

A Study on Employee Welfare and Wellness (with Reference to Heritage Pvt. Ltd.)

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Abstract: One of the major elements causing excess savings in the Indian economy is Indian people's concern about their living in the future. Given the fact that the cause for many socio-economic problems in these days does not lie in excess of welfare, but in the insufficiency of a welfare system, it is important to transform or guide such an inadequacy into effective demand. A systematic implementation of policy programs to this end is the key to put the Indian economy on the next growth path. The main objective of the study is to study about the employee welfare measures of Swarnaraj Engineering Works and to study the various welfare measures applicable to employees. The need for the study arises from the very nature of the industrial system, which is characterized by two basic factors; one, the conditions under which work is carried on are not congenial for health; and second, when a laborer joins an industry, he has to work in an entirely strange atmosphere, which creates problems of adjustment. The working environment in a factory adversely affects the workers' health because of the excessive heat or cold, noise, odors, fumes, dust and lack of sanitation and pure air etc., lead to occupational hazards. These must be held in check by providing ameliorative services, protective devices and compensatory benefits following accident or injury or disablement. Descriptive research design has been used in this study. The researcher has taken the simple random sampling technique to analyze the probability. The data are collected from both primary and secondary sources respectively like Questionnaire and Journals. Population of the study is 200. The sample size is 100. When a worker, who is in fact a retaliator, comes to work in a factory, he has to work and live in unhealthy, congested factories and slum areas, with no outdoor recreation facilities. To escape from the trying conditions of his tedious and tiresome job, he absents himself, becomes irregular and often undisciplined. Hence the need for providing welfare service arises. In the conditions of work and life of the employees, whatever leads to increasing adaptation of the worker to this job, and whatever makes him fully contented, lessens his desire or need to leave the factory for a time and lighten for him the burden of this social invasion of the factory. Suggestions were made based on the findings.

Keywords: Employee Welfare and Wellness

1. Introduction

Human resource management (HRM) is the function within an organization that focuses on recruitment of management and providing direction for the people who work in the organization. Line managers can also perform human resource management.

Human resource management is the organizational function that deals with issues related to people such as compensation,

hiring, performance management, organization development, safety wellness benefits, employee motivation, communication administration and training.

While Miller defines it as "those decisions and actions which concern the management of employees at all levels in the business and which are related to the implementation of strategies directed towards creating and sustaining competitive advantage."

Some Basic Features of HRM:

- It is concerned with the employees both as individuals and as group in attaining goals.
- It is continuous in nature
- It is concerned with emotional, behavioural and social aspects.

Motivation is the primitive measure that has to be done in every employee welfare activities. So every organization is providing maximum motivation to the employee by providing several employee benefits and welfare activities by which the employees are feeling happy to work within the organization.

By this welfare activity which is providing directly or indirectly to the employee, he is able to work with satisfaction and obedience among the higher authorities and proud to be work within the organization. According to this attitude of employee to the organization will be increased on behalf of the employee and they are interested to work at a maximum strength.

The company is not only providing the welfare activities but also helps to increase the improvement of technical skills of the employee. That means the employee is not only working in the company but also educating himself by the help of company's faculty who improve the employee's technical skills. An organization manifests itself, not only through individual sections but also through group interactions, personal feelings, perceptions, desires, motives, attitudes and values etc. so that people management is not only related to the technical skills it needs the other human resources.

Employee welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food, clothing, housing, education and job security etc.; such facilities enable the worker and his family to lead a good work like family and social life. Employee welfare also operates to naturalize the harmful effects of large scale industrializations and urbanizations.

Welfare suggests the wellbeing, happiness, prosperity and the development of human resource labour is the work force means the adoption of measures to promote the physical, social, psychological and general well-being of the employees.

In the broader sense labour welfare means providing social security and other activities as medical and canteen, recreation, housing and education arrangement for the transportation of the labour and from the work place.

The main aim of labour welfare is to provide welfare facilities and amenities as would enable the workers employed in industries (or) factories to perform their work in health and high moral.

In order to find out the responses of employees regarding the welfare activities provided to them by a sample has been selected and tested with the help of questionnaire.

Welfare means faring or doing well. After Employees have been hired, trained and remunerated, they need to be retained and maintained to serve the organization better welfare facilities re designed to take care of the well-being of the employees. They do not generally result in any monetary benefit to the employees. Nor are these facilities provided by employers alone. Governmental and non- governmental agencies and trade unions too, contribute towards employee welfare. The welfare facilities together contribute to better work.

