a comprehensive employee welfare program, employers

can show their employees that they care about their well-being and that they are committed to creating a positive work environment.

The challenges of providing employee welfare: There are some challenges involved in providing employee welfare, such as the cost of the programs, the need to tailor the programs to the needs of the employees, and the need to communicate the benefits of the programs to the employees.

The future of employee welfare: The future of employee welfare is likely to see a continued focus on wellness programs, as well as the development of new programs that address the needs of a changing workforce.

JOB SATISFACTION

Definition: Job satisfaction is the result of an evaluation of an individual's job and work environment. It reflects how content or fulfilled a person feels with their job and whether their expectations and needs are met.

Factors Influencing Job Satisfaction:

Work Environment: Factors like the physical work environment, office culture, and interpersonal relationships with colleagues and supervisors can significantly impact job satisfaction.

Job Content: The nature of the work, the level of challenge, and the degree of autonomy can affect how satisfied an individual is with their job.

Compensation and Benefits: Fair and competitive compensation, along with additional benefits like health insurance and retirement plans, can contribute to job satisfaction.

Career Development: Opportunities for growth and advancement within the organization can positively influence job satisfaction.

Work-Life Balance: The balance between work and personal life is crucial. An excessive workload or lack of flexibility can lead to dissatisfaction.

Recognition and Feedback: Feeling valued and recognized for one's contributions is important for job satisfaction.

Job Security: Concerns about job stability can affect job satisfaction.

Measurement: Job satisfaction can be assessed through surveys, questionnaires, and interviews. Common tools for measuring job satisfaction include the Job Satisfaction Survey (JSS), the Minnesota Satisfaction Questionnaire (MSQ), and the Faces Scale.

Importance: High levels of job satisfaction are associated with various positive outcomes, both for individuals and organizations. These include increased productivity, lower turnover rates, better job performance, and improved mental and physical well-being of employees.

Implications for Employers: Organizations often strive to enhance job satisfaction among their employees as it can lead to improved retention rates and overall performance. Strategies for improving job satisfaction may include providing opportunities for skill development, offering flexible work arrangements, recognizing and rewarding employees, and fostering a positive workplace culture.

Individual Responsibility: While employers play a role in creating a satisfying work environment, individuals also have a responsibility to manage their own job satisfaction. This might involve setting realistic expectations, seeking opportunities for skill development, and effectively managing work-related stress.

Cultural and Individual Variations: Job satisfaction can vary across cultures and among individuals. What one person finds satisfying in a job may differ from another's preferences and expectations.

Job satisfaction is the level of contentment employees feel with their job. It is a measure of how much they like their job, the work they do, and the environment they work in. Job satisfaction can be influenced by a number of factors, including:

The nature of the work: Employees are more likely to be satisfied with their job if they find the work challenging and interesting. They are also more likely to be satisfied if they have a sense of accomplishment from their work.

The level of pay and benefits: Employees are more likely to be satisfied with their job if they feel they are being paid fairly and if they have good benefits.

The work environment: Employees are more likely to be satisfied with their job if they have a good relationship with their manager and co-workers. They are also more likely to be satisfied if they feel the work environment is physically comfortable and safe.

The opportunities for advancement: Employees are more likely to be satisfied with their job if they feel they have opportunities to advance their career.

The company culture: Employees are more likely to be satisfied with their job if they feel the company culture is supportive and values their contributions.

The five key factors of job satisfaction are:

Engagement: Employees who are engaged in their work are more likely to be satisfied with their job. Engagement is characterized by a sense of passion, commitment, and enthusiasm for one's work.

Respect: Employees who feel respected by their managers and co-workers are more likely to be satisfied with their job. Respect can be shown in many ways, such as through appreciation, fair treatment, and opportunities for growth.

Fair compensation: Employees who feel they are fairly compensated for their work are more likely to be satisfied with their job. Fair compensation means that employees are paid a competitive wage for their skills and experience.

Motivation: Employees who are motivated to do their work are more likely to be satisfied with their job. Motivation can be driven by a variety of factors, such as a sense of purpose, the desire to learn and grow, or the opportunity to make a difference.

Life satisfaction: Employees who are satisfied with their life outside of work are more likely to be satisfied with their job. This is because a balanced life can help to reduce stress and make it easier to enjoy work.

Job satisfaction is important for both employees and employers. For employees, job satisfaction can lead to increased productivity, decreased absenteeism, and lower turnover. For employers, job satisfaction can lead to a more positive work environment, increased innovation, and improved customer service.

If you are not satisfied with your job, there are a few things you can do to improve your situation. First, you need to identify the factors that are contributing to your dissatisfaction. Once you know what the problems are, you can start to address them. This may involve talking to your manager, seeking out new opportunities, or even changing jobs.

It is important to remember that job satisfaction is not something that happens overnight. It takes time and effort to create a job that you love. However, the rewards are worth it. When you are satisfied with your job, you are more likely to be happy and successful in all areas of your life.

EMPLOYEE WELFARE ON JOB SATISFACTION

Understanding the impact of employee welfare facilities on job satisfaction is of paramount importance for organizations striving to create a positive and conducive work environment. By investing in these facilities, employers aim to foster a sense of belonging, reduce employee stress, enhance work-life balance, and ultimately boost job satisfaction. However, it is essential to assess whether these investments yield the desired results and if they contribute significantly to job satisfaction.

Job satisfaction is a complex concept that is influenced by a variety of factors, including the work itself, the work environment, the relationships with colleagues and supervisors, and the overall compensation and benefits package. Employee welfare facilities are one of the important factors that can impact job satisfaction.

The provision of employee welfare facilities can have several positive impacts on job satisfaction. First, it can help to reduce employee stress and anxiety. When employees know that they have access to quality medical care, retirement savings, and other financial assistance, they can feel more secure and less stressed about their personal finances. This can lead to a more positive attitude towards their work and a greater sense of job satisfaction.

Second, employee welfare facilities can help to improve employee morale. When employees feel that their employer is looking out for their well-being, they are more likely to be motivated and engaged in their work. This can lead to higher productivity and better performance.

Third, employee welfare facilities can help to attract and retain top talent. In today's competitive job market, many employees are looking for employers who offer a comprehensive benefits package. By providing good employee welfare facilities, employers can make themselves more attractive to potential employees.

Of course, not all employee welfare facilities will have the same impact on job satisfaction. The specific impact will depend on several factors, including the needs of the employees, the culture of the organization, and the quality of the facilities. However, in general, the provision of employee welfare facilities can be a valuable tool for improving job satisfaction and employee productivity.

In addition to the specific benefits mentioned above, the provision of employee welfare facilities can also have several other positive impacts on job satisfaction. For example, it can:

- Improve employee morale and motivation.
- Reduce employee turnover.
- Increase employee productivity.
- Attract and retain top talent.
- Enhance the company's reputation.

The specific impact of employee welfare facilities on job satisfaction will vary depending on the organization, the employees, and the specific facilities that are provided. However, there is a clear consensus among researchers that the provision of these facilities can have a positive impact on employee satisfaction and well-being.

Here are some of the challenges that organizations face in providing employee welfare facilities:

Cost: Employee welfare facilities can be expensive to provide. This can be a challenge for small businesses or organizations that are operating on a tight budget.

Complexity: The administration of employee welfare facilities can be complex. This can require a significant amount of time and resources.

Compliance: Organizations must comply with a variety of regulations when providing employee welfare facilities. This can be a challenge for organizations that are not familiar with the law.

Employee preferences: The specific employee welfare facilities that are offered should be tailored to the needs and preferences of the employees. For example,

some employees may be more interested in health insurance, while others may be more interested in childcare or transportation assistance.

Cultural factors: The provision of employee welfare facilities may also be influenced by cultural factors. For example, in some cultures, it is more common for employers to provide housing assistance to their employees.

Despite these challenges, the provision of employee welfare facilities can be a valuable investment for organizations. By providing these facilities, organizations can attract and retain top talent, improve employee productivity, and reduce employee turnover.

