

An Overview on Employee Welfare Measures And Its Impact At National Insurance Company, Trichy Region

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ABSTRACT

Employee Welfare and benefits is a corporate attitude or commitment reflected in the expressed care for employee's fulfillment. Employee welfare is a comprehensive term which offers service, benefits to the employees in the company. The present study is made an attempt to determine the status of employee welfare practices adopted by national insurance company limited, Trichy region. It aims to produce a working environment which is stimulating enough to encourage development and interest in the employees. This highlights the employee perception regarding the various statutory welfares provided by the company. The company provides the welfare facilities to their employees to keep their motivation level high. These sources are taken from the secondary data. The design of the research is descriptive research. The technique used for this study is census survey. Here the tools used are chi square test. In chi square test is used to find the association between the variables. These tools are used in SPSS software and the result has explained.

Keywords : Employee Welfare and Benefits, Satisfaction, Allowance, Quality of Work Life

I. INTRODUCTION

The basic purpose of employee welfare is to enrich the life of employees. The employee welfare facilities in the organization affects on the behavior of the employees as well as the productivity of the organization. Welfare is a broad concept referring to a state of income of an individual or a group, in a needed relationship with the total environment, ecological, economic and social.

Employee welfare is an area of social welfare theoretically and operationally. It covers a broad field and connotes a state of well being, happiness, fulfillment, accumulation and expansion of human resources and also helps to drive of employee.

Better employee welfare services results into organizational advantages, increased employee confidence along with job protection and reduces employee turnover. Organization can create positive attitude in the employees mind by giving right payment and providing welfare measures.

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Welfare includes anything that is done for the comfort and upgrading 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 time. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes controlling 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.

People are the most important advantage of an organization, and the secretarial profession has to assess and highest the value and cost of people of an organization. Once this is accepted, the need for

measuring the value for recording it in the books of accounts increases. The value of human assets can be increased substantially by making investment in their training and welfare activities.

There is an imperious need to taking care of the workers to deliver both legislative and non-legislative facilities to them. The welfare measures help to encourage and retain employees. Most of the welfare facilities are matters of cleanliness and hygienic which is not provided disappointment among workers are motivated by delivering welfare measures. This ensures employee satisfaction result in improved efficiency.

II. STATEMENT OF THE PROBLEM

A firm is influenced by various human resources factors. The employee welfare measure is one of the factors penetrating in the life of employees those who are working in the public sector. This study explores the employee's welfare measures of government companies in India. It also studies the employee view about the employee welfare measures on the productivity. Another aspect identified in the study is the factors that contribute to improve the standard of employee welfare measures of employees. It covers every dimension of work including economic reward, security, working conditions and interpersonal relationship. Thus, the goal of this study was to gain knowledge about employee's welfare measures and social security in public sector industries. To fulfill the employee satisfaction by identifying the problems in welfare activities in the company. To find the problems in employee facilities.

Literature Review

(Srinivas KT, 2013) Srinivas KT has said that the study is made to identify the welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. The data is gathered from 100 employees of the organization with random sampling technique. It is found that most of the respondents are aware about the legislative and non-legislative employee welfare facilities provided at the Company, 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.

(K. LOGASAKTHI1 & K. RAJAGOPAL2, 2013) **K. Logasakthi** has said that the paper highlights the welfare measures in chemical industries and the employee's satisfaction level and to identify the overall quality of work life of the employees. Here they measure the efficiency of the employee. The various welfare measures provided by the employer will have immediate impact of health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity.

(RESHMA.S.*; DR. M.J.BASAVARAJ**, 2013) **Reshma.S** et.al. have said that the financial development of a country, minerals play a significant role. Minerals are the backbone of the industrial wealth of the country and the affluence of any country is directly related to its minerals wealth and their judicious utilization. Mining industry is playing a major role in the overall financial development of India. Employee or labour welfare is a broad term including various services, welfares and conveniences offered to employees of the organization. Employee welfare activities are those, which include proper working conditions provided to the workers by the employer on a voluntary basis. A study on employee welfare measures in mining industry throws light on statutory welfare measures followed in Donimalai Iron Ore Mine, Bellary District. This study educates the concept of welfare measures; it also highlights the employee's perception regarding the various statutory welfare measures provided by the organization. The last part offers suitable suggestions to strengthen the statutory welfare measures in a sample unit.