2. Objectives of the study

The main purpose of the study is to evaluate the welfare activities which are provided by the management in “HERITAGE PVT. LTD.”.

- To know the welfare activities practice in the organization.
- To highlight and study the significance of labor welfare measures provided by the management.
- To analyze the employee’s opinion, views regarding the welfare facilities provide by the organization.
- To understand and enquire whether welfare activities are adequate and satisfactory to the employees or not.
- To improve the efficiency of the work and also partly to develop among them a civic sense of responsibility and dignity and make them worthy citizens of the nation.

3. Need for the study

To understand the extent which the welfare activities provided by “HERITAGE PVT. LTD.” towards about the various welfare measures provided to them. To study how the welfare facilities provided and how it helps in increasing the productivity and job satisfaction. To learn how welfare services provided to employees it may help organization to build up a stable work force by reducing absenteeism and labour turnover. To offer useful suggestions for improving the effectiveness of welfare measures.

The real need for welfare arises from the two basic conditions generally known as the “long aim of the job” and “social

invasion of the factory”. The working environment of any job on factory or mine or a workshop imposes some adverse effects on the workers because of the heat, noise and smell, fumes etc., involved in the manufacturing process. There are also occupational hazards and environmental problems inherent and inevitable in the manufacturing process itself, which cannot be removed or reduced. As a result productive devices and compensatory benefits have to be provided for the welfare of the workers. This can be referred to as the “long aim of the job.

4. Scope of the study

The scope of the study is limited to the HERIATAGE Pvt, Ltd. Further the study focuses on employees in the Organization.

5. Methodology of the study

The methodology adopted to collecting information from a sample size of 100 respondents by using simple random sampling technique, in order to analyze and interpret the respondent’s opinions and views with respect to the welfare measures provided by the HERITAGE PVT. LTD. The entire study is based on both the primary data and Secondary data.

Primary data

The primary data are collected from the respondents (employees) of the study directly to know their opinion about the benefits and welfare measures of the HERITAGE PVT, LTD.

Questionnaire: A Questionnaire has been prepared and distributed among the respondents (employees) for both executives and non-executives.

Secondary Data

The secondary data is that which have been already collected by someone or else which have been passed through statistical data can be categorized into two broad categories named published and unpublished statistics.

Various sources are available namely documents, books, magazines, journals etc., and also collected from various files, records of HERITAGE PVT. LTD.

6. Data analysis and interpretation

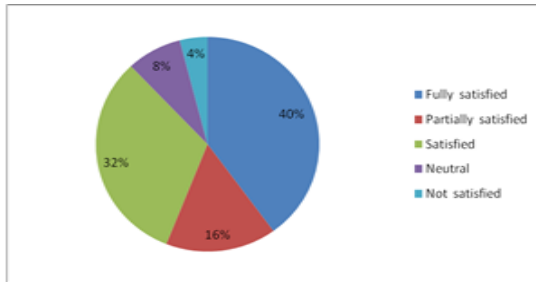
1. Employee satisfaction with the safety equipment provided by the company.

Options	Remarks	Percentage	# of respondents
A	Fully satisfied	40%	40
B	Partially satisfied	16%	16
C	Satisfied	32%	32
D	Neutral	8%	8
E	Not Satisfied	4%	4
Total		100%	100

Interpretation:

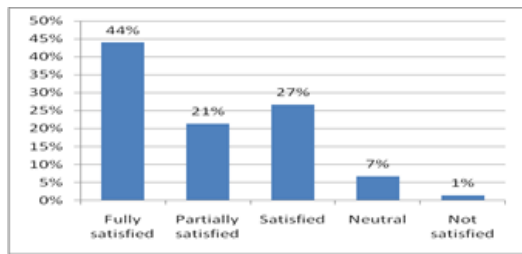
From the above pie-diagram the total number of employees in HERITAGE PVT. LTD.,40% of employees are fully satisfied,16% of employees are partially satisfied,32% of

employees are satisfied,8% of employees are neutral and the remaining 4% of employees are not satisfied.