The provision of employee welfare facilities is not just a way to attract and retain top talent. It is also a way to show employees that their employer cares about their well-being. This can help to create a more positive and productive work environment.

In addition, the provision of employee welfare facilities can help to improve the overall health and well-being of employees. This can lead to reduced absenteeism and presenteeism, as well as increased productivity.

Finally, the provision of employee welfare facilities can help to improve the reputation of an organization. This can make it more attractive to potential employees, customers, and investors.

In short, the provision of employee welfare facilities is a wise investment for any organization. It can help to improve job satisfaction, productivity, and the overall health and well-being of employees.

This includes physical safety, mental health, and stress-management programs. It also encompasses employee benefits such as health insurance, vacation time, retirement plans, and other support services. The main goal of employee welfare is to ensure that the workplace is enjoyable and safe for everyone.

When managed properly, it can lead to improved performance from staff members and a general boost in their morale.

PROVIDE THE NECESSARY RESOURCES

The workplace should have everything needed to keep employees safe and comfortable. This includes having the right tools, equipment, and materials, providing a clean and well-ventilated environment, and offering ergonomic furniture or accessories.

The employees should also have access to the necessary resources, such as health and safety measures, training materials, and mental health services. You can also provide personal protective equipment, such as masks and gloves, to ensure their safety in the workplace.

1.1 COMPANY PROFILE

EPIIC is a platform that aims to improve Industry-Academia Connect. EPIIC addresses the skill gap by upskilling students to meet industry requirements. EPIIC is a platform where companies and colleges interact for Internship and placement requirements.

Epiic Skill Tech Private Limited is an unlisted private company incorporated on 01 December 2022. It is classified as a private limited company and is in Kancheepuram, Tamil Nadu. Its authorized share capital is INR 5.00 lac, and the total paid-up capital is INR 5.00 lac.

The company is run by dynamic and young team of directors whose average age is just 31.5 years. EPIIC SKILL TECH PRIVATE LIMITED is handled by all male members director team.

Epiic Skill Tech Private Limited has two directors - Ramanan Ram Gopal and Ramanan Gokul Krishna.

There were no directors associated with the company who have resigned or holding past directorship.

There are no directors in this company who are 'Disqualified by ROC u/s 164(2)' or 'DIN is deactivated due to non-filing of DIR-3 KYC form', as everyone filed their KYC promptly.

There are no foreign directors associated with the company, all active directors' nationality is India.

The director in this company holds a count of 2 directorships in companies, other than EPIIC SKILL TECH PRIVATE LIMITED.

2. REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE:

Satyanarayana and Reddi (2012) affirmed with the meaning of the general satisfaction level of workers regarding benefit events in the association could be acceptable. On the other hand, a little bit not pleased by benefit procedures provided in the association. Consequently, it is recommended that obtainable benefit procedures might exist superior additional. Such as benefit measure develops the worker regular of income and their fulfilment level.

Srinivas (2013) recognized benefit amenities and workers satisfaction level regarding benefit amenities adoption Bosch limited, it he establishes to the majority, benefit amenities similar to remedial, cafeteria, operational surroundings, protection actions etc, be provided in the company plus the majority of the worker be fulfilled by the welfare facilities adopted in the business towards employee welfare.

R Santana Krishnan (2015) In this study the employee welfare behaviour of the impacted in sympathetic principles and performance in some nation. In India, by presentation of welfare with one more performance the state of the employment was desperate, abuse of child labour, employment of extended hour, awful hygiene and nonattendance of happiness events be the dependable rudiments of manufacturing ability being into India. This critique places of interest the employee welfare measures and programmer.

Khan (1981) declares that the lot of the worker is the mirror of the prosperity of a country. If industrial worker is sick, the industrial unit will be sick. To neglect the labour class is to neglect productivity because ultimately country's welfare lies in their welfare. In India, labour welfare measures become all the more important because of the reasons like low level of wages, irregular working hours, inability of trade union to undertake welfare work, to build up a stable labour force, to create a committed labour force, for creating a genuine welfare state, to create good psychological feelings and to create good moral habits.

Souza (2009) explained labour welfare and job satisfaction relationship in pharmaceutical companies and multinational pharmaceutical companies that all the eight labour welfare dimensions (education/training, recreation, medical, subsidized loan, canteen, housing, safety and others) are positively and significantly correlated with job satisfaction at the 0.01 level. This implies that an increase in any of the labour welfare dimensions is likely to significantly increase job satisfaction of employees (N=201) in the pharmaceutical companies.

Laddha (2012) advocated that employee welfare facilities enable workers to live a richer and more satisfactory life. After employees have been hired, trained, and remunerated they need to be retained and maintained to serve the organization better. Welfare facilities are designed to take care of the wellbeing of the employees, they do not generally result in any monetary benefits to the employees nor are these facilities provided by employers alone, government and nongovernmental agencies and trade unions too contribute towards employee's benefits.

Sailesh (2012), in his research found that 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 non-statutory things policies to maintain satisfactory level of their employee. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene washrooms and bathrooms, regular medical checkups, health insurances, Employee assistance programme, grievance handling department, better facilities to sit or good workplace gives employee a high level of satisfactory level. This gives an organization to grow much faster.

Jegadeesan (2009) focused on the importance of improvement of labour welfare for increasing productivity of the organization. After Globalization as the working condition of employees have been continuously changing due to various factors, the organization are planning to implement various welfare and social security program to minimize the social, physical, psychological problems and mitigate the risk encountered by the employee in their work and social life. Welfare not only motivate employees but also influence the sentiments of workers when an employee feel that the management are interested in their wellness and happiness, his tendency to grumble will gradually disappear. Thus, Welfare activities develop the physique, morality, intelligence, and the standard of living of the worker and thus it improves the efficiency and productivity.

Singh (2008) observed that there is a positive relation between the welfare measures and manpower productivity i.e., if the proper welfare measures are taken the productivity of the employees will increase and ultimately the profit of the organization as well as it enhances the morale and motivation of the employees which gives a positive impact on the efficiency level of the organization.

Dr. D. Suthamathi (2016) presented a Study on Respondent's Level of Satisfaction towards Statutory Labor Welfare Measures in Steel Plants at Salem District. This study is to compare and analyse the level of satisfaction towards labour welfare measures in Steel Authority of India Limited (SAIL) – Salem. 512 respondents (20% of the population from each stratum) have been selected for the study. The study ensures a positive outcome, attention to the factors identified in the suggested framework (quality first aid appliances, facilities for training and education, adequate leave travel allowance, facilities for career advancement, guidance and counselling, maintenance of rest and lunchroom) is important for the improvement of labour welfare measures.

Ramamoorthy, Thooyamani, et al. (2017), who has conducted a study on effectiveness of welfare measures and employee morale in TV Sundar amiyengar & sons limited, Madurai. It was observed to determine the employee satisfaction about the facilities given by the company and to assess the impact of welfare measures on employee morale. Findings was employees were satisfied by the welfares given by the company the study did not include the effect of employee welfare measures on productivity and employee satisfaction level was investigated.

Srinivasa Rao and Vidyanath (2019) have carried comparative study to examine the effectiveness of statutory welfare measures fulfilment in sugar mills at Krishna District of Andhra Pradesh. The researchers critically evaluated the canteen facility satisfaction among the selected employees of sugar mills. The researchers framed hypothesis test to explore the association between age and statutory welfare measures fulfilment across the different sugar mills selected for the study. The result indicates that age has significant association with welfare measures fulfilment and KCP sugar mills have higher welfare measures fulfilment compared to Delta Sugar Mills and other Sugar mills of Andhra Pradesh.

Meenakshi Yadav (2020), in his paper 'welfare measures'-A study on analysis of workers reveals the welfare measures in the corporate sector. The factor analysis model has various issues for labour welfare into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies. To maintain good industrial relations in the organizations, these types of welfare facilities can maintain long way efficiency in the organizations. The corporate sector should maintain a good provision of welfare measures for the workers.