(EXCEL International Journal of Multidisciplinary Management Studies, 2014) **Dr.M.Surat Kumari** et.al. Have said that the employees or labour welfare is a comprehensive term including various service, benefits and facilities offered to employees by the employer. The welfare features are drawn-out in addition to normal wages and other economic rewards available to employees and keep them happy and contented. Employee welfare and the benefits motivate the employees for the better performance and also it boosts

the employee morale and improves the human relationships and thereby increases the job fulfillment of the employees.

(Dr. Usha Tiwari, 2014) **Dr.UshaTiwari** has said that the study an attempt has been made to study the employee welfare facilities and its impact on employee's competence at Vindhya Telelinks Ltd. Rewa Madhya Pradesh. It can be terminate that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further development.

(MR. T. VENKATA RAMANA1, DR. E. LOKANADHA REDDY 2, 2015) Venkataramana.Tet.al (2015), this study was explores that employees welfare refers to "the efforts made to provide good life worth for employees". The welfare measures are affected in good impact of employee satisfaction. Finally, the study I observed the Extra-Mural particularly on Sports, Cultural, Library, Reading, Leaves on travel, Welfare Cooperatives, Vocational, Welfare facilities to Children and Women, where as in Intra-mural particularly protective clothing, crèches, restrooms and drinking facilities are in poor state to improve the rate of employee satisfaction in the central railways system.

(Dr. Arjita Jain, 2016) Argita Jain has said that employee Welfare and benefits are a corporate attitude or obligation reflected in the expressed care for employees all levels. The objective is to produce a working environment which is inspiring enough to promote development and interest in the employees. This study is made an attempt to regulate the status of employee welfare & benefit practices adopted by Indian Oil Corporation Ltd and suggest some ways to improve the quality of welfare practices. The research type is exploratory. The data base has been framed from a sample of 40 employees working in the plant those who are on the roll of IOC Limited. Primary data was collected with the help of questionnaire filled by the respondents. The data was analyzed using percentage analysis. The research findings revealed that overall employees were satisfied with existing welfare facilities; allowances, medical facilities, quality of work life, safety and security. Overtime allowances and canteen facilities were the two main areas where developments are required.

Employee

An individual who works part time or full time under a contract of employment ,whether oral or written ,express or implied, and has standard rights and duties.

Employee Welfare Measures

Employee welfare is a complete term including various services, benefits and facilities accessible to employees & by the employers.

Welfare

The factories Act 1948, mines Act, Plantations Act and commercial establishment Act have provisions relating to so many welfare measures implemented in the establishments like, sitting up of clean rest rooms, washrooms, housekeeping, neighborhoods safety, provisions for tea break, meal time, slogans, notice board. Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. The term welfare is a relative concept in both time and space. Therefore it varies from time to time, region to region and from country to country.

Employee welfare defines as efforts to make lifespan worth living for workmen. Employee welfare is a complete term including various services, benefits and facilities provide to employees & by the employers. Through such generous fringe benefits the employer makes life worth living for employees.

Welfare includes anything that is done for the luxury and development of employees and is offered over and above the wages. Welfare measures helps in keeping the morale and motivation of the employees so as to retain the employees for longer period. The welfare measures need not be in financial terms only but in any kind/forms. Employee welfare includes controlling of working conditions, creation of industrial harmony through infrastructure for health and wealth, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Types of Welfare Activities

The social and economic aspects of the life of an employee's have direct influence on the social and economic development of the nation. There is every need to take care of the employee's to provide both statutory and non-statutory facilities to them.

Statutory Welfare Facilities

Statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety.

- Restrooms
- Wash basins
- Spittoons
- Provision for drinking water
- Water cooler
- Lunch rooms
- Indoor games
- Library
- Reading room
- First aid kit
- Lighting

Non-Statutory welfare facilities

Non-statutory schemes are those which the company itself provided to the employee. It is not compulsory one.

- Maternity and adoption leave for women
- Leave travelling subsidy
- Education
- Flexi time
- Transport facilities
- Separate services for women employee's
- Insurance to families
- Medii-claim insurance scheme

Employee welfare

Employee welfare means the energy to make life worth living for workmen. These are extra benefits provided in addition to the normal wages or salary compensation paid to employees or provided for the benefits of employees.

According to TODD

Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.

Here some of the factors are taken from the employee's welfare measures which are given below.