2. Employee satisfaction with the Medical Insurance provided by the company.

Options	Remarks	Percentage	# of respondents
A	Fully satisfied	44%	44
B	Partially satisfied	21%	21
C	Satisfied	27%	27
D	Neutral	7%	7
E	Not Satisfied	1%	1
Total		100%	100

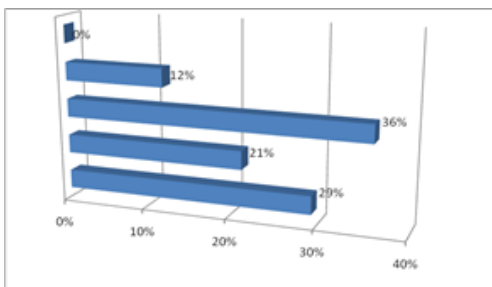


Interpretation:

From the above diagram, the total number of employees in HERITAGE PVT. LTD., 44% of employees are fully satisfied,21% of employees are partially satisfied, 27% of employees are satisfied, 7% of employees are neutral and the remaining 1% of employees not satisfied.

3. Employee satisfaction with the group personal accident.

Options	Remarks	Percentage	# of respondents
A	Fully satisfied	29%	29
B	Partially satisfied	21%	21
C	Satisfied	36%	36
D	Neutral	12%	12
E	Not Satisfied	0%	0
Total		100%	100

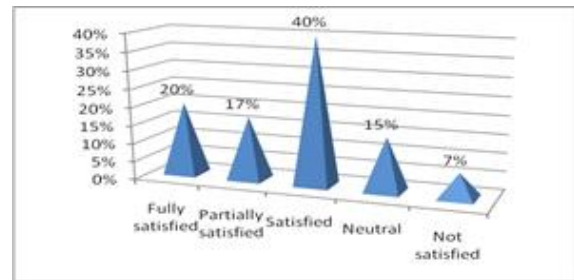


Interpretation:

From the above Bar-diagram, the total number of employees in HERITAGE PVT. LTD., 29% of employees are fully satisfied for the welfare activities, 21% of employees are partially satisfied, 36% of employees are satisfied, 12% of employees are neutral and the remaining 0% of employees are not satisfied, 12% of employees are neutral and the remaining 0% of employees are not satisfied.

4. Employee satisfaction with the First-Aid services provided in the depot

Options	Remarks	Percentage	# of respondents
A	Fully satisfied	20%	20
B	Partially satisfied	17%	17
C	Satisfied	40%	40
D	Neutral	15%	15
E	Not Satisfied	7%	7
Total		100%	100

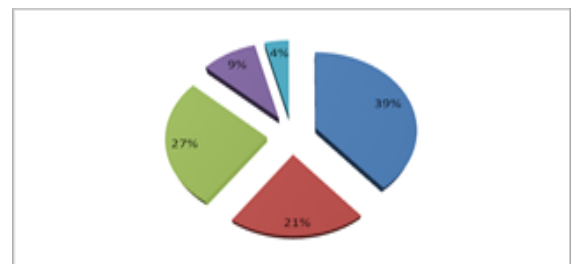


Interpretation:

From the above diagram, the total number of employees in HERITAGE PVT. LTD. 20% of employees are fully satisfied, 17% of employees are partially satisfied,40% of employees are satisfied,15% of employees are neutral and the remaining 7% of employees are not satisfied for the welfare activities.

5. Employee satisfaction with the compensation, when compared to other companies

Options	Remarks	Percentage	# of respondents
A	Fully satisfied	39%	39
B	Partially satisfied	21%	21
C	Satisfied	27%	27
D	Neutral	9%	9
E	Not satisfied	4%	4
Total		100%	100

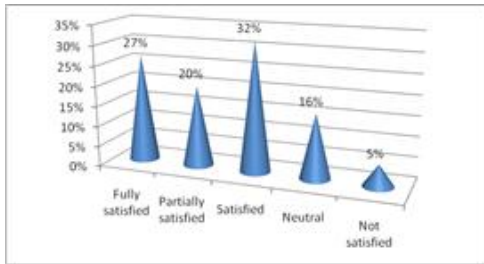


Interpretation:

From the above pie-diagram, the total number of employees in HERITAGE PVT. LTD., 39% of employees are fully satisfied, 21% of employees are partially satisfied, 27% of employees are satisfied, 9% of employees are neutral and the remaining 4% of employees are not satisfied for the welfare activities.