2.2 OBJECTIVES OF THE STUDY

Primary Objective:

- Assess the relationship between employee welfare facilities and job satisfaction.
- Examine the impact of different aspects of employee welfare facilities, such as healthcare benefits, work-life balance initiatives, and employee assistance programs, on overall job satisfaction.

Secondary Objective:

- Identify specific areas within employee welfare facilities that have the most significant impact on job satisfaction.
- Analysis the individual components of employee welfare facilities to determine which ones contribute the most to employees' overall satisfaction and well-being in the workplace.

2.3 SCOPE

- The study aims to throw light on the impact of welfare measures on employee satisfaction and how it results in improved quality of work life.
- The study aims to find out the satisfaction level of employees regarding the welfare facilities provided by the company.

2.4 LIMITATION OF THE STUDY

The impact of employee welfare facilities on job satisfaction may vary depending on the industry, organizational culture, and individual preferences, which can limit the generalizability of the findings.

3. RESEARCH METHODOLOGY

Research methodology refers to the systematic plan that a researcher intends to carry out to resolve research problem. That researchers use to plan, conduct, and evaluate their research studies. It provides a structured framework for carrying out research, ensuring that the research is rigorous, credible, and reliable. Research methodology includes various steps and techniques that researchers employ to gather and analysed data, draw conclusions, and contribute to the existing body of knowledge in their respective fields and the theories or principles behind them to develop an approach that matches the research objectives.

The methodology section of a research paper should clearly show why the methods used suit the objectives and convince the reader that the best possible approach was chosen to answer the research question. The methodology section answers two main questions: how the data was collected or generated, and how was it analyzed.

3.1 RESEARCH DESIGN

Descriptive research is a type used for research method that involves describing the characteristics of a particular group or population. It is used to gather information about a specific topic or phenomenon and provides a detailed description of the observed facts and patterns. The main goal of descriptive research is to provide a comprehensive summary of the data collected, without attempting to explain why certain phenomena occur.

3.2 SOURCE OF DATA

Primary data was collected from the respondents through survey method. The instrument used for the data collection is questionnaire method. The questionnaire was distributed among both men and women managers for collecting data. The data is collected from respondents using online using Google forms. Liker's five-point scale was used.

3.3 TOOLS FOR ANALYSIS

In this study the following tool were used:

Simple Percentage Analysis

The percentage method is extensively used for finding rates and are used in making comparison series.

Percentage = No. of Respondents / Total No. of Respondents*100

4. DATA ANALYSIS AND INTERPRETATION

TABLE NO: 1

GENDER OF THE RESPONDENTS

S.No	Particulars	Frequency	Percentage (%)
1	Male	54	51.8
2	Female	46	47.3
3	Prefer not say	1	0.9
	Total	110	100

INTERPRETATION:

The above table shows that 54% of the respondents are male and 46% of respondents are female, 0.9% of respondents prefer not to say. Hence the majority of the respondents are 54% of the respondents are male.

CHART NO : 1
GENDER OF THE RESPONDENTS

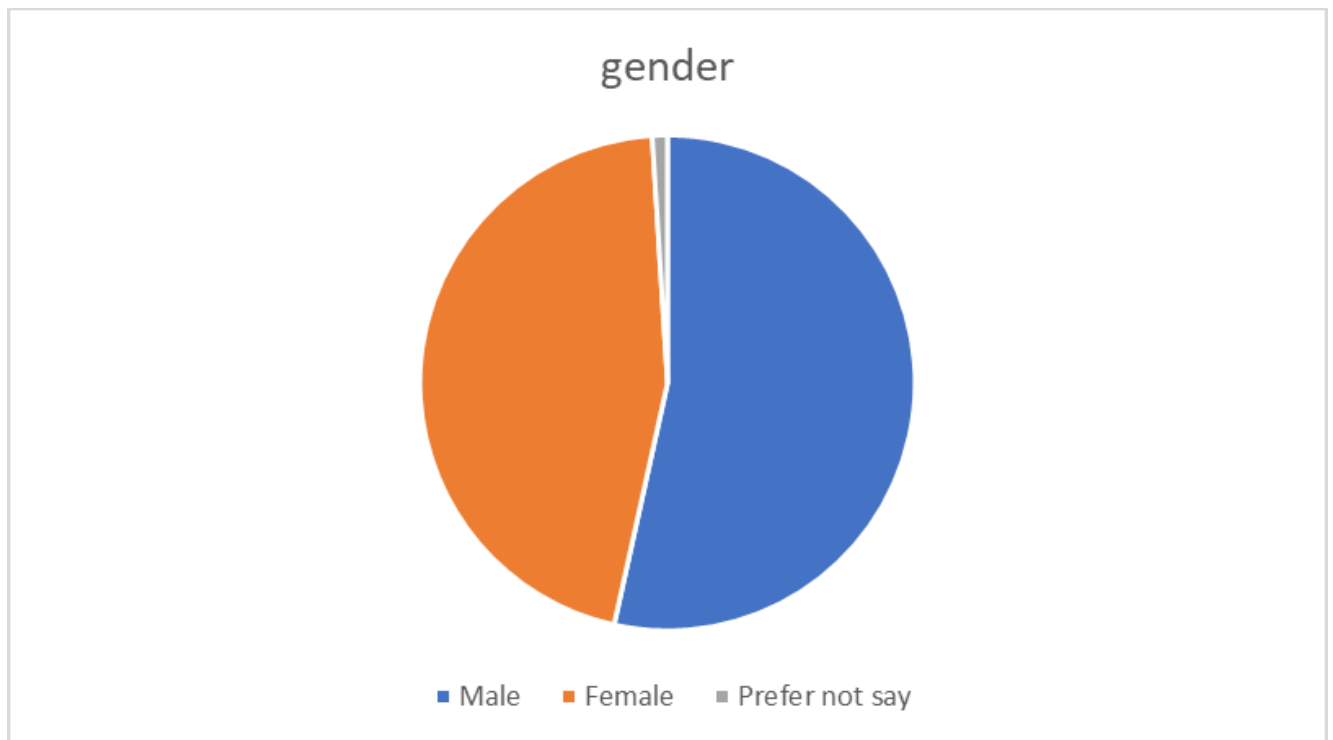


TABLE NO: 2

AGE OF THE RESPONDENTS

S.No	Particulars	Frequency	Percentage (%)
1	Less than 25 years	25	22.7
2	25-45 years	81	73.6
3	Above 45 years	4	3.6
	Total	110	100

INTERPRETATION:

The above table shows that 73.6% of the respondents are between the age 25-45 years, 22.7% of the respondents are less than 25 years and 3.6% of the respondents are above 45 years. Hence the majority of the respondents are 73.6% are between the age 25-45 years

CHART NO: 2

Age Of The Respondents

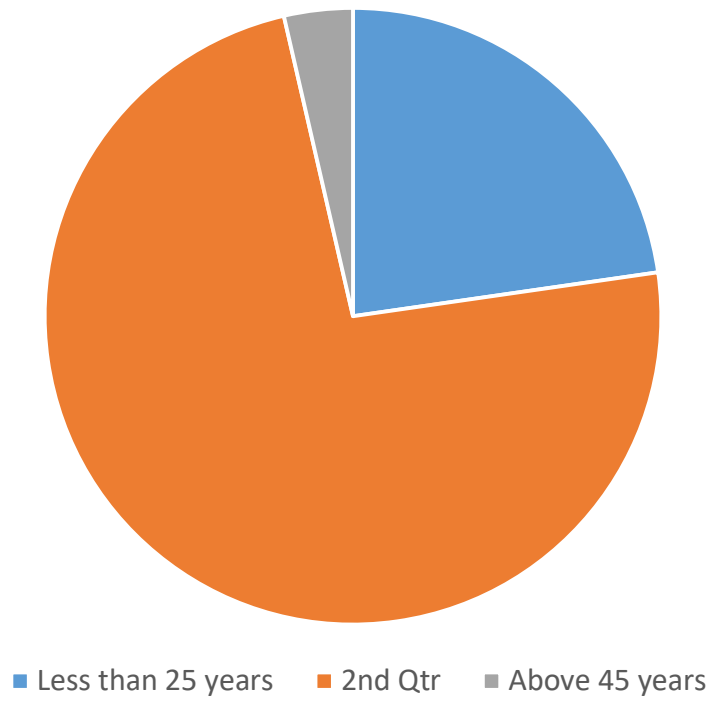


TABLE: 3

THE LENGTH OF EMPLOYMENT IN THE COMPANY

S.No	Particulars	Frequency	Percentage (%)
1	Less than 1 year	21	19.1
2	1-5 years	78	70.9
3	More than 10 years	11	10
	TOTAL	110	100

INTERPRETATION:

From the table it is shown as 70.9% respondents are 1-5 years employment length , 19.1% respondents are with less than 1 year employment length , , 10% of respondents are More than 10 years. Hence the majority of 70.9% respondents are 1-5 years employment length.