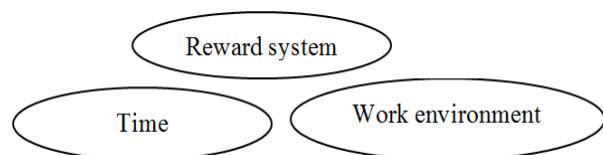


Figure 1. Factors to determine the Employee Welfare Measures

Reward System

The reward system is the set of mechanism for allocating both tangibles and intangible returns as part of an employment correlation. There are various rewards like base pay, HRA, incentives, etc.

Job Satisfaction

Job satisfaction is employee believe happiness of employee job. It more helpful for organizational belief and employee more loyal with development. Job satisfaction or employee satisfaction has been defined in many different ways. They like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction is the degree to which individuals feel positively or negatively about their job.

Facilities

Facilities are focus upon the efficient and effective delivery of supporting the service to the employee in the organization.

Time

Time is the act or process of planning and exercising the alert control over the amount of time spent on specific activities to increase the efficiency.

Compensation

Compensation is to motivate the employee's in the company and recognition of loss and suffering or injury.

Impacts of welfare measures

Employee welfare measures provide a positive impact for the organization which satisfies the employee welfares in their needs. Employee welfares provide a good improvement for organization. By rewarding the employee, it stimulates the employee to work hard, which will raise the company's brand name. It helps in engage the employees to work and showing their productivity. Providing adequate welfares to the employee will fulfill their job satisfaction. Performance of the employees will also increase in the organization.

Model for effective welfare measures

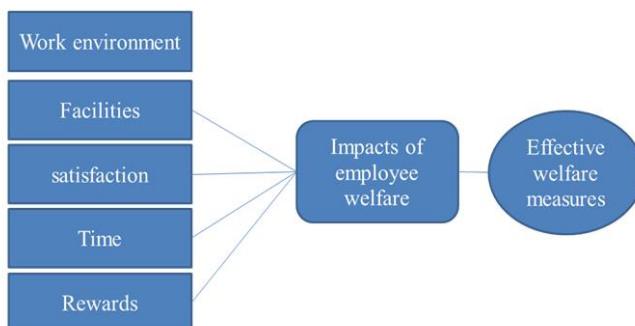


Figure 2. Model for effective welfare measure

Research Objectives

- To study the welfare facilities provided at the NICL.
- To find out the utilization of welfare facilities by the employees.
- To measure the levels of satisfaction among employees at NICL with respective to various welfare measures.
- To understand how welfare measures improve the motivation of the employees.

Research Methodology

Research

The use of things, concepts or symbols for the purpose of generalizing to spread, correct or verify knowledge, whether that information aids in construction of theory or in the practice of an art. Research in common parlance refers to a search for information. Research is an academic activity and as such the term should be used in a technical sense. Research includes defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Research Design

Decisions regarding what, where, when, how much, by what means concerning an inquiry or a research study constitute a research design. "A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure."¹ The formidable problem that follows the task of defining the research problem is the preparation of the design of the research project, popularly known as the "research design"

- This study will come under a descriptive research design.
- The questionnaire was made with scaling technique – five point scales.
- The analysis is made with the tool chi square test in SPSS.

Sampling Technique

- This study is made through census survey, though the population is known, so have chosen the census survey.
- The sample size is 233 employers in trichy region.

Hypothesis Statement

- Age has associated with House rent allowance.
- Age has associated with medi claim.
- Age has associated with training.

- Experience has associated with educational allowance.
- Experience has associated with performance.

Ho: There is no significant association between age and HRA
 H1: There is a significant association between age and HRA

Hypothesis 1

AGE * HRA Cross tabulation

Count		HRA					Total
AGE	STRONGLY AGREE	AGREE	UNDECIDE D	DISAGRE E	STRONGLY DISAGREE		
	BELOW 25	22	19	22	1	1	65
	26-35	12	9	23	3	1	48
	36-45	18	19	7	0	1	45
	45 AND ABOVE	13	16	14	0	0	43
	5.00	18	8	5	1	0	32
	Total	83	71	71	5	3	233

Calculated value 29.332

Tabulated value 26.30

Here the calculated value is greater than tabulated value. The analysis showed that maximum employees response was strongly agree; hence null hypothesis is rejected .Therefore there is association between age and HRA.

