

**A STUDY ON IMPACT OF WELFARE MEASURES ON
EMPLOYEES PERFORMANCE**



Thesis Submitted by,

Mohana Priya. S

(21PSW012)

Thesis Submitted to

Department of Home Science Extension Education

Avinashilingam Institute for Home Science and Higher Education for Women,

Coimbatore-641043

In partial fulfillment of the requirements for the

Degree of Master of Social Work

May-2023

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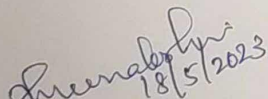
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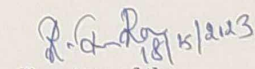
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Signature of the

Head of Department

Signature of the External Examiner

CERTIFICATE

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This is to certify that the dissertation entitled on “**A Study on Impact of Welfare Measures on Employees Performance**” is submitted to the Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore 641043 in partial fulfillment of the requirements for the award of the degree of **Master of Social Work** is a record of original research work done by **Mohana Priya. S (21PSW012)**, during the period of the study in the Department of Home Science Extension Education, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore-641043, under my supervision and guidance, has not formed the basis for the award of any Degree/Diploma/Associateship/Fellowship or similar title of other University.

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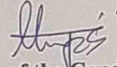
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DECLARATION

DECLARATION

DECLARATION

I **Mohana Priya. S**, hereby declare that the thesis, entitled “**A Study on Impact of Welfare Measures on Employees Performance**”, submitted to the Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore, in partial fulfillment of the requirements for the award of the **Master of Social work** is a record of original and independent research work done by me during six month under the Supervision and Guidance of **Dr. S. Meenakshi** and it has not formed the basis for the award of any Degree/ Diploma/ Associateship/ Fellowship or other similar title to any candidate in any University.



Signature of the Candidate

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INTRODUCTION

CHAPTER I

INTRODUCTION

Welfare

Welfare is a phrase used to describe a person's or a group's standard of living in relation to their physical, social, and psychological environments. The idea of labour welfare has changed significantly. The goal of the nation's social and economic development must be the adoption of labour protection and welfare laws. A person must adapt to his environment in order to survive in the modern industrial world.

The acceptance, respect, goodwill, attention and recognition, which a worker gets from his work group, community, family and neighbourhood forms an integral part of the modern concept of labour welfare. Capacity of the worker to satisfy his physiological needs like food, clothing and shelter from his pay packet refers to physical concept of labour welfare.

Employee Welfare

The word "employee welfare" refers to all of the services, perks, and facilities that companies provide to their staff. The welfare measures might be of any sort or shape; money is not required. This covers everything like pay, housing, transportation, health insurance, and food. Employee welfare also includes keeping an eye on working conditions, fostering industrial harmony through the development of a health infrastructure, industrial relations, and insurance for workers' families against illness, accidents, and unemployment. The company gives its employees excellent benefits that make life worthwhile. The term "welfare" refers to services provided in addition to wages for the improvement and comfort of employees. In order to retain employees, welfare measures serve to keep up employees' enthusiasm and morale (Manasa and Krishnanaik, 2015).

In India, Labour Welfare has a particular importance as the Indian Constitution provides for the promotion of interest of the labour for human conditions of work and securing to all workers. The numerous welfare measures provided to the employee would

have an instantaneous impact on the health, physical and mental effectiveness, and overall efficiency of the workers and thus contributing to higher productivity. Employee Welfare enables employees to have more prosperous and more satisfying life. It raises their standard of living. It promotes a sense of belongings among the employees averting them from resorting to unhealth practices like absenteeism, labour unrest, strike, welfare measures also improves the relations between employees and employers (Kola O. Odeku, 2015).

The human resource is regarded as the most significant asset for every organisation in the current, rapidly changing workplace. Despite technological advances, the importance of human resources cannot be overstated because effective utilisation of human resources is directly related to any organization's or workplace's performance. Maintaining the quality of these human inputs results from the organisation and management of welfare facilities, which can play a significant role in promoting improved living and working conditions for industrial workers and also enhancing their productivity. Depending on social structures, the level of industrialization, and even within the same country, the idea of labour welfare has been understood in a variety of ways that are necessary dynamic (Dhani Shankar Chaubey, 2016).