CHART: 3

THE LENGTH OF EMPLOYMENT IN THE COMPANY

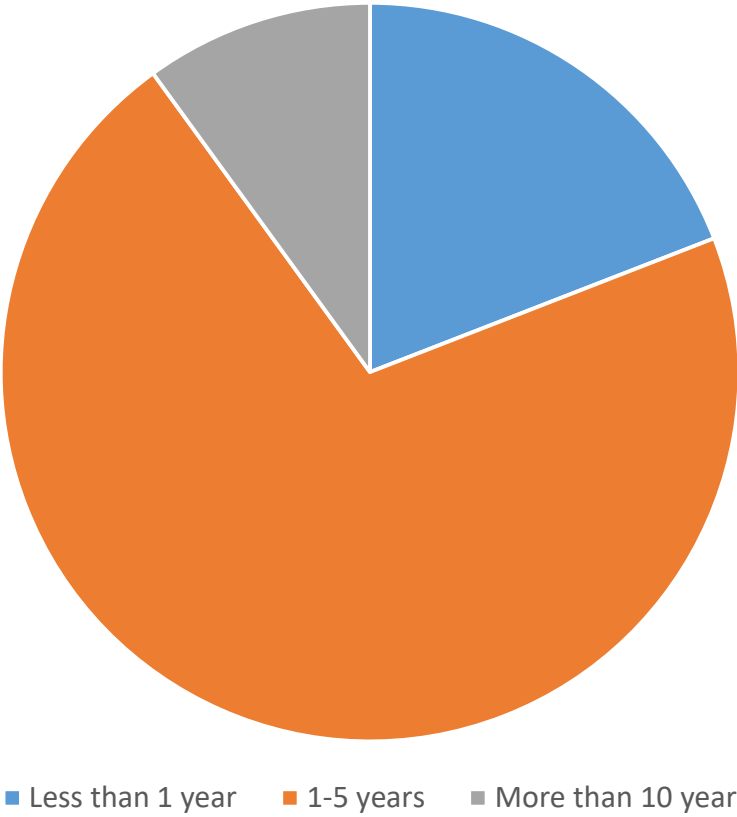


TABLE: 4

WELFARE FACILITIES PROVIDED TO THE RESPONDENTS

S.No	Particulars	Frequency	Percentage (%)
1	Yes	100	90.9
2	No	10	9.1
	Total	110	100

INTERPRETATION:

From the above table, 90.9% of respondents are aware of the welfare facilities provided by the company and 9.1% of the respondents are not aware of the welfare facilities provided by the company. The majority of the respondents are 90.9% of respondents are aware of the welfare facilities provided by the company.

CHART: 4

WELFARE FACILITIES PROVIDED TO THE RESPONDENTS

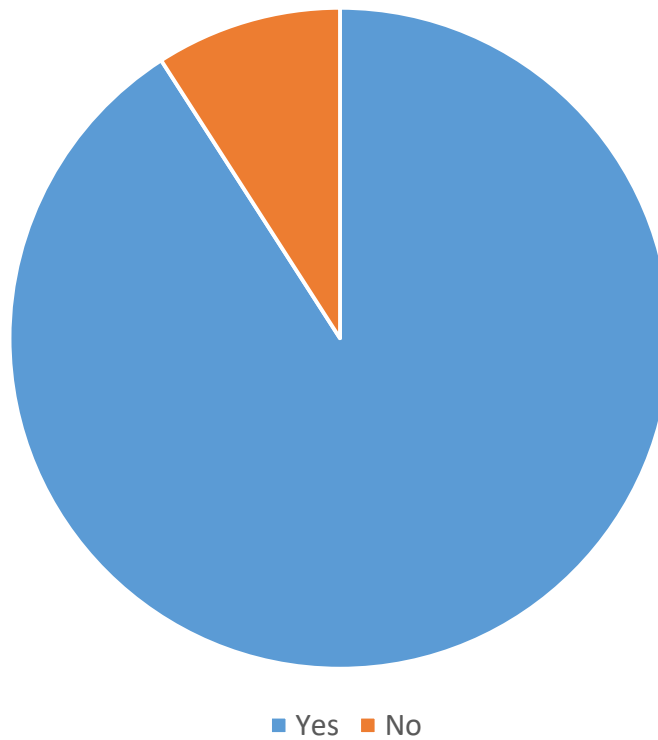


TABLE: 5
THE EMPLOYEE ASSISTANCE PROGRAMS TO THE RESPONDENT

Particulars	Frequency	Percentage (%)
Poor	6	6.5
Fair	12	10.9
Good	65	59.1
Very Good	16	14.5
Excellent	11	10
Total	110	100

INTERPRETATION:

From the above table 59.1% of respondents gave good for the employee assistance programs, 14.5% of respondents gave very good for the employee assistance programs, 10.9% of respondents fair poor for the employee assistance programs, 10% of respondents gave excellent for the employee assistance programs and 6.5% of respondents gave poor for the employee assistance programs. The majority of the respondents are 59.1% of respondents gave good for the employee assistance programs.

CHART: 5
THE EMPLOYEE ASSISTANCE PROGRAMS TO THE RESPONDENTS

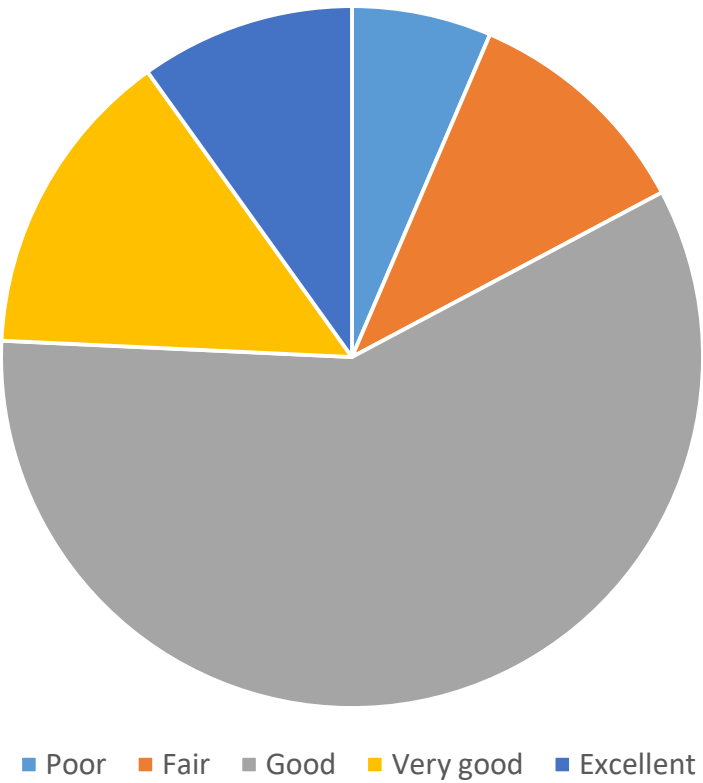


TABLE NO: 6
RECOGNITION PROGRAMS TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Poor	6	6.5
Fair	11	10
Good	67	60.9
Very Good	13	11.8
Excellent	13	11.8
Total	110	100

INTERPRETATION:

From the above table, 59.1% of respondents gave good for the employee recognition process, 14.5% of respondents gave very good for the employee recognition process, 10% of respondents fair for the employee recognition process, 10% of respondents gave excellent for the employee recognition process and 6.5% of respondents gave poor for the employee recognition process programs. For recognition programs for employee of the month, rewards & incentives, the majority of the respondents rated their experience as "Good," which accounts for 60.9% of the total responses.