Hypothesis 2

Ho: There is no significant association between age and medi claim
 H1: There is a significant association between age and medi claim

AGE * MEDIICLAIM Cross tabulation

Count		MEDIICLAIM					Total
AGE	STRONGLY AGREE	AGREE	UNDECIDE D	DISAGRE E	STRONGLY DISAGREE		
	BELOW 25	20	14	9	13	9	65
	26-35	13	10	6	12	7	48
	36-45	11	14	3	12	5	45
	45 AND ABOVE	13	15	3	8	4	43
	5.00	12	12	4	2	2	32
	Total	69	65	25	47	27	233

Calculated value 13.334

Tabulated value 26.30

Here the calculated value is lesser than tabulated value. The analysis showed that maximum employees response was strongly agree, hence null hypothesis is accepted. Therefore there is no association between age and medi claim.

Hypothesis 3

Hither is no significant association between age and training.
H1: There is a significant association between age and training.

AGE * TRAINING Cross tabulation

Count

	AGE	TRAINING					Total
		STRONGLY AGREE	AGREE	UNDECIDE D	DISAGRE E	STRONGLY DISAGREE	
AGE	BELOW 25	22	0	1	19	23	65
	26-35	23	2	1	8	14	48
	36-45	6	1	1	19	18	45
	45 AND ABOVE	14	0	0	16	13	43
	5.00	6	0	0	8	18	32
	Total	71	3	3	70	86	233

Calculated value 28.416

Tabulated value 26.30

Here the calculated value is greater than the tabulated value. The analysis showed that maximum employees response was strongly disagree, hence null hypothesis is rejected. Therefore there is association between age and training.

Hypothesis 4

Hither is no significant association between experience and educational allowance
H1: There is a significant association between experience and educational allowance

EXP * EDUALW Crosstabulation

Count

	EXP	EDUALW					Total
		STRONGLY AGREE	AGREE	UNDECIDE D	DISAGRE E	STRONGLY DISAGREE	
EXP	1-10	17	56	3	0	0	76
	11-20	14	31	1	0	0	46
	21-30	23	18	3	2	2	48
	30- ABOVE	14	43	2	2	1	62
	5.00	0	0	0	1	0	1
	Total	68	148	9	5	3	233

Calculated value 70.020

Tabulated value 26.30

Here the calculated value is greater than the tabulated value. The analysis showed that maximum employees response was agree, hence null hypothesis is rejected. Therefore there is association between experience and educational allowance.

Hypothesis 5

Ho: There is no significant association between experience and performance
H1: There is a significant association between experience and performance

EXP * PERFORMANCE Cross tabulation

Count

	PERFORMANCE					Total	
	STRONGLY AGREE	AGREE	UNDECIDE D	DISAGRE E	STRONGLY DISAGREE		
EXP	1-10	39	9	7	10	11	76
	11-20	22	8	4	10	2	46
	21-30	19	10	6	8	5	48
	30- ABOVE	32	17	4	6	3	62
	5.00	0	0	0	0	1	1
	Total	112	44	21	34	22	233

Calculated value 23.912

Tabulated value 26.30

Here the calculated value is lesser than the tabulated value. The analysis showed that maximum employees response was strongly agree, hence null hypothesis is accepted. Therefore there is no association between experience and performance.

Hypothesis result

Hypothesis statement	Result
association between age and HRA	Positive
association between age and medi claim	Negative
association between age and training	Positive
association between experience and educational allowance	Positive
association between experience and performance	Negative

III. DISCUSSION AND THE CONCLUSION

The employee welfare measures are affected some variables namely satisfaction, rewards, time, facilities and finally the work environment. This above study finding which include increased productivity, employee skill development, less supervision, achieve the goal in effective and efficient manner will be helpful for the organization development and for the growth of the organization. The above empirical model will help to support to improve the effective welfare measures in an organization and also improve the productivity as well as status of the employee in the company. There are five hypothesis statements which I have chosen. Namely age and (HRA, medi claim, training). And Experience and (educational allowance and performance). There is

association in three hypothesis and two hypothesis are no association. Employee welfare measures are to maintain a reinforce manpower. The study of various welfare measures come up in light that the present measures taken by the organization. The improvement in working complaint are suggested to improve efficiency of the employee welfares measures like medi claim, training, drinking water, spittoons, educational allowance ,rest rooms and housing facilities which in turn would build the morale and increase the efficiency of the employees.

IV. REFERENCES

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