6. Employee satisfaction with the current job

Options	Remarks	Percentage	# of respondents
A	Fully satisfied	27%	27
B	Partially satisfied	20%	20
C	Satisfied	32%	32
D	Neutral	16%	16
E	Not Satisfied	5%	5
Total		100%	100

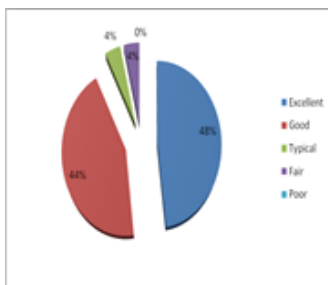


Interpretation:

From the above diagram, the total number of employees in HERITAGE PVT. LTD., 27% of employees are fully satisfied, 20% of employees are partially satisfied, 32% of employees are satisfied, 16% of employees are neutral and the remaining 5% of employees are not satisfied for the welfare activities.

7. Employee awareness about the job description/ responsibility.

Options	Remarks	Percentage	#of respondents
A	Excellent	24%	24
B	Good	40%	40
C	Typical	23%	23
D	Fair	8%	8
E	Poor	5%	5
Total		100%	100



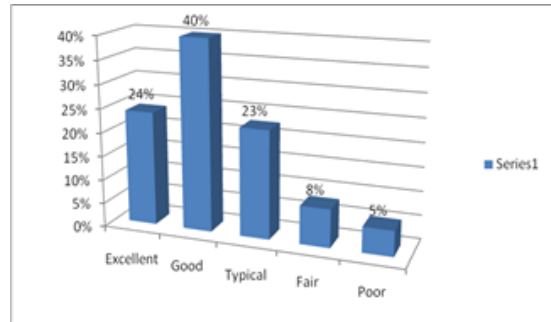
Interpretation:

From the above diagram, the total number of employees in HERITAGE PVT. LTD., 48% of employees are excellent, 44%

of employees are good, 4% of employees are typical, 4% of employees are fair and the remaining 0% of employees are poor for the welfare activities.

8. organization provide any formalized resources (or) support to employees who feel they have been treated unfairly.

Options	Remarks	Percentage	# of respondents
A	Excellent	48%	48
B	Good	44%	44
C	Typical	4%	4
D	Fair	4%	4
E	Poor	0%	0
Total		100%	100

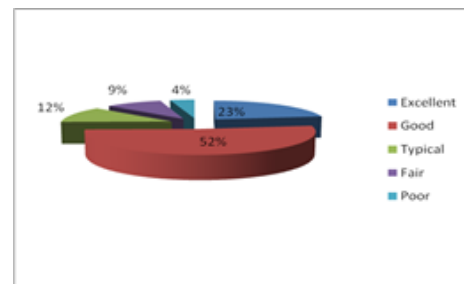


Interpretation:

From the above diagram, the total number of employees in HERITAGE PVT. LTD., 24% of employees are feeling excellent for the welfare activities, 40% of employees are good, 23% of employees are typical, 8% of employees are fair and the remaining 5% of employees are poor.

9. Employee relationship with Inter & Intra department

Options	Remarks	Percentage	# of respondents
A	Excellent	23%	23
B	Good	52%	52
C	Typical	12%	12
D	Fair	9%	9
E	Poor	4%	4
Total		100%	100



Interpretation:

From the above pie-diagram, the total number of employees in HERITAGE PVT. LTD., 23% of employees are excellent, 52% of employees are good, 12% of employees are typical, 9% of employees are fair, 4% of employees are poor for the welfare activities.

7. Findings

Most of the respondents are happy with the Employee welfare & Wellness of the company.

- The subordinate of the company appreciates to the reasonable level the leadership style of supervisors.
- The employees strongly believe that welfare & wellness program helps in organizational development.
- Employees are satisfied with benefits provided by the company.
- Employees are satisfied with the medical insurance provided by the company.
- Every employee should maintain their perfect relationship with the Inter & Intra department.
- Every employee must be considering their manager as a role model in their area of work.

8. Suggestions and conclusion

As per my opinion, some employees are not wearing helmet while coming to the office and in the market.

- Some contract drivers are not wearing shoes and not maintaining safety.
- The First-Aid services should improve more in the depot.
- Every employee should follow the dress code like uniform etc.
- The medical insurance services should provide to all the

employees working in the depot.

- The quality of food must provide to the employees in the depot.
- The company should design a well-structured reward management system to improve the welfare & wellness of employees.
- The standard of quality with regards to material must produce to the employees who are working in the depot.
- Job security provided by the company is neutral, so provide job security to each and every employee working in the depot.
- The leadership & professionalism is in typical condition, so the company should improve the leadership qualities.

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