CHART: 6

SHOWING RECOGNITION PROGRAMS TO THE RESPONDENTS

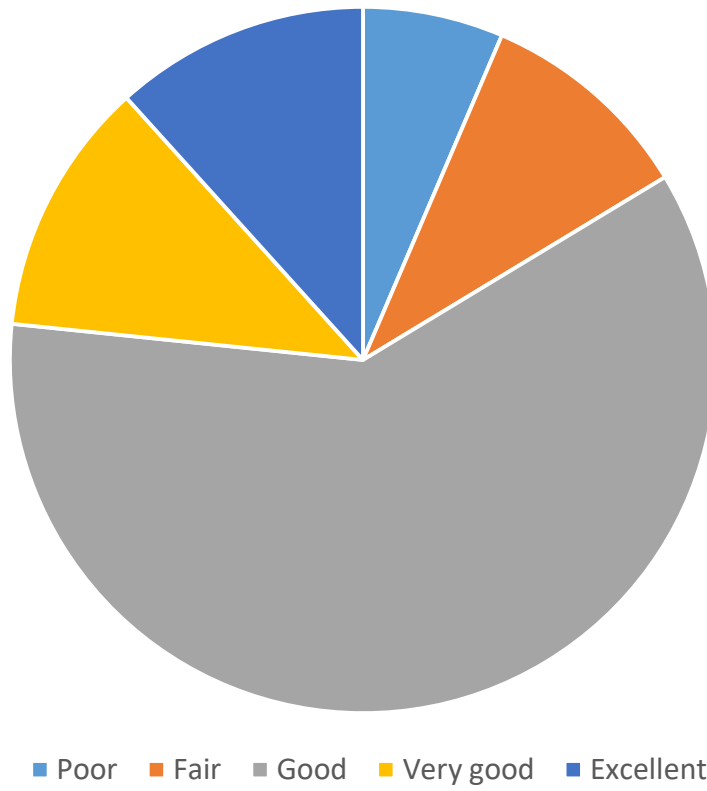


TABLE NO: 7
CAREER DEVELOPMENT OPPORTUNITIES TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Poor	5	4.5
Fair	11	10
Good	66	60
Very Good	20	18.2
Excellent	8	7.3
Total	110	100

INTERPRETATION:

From the above table, 60% of respondents gave good for perceive the career development opportunities, 18.2% of respondents gave very good for perceive the career development opportunities, 10% of respondents fair for perceive the career development opportunities, 10% of respondents gave excellent for perceive the career development opportunities and 4.5% of respondents gave poor for perceive the career development opportunities. Hence the majority of the respondents, 60%, perceive the career development opportunities as 'Good' for training & membership programs.

CHART: 7

CAREER DEVELOPMENT OPPORTUNITIES TO THE RESPONDENTS

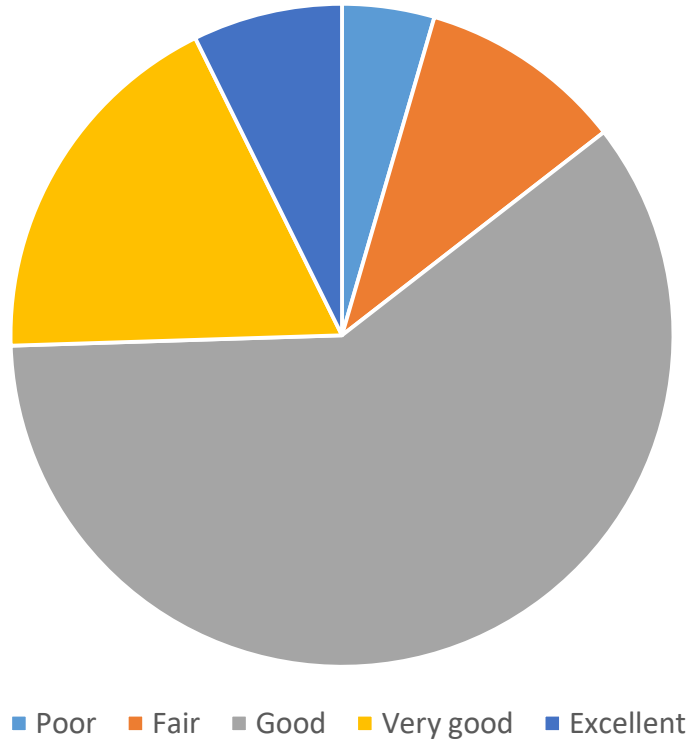


TABLE NO: 8
OUTDOOR PROGRAMS PROVIDING TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Poor	15	13.6
Fair	10	9.1
Good	56	50.9
Very Good	19	17.3
Excellent	10	9.1
Total	110	100

INTERPRETATION:

From the above table it is clear that, 50.9% of the respondents are opined good about yearly outdoor programs, 17.3% of the respondents are opined very good about yearly outdoor programs, 13.6 % of the respondents opined poor about yearly outdoor programs, 9.1% of the respondents are opined fair about yearly outdoor programs, and 9.1% of the respondents are opined excellent about yearly outdoor programs. The majority of the 50.9% of the respondents are opined good about yearly outdoor programs.

CHART: 8
OUTDOOR PROGRAMS PROVIDING TO THE RESPONDENTS

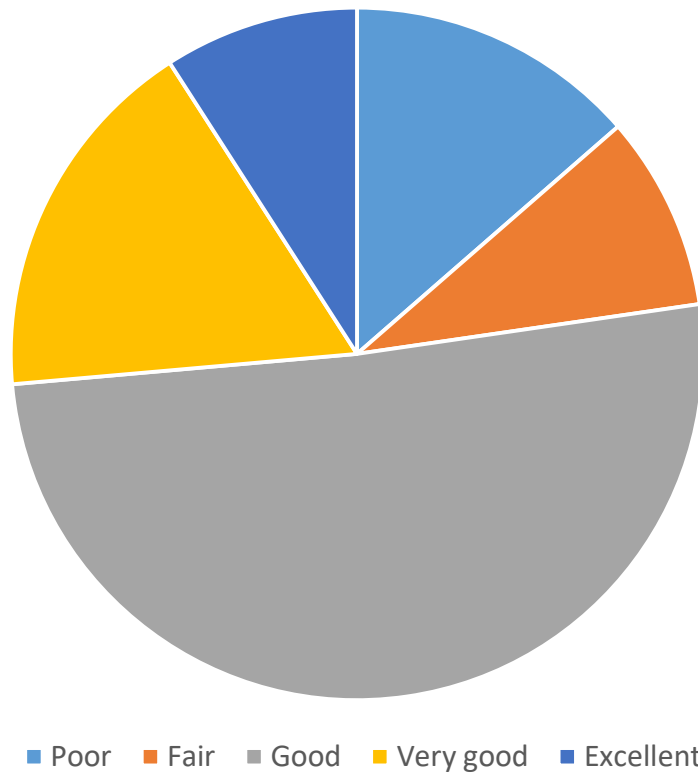


TABLE NO: 9
ORGANIZATION PROVIDED INSURANCE POLICY TO THE RESPONDENTS

S.No	Particulars	Frequency	Percentage (%)
1	Yes	104	94.5
2	No	6	5.5
	Total	110	100

INTERPRETATION:

From the above table it is clear that, 94.5% of the respondents have insurance policy preserved by organization and 5.5% of the respondents are not have insurance policy preserved by organization. The majority of the respondents 94.5% of the respondents have insurance policy preserved by organization.

CHART: 9

ORGANIZATION PROVIDED INSURANCE POLICY TO THE RESPONDENTS

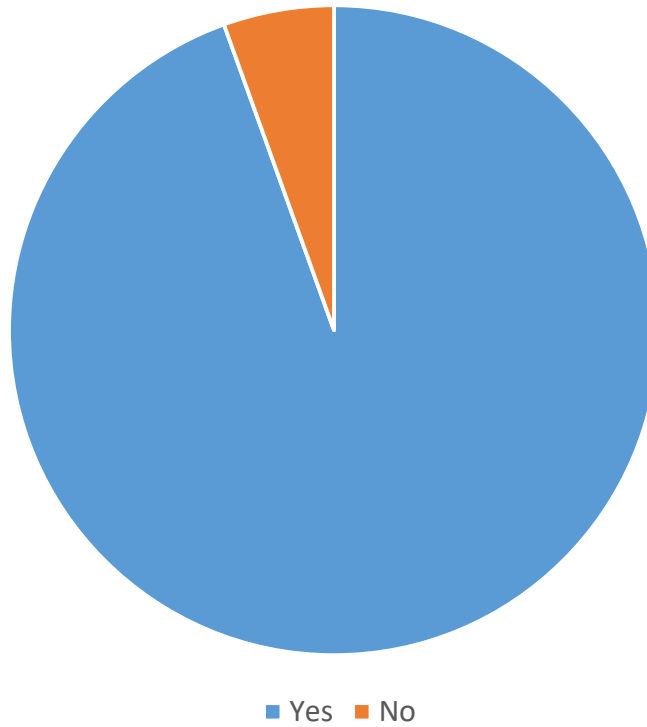


TABLE: 10

EMPLOYEE WELFARE FACILITIES ON JOB SATISFACTION CONTRIBUTE TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Strongly disagree	5	4.3
Disagree	4	3.6
Neutral	48	43.6
Agree	40	36.4
Strongly agree	13	11.8
Total	110	100

INTERPRETATION:

From the above table it is clear that, 43.6% of the respondents opined Neutral with employee welfare facilities contribute to overall job satisfaction, 36.4% of the respondents opined Agree employee welfare facilities contribute to overall job satisfaction and 11.8% of the respondents opined Strongly agree employee welfare facilities contribute to overall job satisfaction, 4.3% of the respondents Strongly disagree with employee welfare facilities contribute to overall job satisfaction, 3.6% of the respondents Disagree with employee welfare facilities contribute to overall job satisfaction,. The majority of 43.6% of the respondents opined Neutral with employee welfare facilities contribute to overall job satisfaction.

CHART: 10

EMPLOYEE WELFARE FACILITIES CONTRIBUTE TO THE RESPONDENTS

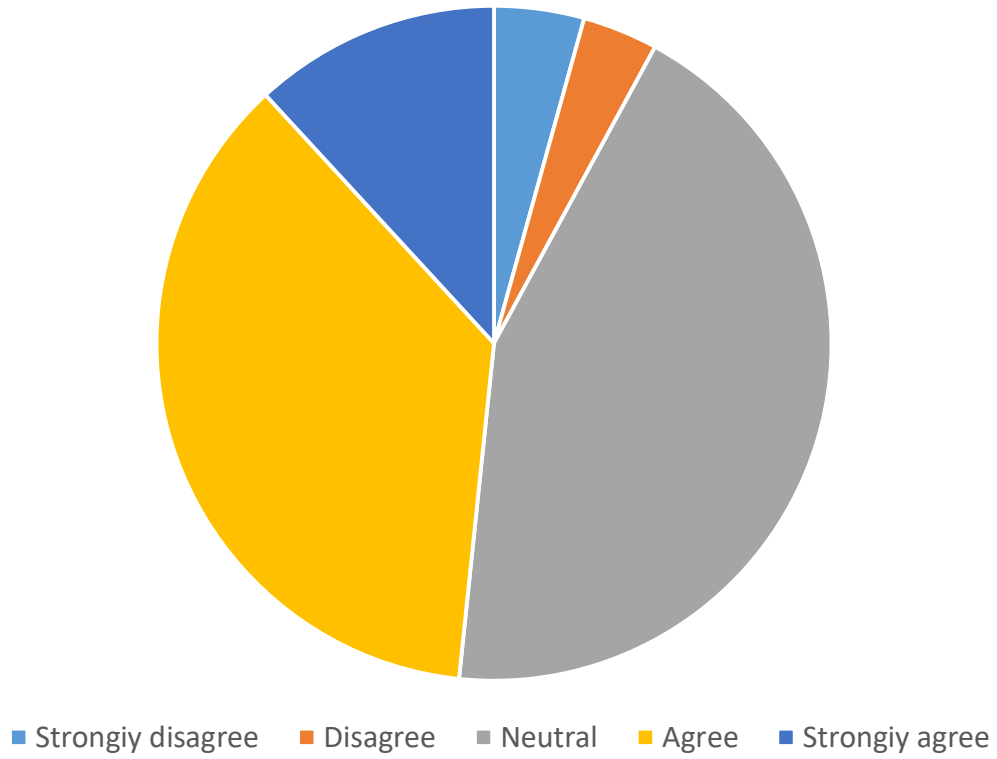


TABLE: 11
AVAILABILITY OF FLEXIBLE WORK ARRANGEMENTS TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Strongly disagree	7	6.4
Disagree	5	4.5
Neutral	16	14.5
Agree	62	56.4
Strongly agree	20	18.2
Total	110	100

INTERPRETATION:

From the above table it is clear that 56.4% of the respondents agree with Availability of flexible work arrangements enhances to employee job satisfaction and 18.2% of the respondents opined Strongly agree with Availability of flexible work arrangements enhances to employee job satisfaction, 14.5% of the respondents opined Neutral with flexible work arrangements, , 6.4% of the respondents Strongly disagree with Availability of flexible work arrangements enhances to employee job satisfaction, 4.5% of the respondents Disagree with flexible work arrangements. The majority of 56.4% of the respondents agree with Availability of flexible work arrangements enhances to employee job satisfaction.

CHART: 11

AVAILABILITY OF FLEXIBLE WORK ARRANGEMENTS THE RESPONDENTS

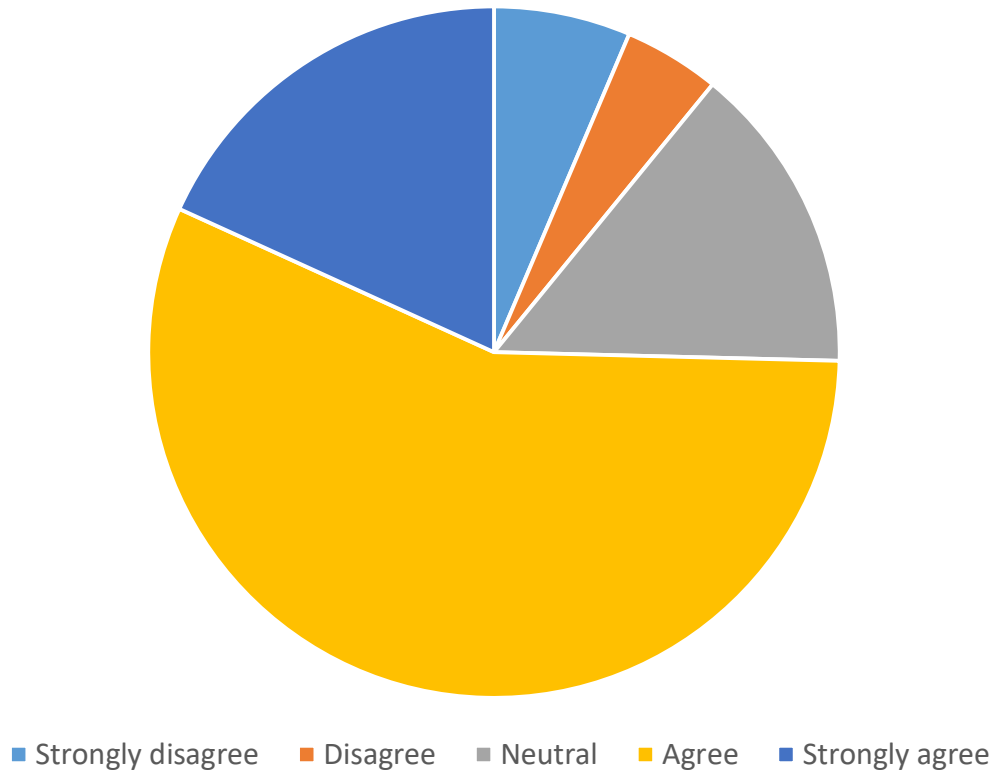


TABLE: 12
CAREER DEVELOPMENT OPPORTUNITIES PROVIDED TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Strongly disagree	8	7.3
Disagree	1	0.9
Neutral	27	24.5
Agree	60	54.5
Strongly agree	14	12.7
Total	110	100

INTERPRETATION:

From the above table it is clear that 54.5% of the respondents agree with career development opportunities provide by the company improve job satisfaction, 24.5% of the respondents opined Neutral with career development opportunities, 12.7% of the respondents opined Strongly agree with career development opportunities provide by the company improve job satisfaction, 7.3% of the respondents Strongly disagree with career development opportunities provide by the company improve job satisfaction, 0.9% of the respondents Disagree with career development opportunities. The majority of 54.5% of the respondents agree with career development opportunities provide by the company improve job satisfaction.

CHART: 12

CAREER DEVELOPMENT OPPORTUNITIES PROVIDED TO THE RESPONDENTS

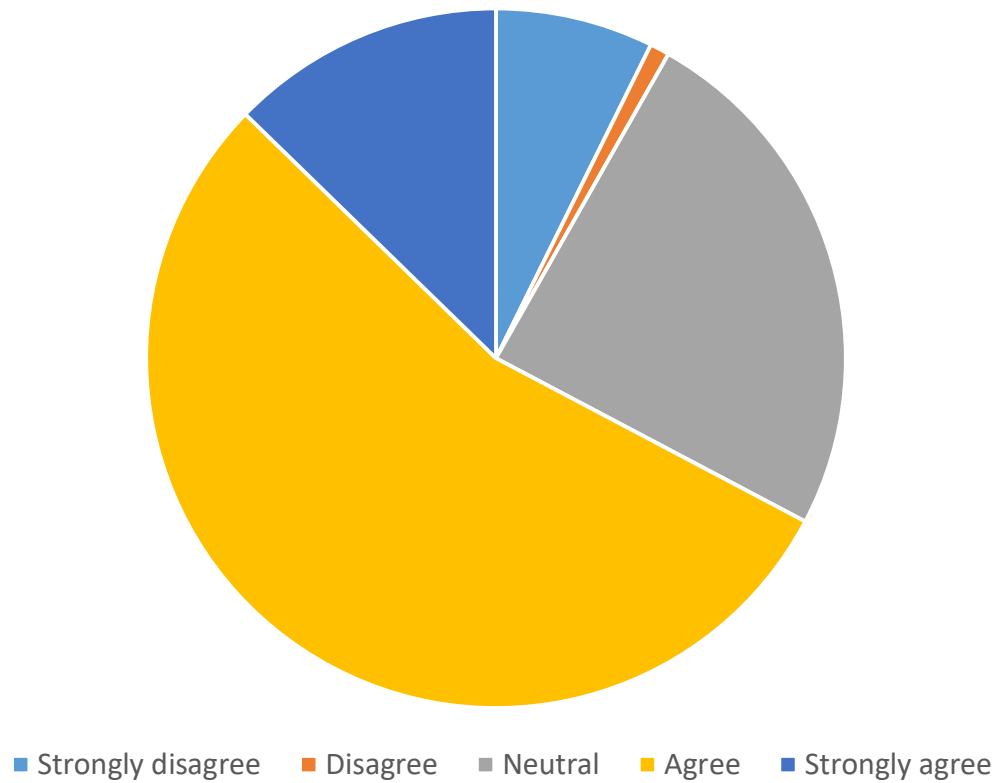


TABLE: 13

RECOGNITION PROGRAMS IMPLEMENTED TO THE RESPONDENTS

Particulars	Frequency	Percentage (%)
Strongly disagree	6	5.5
Disagree	5	4.5
Neutral	24	21.8
Agree	60	54.5
Strongly agree	15	13.6
Total	110	100

INTERPRETATION:

From the above table it is clear that, 54.5% of the respondents agree with recognition programs implemented by the company boost my job satisfaction, 21.8% of the respondents opined Neutral with recognition programs implemented by the company, and 13.6% of the respondents opined Strongly agree with recognition programs implemented by the company boost my job satisfaction, 5.5% of the respondents Strongly disagree with recognition programs implemented by the company, 4.5% of the respondents Disagree with recognition programs implemented by the company,. The majority of 54.5% of the respondents agree with recognition programs implemented by the company boost my job satisfaction.

CHART: 13

RECOGNITION PROGRAMS IMPLEMENTED TO THE RESPONDENTS

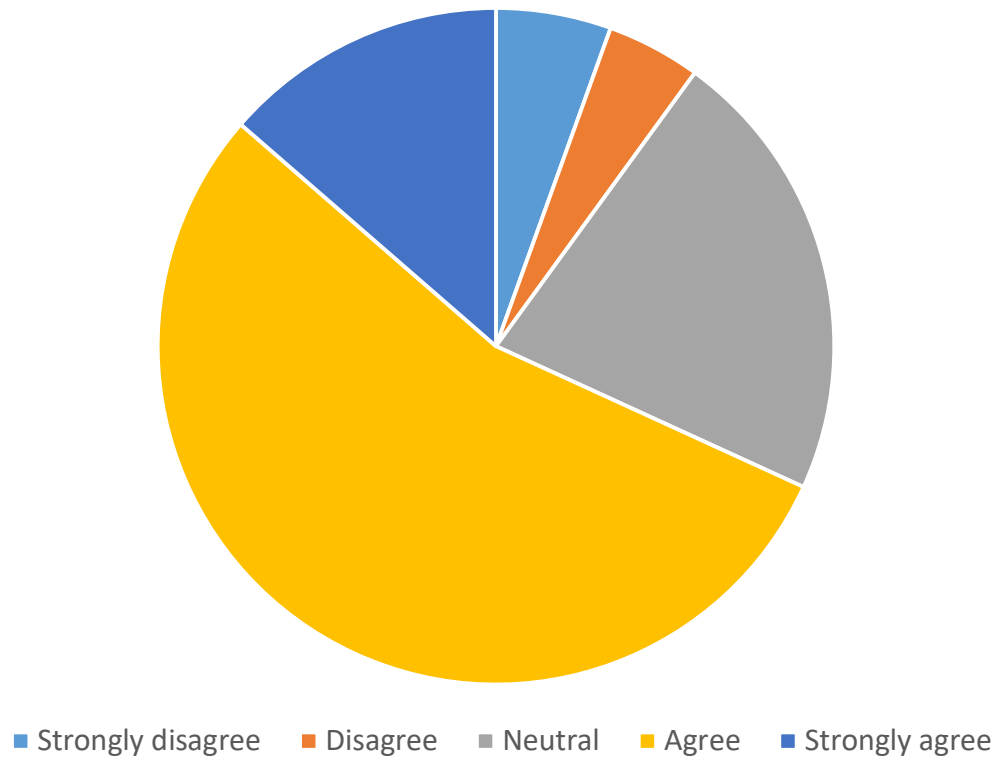


TABLE: 14
EMPLOYEE ASSISTANCE EFFECTIVELY SUPPORT TO THE RESPONDENTS

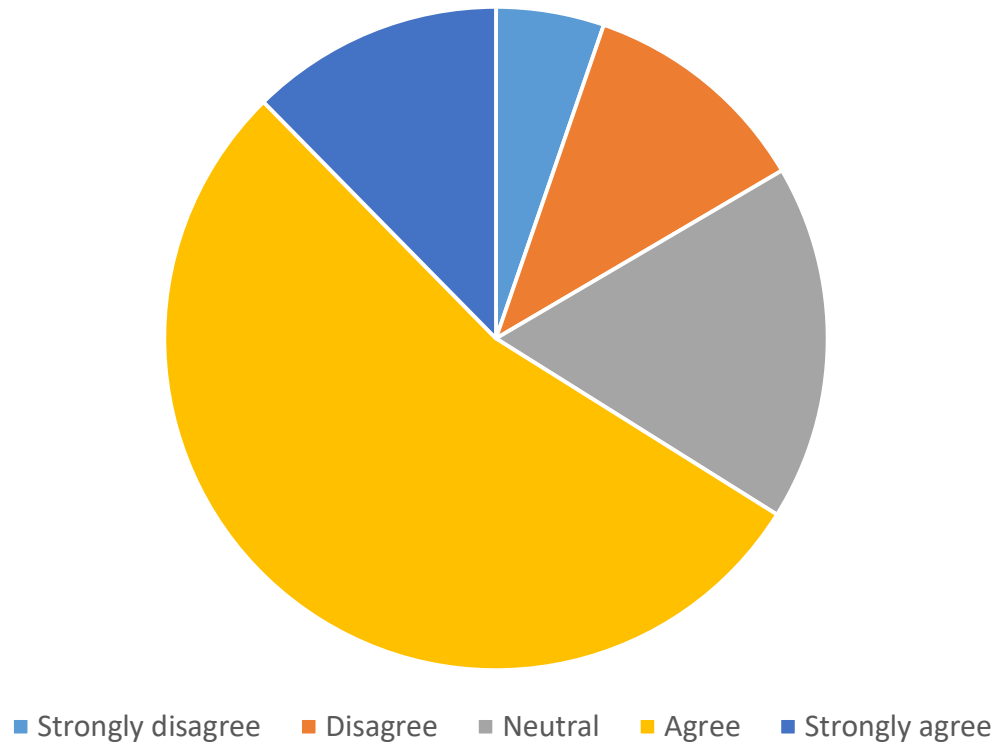
Particulars	Frequency	Percentage (%)
Strongly disagree	5	5.8
Disagree	6	12.4
Neutral	21	19.1
Agree	65	59.1
Strongly agree	15	13.6
Total	110	100

INTERPRETATION:

From the above table it is clear that 59.1% of the respondents agree with employee assistance programs effectively support to the employs, 19.1% of the respondents opined Neutral with employee assistance programs effectively support, and 13.6% of the respondents opined Strongly agree, 12.4% of the respondents Disagree with employee assistance programs effectively support and 5.8% of the respondents Strongly disagree with employee assistance programs effectively support. The majority of 59.1% of the respondents agree with employee assistance programs effectively support to the employs.

CHART: 14

EMPLOYEE ASSISTANCE EFFECTIVELY SUPPORT TO THE RESPONDENTS



5. FINDINGS

5.1 FINDINGS:

- The majority of the respondents are male.
- The majority of the respondents are between the ages of 25-45 years.
- The majority of respondents have 1-5 years employment length.
- The majority of the respondents are aware of the welfare facilities provided by the company.
- The majority of the respondents are happy with the employee assistance programs.
- For recognition programs for employee of the month, rewards & incentives, the majority of the respondents rated their experience as "good," which accounts for 60.9% of the total responses.
- The majority of the respondents, 60%, perceive the career development opportunities as 'good' for training & membership programs.
- The majority of the respondents opined good about yearly outdoor programs,
- The majority of the respondents have insurance policies preserved by an organization.
- The majority of the respondents were neutral with employee welfare facilities contributing to overall job satisfaction.
- The majority of the respondents agree with availability of flexible work arrangements enhances employee job satisfaction.
- The majority of the respondents agree with career development opportunities provided by the company improving job satisfaction.

- The majority of the respondents agree with recognition programs implemented by the company to boost my job satisfaction.
- The majority of the respondents agree with employee assistance programs effectively support to the employs.

5.2 SUGGESTION

- Enhance employee assistance programs to ensure continued satisfaction and support.
- Expand recognition programs, rewards, and incentives to further motivate employees.
- Focus on career development opportunities, such as training and membership programs, to foster growth and job satisfaction.
- Invest in yearly outdoor programs to promote team building and employee well-being.
- Review and optimize insurance policies to provide comprehensive coverage for employees.
- Explore ways to strengthen the connection between employee welfare facilities and overall job satisfaction.
- Emphasize the importance of flexible work arrangements to accommodate employees' needs and enhance job satisfaction.
- Continuously evaluate and improve employee welfare facilities based on employee feedback and preferences.
- Foster a supportive and inclusive work environment that values employee well-being and satisfaction.
- Regularly communicate and promote the availability and benefits of employee welfare facilities to ensure awareness and utilization.
- Offer additional opportunities for professional development, such as workshops, seminars, or mentorship programs, to further enhance career growth and job satisfaction.
- Consider introducing flexible work hours or remote work options to provide employees with a better work-life balance and increase job satisfaction.
- Provide opportunities for employees to participate in decision-making processes, such as through employee committees or suggestion programs, to increase their sense of ownership and job satisfaction.

- Celebrate employee achievements and milestones through regular recognition programs or company-wide events to boost morale and job satisfaction.

6. CONCLUSION

6.1 CONCLUSION

Employee Welfare is a term which includes several benefits, facilities and services offered by the employer to the employees. This study focusses to find out employee satisfaction and company providing welfare facilities. It's besides removing dissatisfaction help to develop loyalty in workers towards the organization. The fundamental principal of employee welfare is to improve employee's life and keep them contented. Employee welfare improves relationship between the employer and the employee, thereby it increases job satisfaction of the employees. Job satisfaction is an important element in management of employee relationship and a multifaceted concept. The aspect wise percentage analysis leads to the conclusion that the organization is somewhat ready for employee empowerment because the majority of the Executives in almost all aspects are concentrated in somewhat ready group Employee satisfaction is a positive approach about one's job resulting from an evaluation of its characteristics. Employee satisfaction represents an attitude rather than behaviour. They believe that satisfied employees are more productive than dissatisfied has been a basic tenet. A person with a high level of Employee satisfaction holds positive feelings about the job. When people speak of the employee attitudes more often than not, they mean Employee satisfaction. It is very tough job for HR department to ensure Employee satisfaction among staff Job satisfaction is also an integral part of organisational climate and an important element in management of employee relationship. Employee Welfare enhance the level of morale of employees, develop a better image of the company in the minds of the employees. One can conclude that welfare of employees enables the workers to live comfortably and happily and make workers know that the company takes care of them. Hence, company develop a sense of belonging with the employee welfare pertaining to the job satisfaction.

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QUESTIONNAIRE

1. Gender:

- ☐ Male
- ☐ Female
- ☐ Prefer not to say.

2. Age:

- ☐ Less than 25
- ☐ 25 - 45
- ☐ Above 45

3. Length of Employment in the Company

- ☐ Less than 1 year
- ☐ 1 - 5 year
- ☐ More than 10 years

4. Are you aware of employee welfare facilities provided by the company

- ☐ Yes
- ☐ No

5. Employee assistance program (ex, Counselling, Mental health support)

- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good
- ☐ Excellent

6. Recognition program (Ex, Employee of the month, rewards and incentives)

- ☐ Poor

- ☐ Fair
- ☐ Good
- ☐ Very good
- ☐ Excellent

7. Career development opportunities (e.g., training, mentorship programs)

- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good
- ☐ Excellent

8. Outdoor programs (e.g., Training, Mentorship programs)

- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good
- ☐ Excellent

9. Does your organization have any employee insurance policy?

- ☐ Yes
- ☐ No

10. The employee welfare facilities contribute to my overall job satisfaction

- ☐ Strongly disagree.
- ☐ Disagree

- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree.

11. The availability of flexible work arrangements enhances my job satisfaction

- ☐ Strongly disagree.
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree.

12. The career development opportunities provided by the company improve my job satisfaction.

- ☐ Strongly disagree.
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree.

13. The recognition program implemented by the company boost my job satisfaction

- ☐ Strongly disagree.
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree.

14. The employee assistance programs effectively support my well-being and job satisfaction

- ☐ Strongly disagree.
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree.

THANK YOU