Making an attempt to improve the workers' quality of life is known as employee welfare. The main goal of offering welfare measures is to increase employee satisfaction, which will subsequently improve productivity. The goals of welfare measures include enhancing the lives and health of workers, keeping them engaged and giving relief to reduce industrial tiredness, and improving their living and learning environments as a result. Housing, benefits, educational opportunities, and recreational amenities are all included in the provision of labour welfare facilities. The government mandates a number of welfare services, including working conditions, factory sanitation, and cleanliness, but organisations go above and beyond by offering recreational amenities, a day care centre, and other services in an effort to give employees a sense of community. Workplace happiness is regarded as one of the important measures for retainment of an employee. The belief is that highly satisfied people are going to have high morale and this would lead to greater productivity (Devina Upadhyay and Anu Gupta, 2012).

Anything done for the employees' comfort and improvement, whether intellectual or social, above and beyond the salaries provided and not required by the industry is

referred to as employee welfare. Employee welfare refers to all of the employer's efforts that go beyond merely paying wages or salaries to the staff members by offering them specific facilities and services. It entails maintaining a watchful eye over working circumstances, fostering organisational harmony through infrastructure for health, general insurance, retirement benefits, housing options, and educational benefits for both employees and their offspring, among other things. The term "labour welfare" refers to the establishment of minimum desirable standards as well as the supply of services such as healthcare, nutrition, clothes, housing, medical aid, education, insurance, job security, leisure, etc. These facilities make it possible for an employee and his family to lead a good work life, family life and social life (Sarma,1996).

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through these generous benefits the organization makes life worth living for employees. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare measures helps in maintaining the morale and motivation of the employees high so as to retain the employees for longer periods. This welfare need not be in monetary terms but in any kind/forms. Employee welfare 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 and families (Manasa and Krishnanaik, 2015).

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. Some of the facilities and services which fall within the preview of employee welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities transportation facilities for traveling from & to the place of work.

Employee welfare covers an ample field and connotes a state of wellbeing, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. The fundamental propose of employees welfare is to enrich the life of employees and to remain them joyful and conducted that helps to development of organization (Dr.Usha Tiwari, 2014).

Definitions Of Labour Welfare

According to ILO, labour welfare can be defined as a term, which is understood to include such services, facilities, and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

“One can buy a man’s time, his physical presence at a particular space, even a few muscular movements, but enthusiasm, initiative, loyalty and devotion to duty cannot be bought. They will have to be created through right employer-employee relations, provision of constructive opportunities for satisfying the major motivating desires of human action.”, (S.T. Edwards 1953).

Oxford dictionary said “Labour welfare is efforts to make life worth living for workmen.” The need for providing such services and facilities arise from the social responsibility of industries, a desire for upholding democratic values and a concern for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

According to the Committees on Labour Welfare (1969), “Labour welfare includes such services, facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as they contribute to improve the condition under which workers are employed.”

Statutory Welfare Measures

- ◆ The statutory welfare schemes include the following provisions:-
- ◆ Drinking Water

- ◆ Facilities for sitting
- ◆ First aid appliances
- ◆ Latrines and Urinals
- ◆ Canteen facilities
- ◆ Lighting
- ◆ Washing places
- ◆ Rest rooms etc.

Non- Statutory Welfare Measures

Many non-statutory welfare schemes may include the following schemes. It may differ from one organization to another organization.

- ◆ Personal Health Care (Regular medical check-ups)
- ◆ Flexi-time
- ◆ Employee Assistance Programs
- ◆ Harassment Policy
- ◆ Medi-claim Insurance Scheme
- ◆ Employee Referral Scheme
- ◆ Co-operative Credit society
- ◆ Library
- ◆ Recreational activities
- ◆ Culture programs
- ◆ Employee engagement activities
- ◆ Religion festivals and national day celebrations
- ◆ Vocation workshop for employee children etc.

Employees Performance

The term "performance" is commonly used in businesses, by those in human resources, and in management and industrial psychology. Despite its significance and popularity, it is rarely well-defined (Neely and Gregory et.al, 1995).

Employees performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Robbins, 2010).

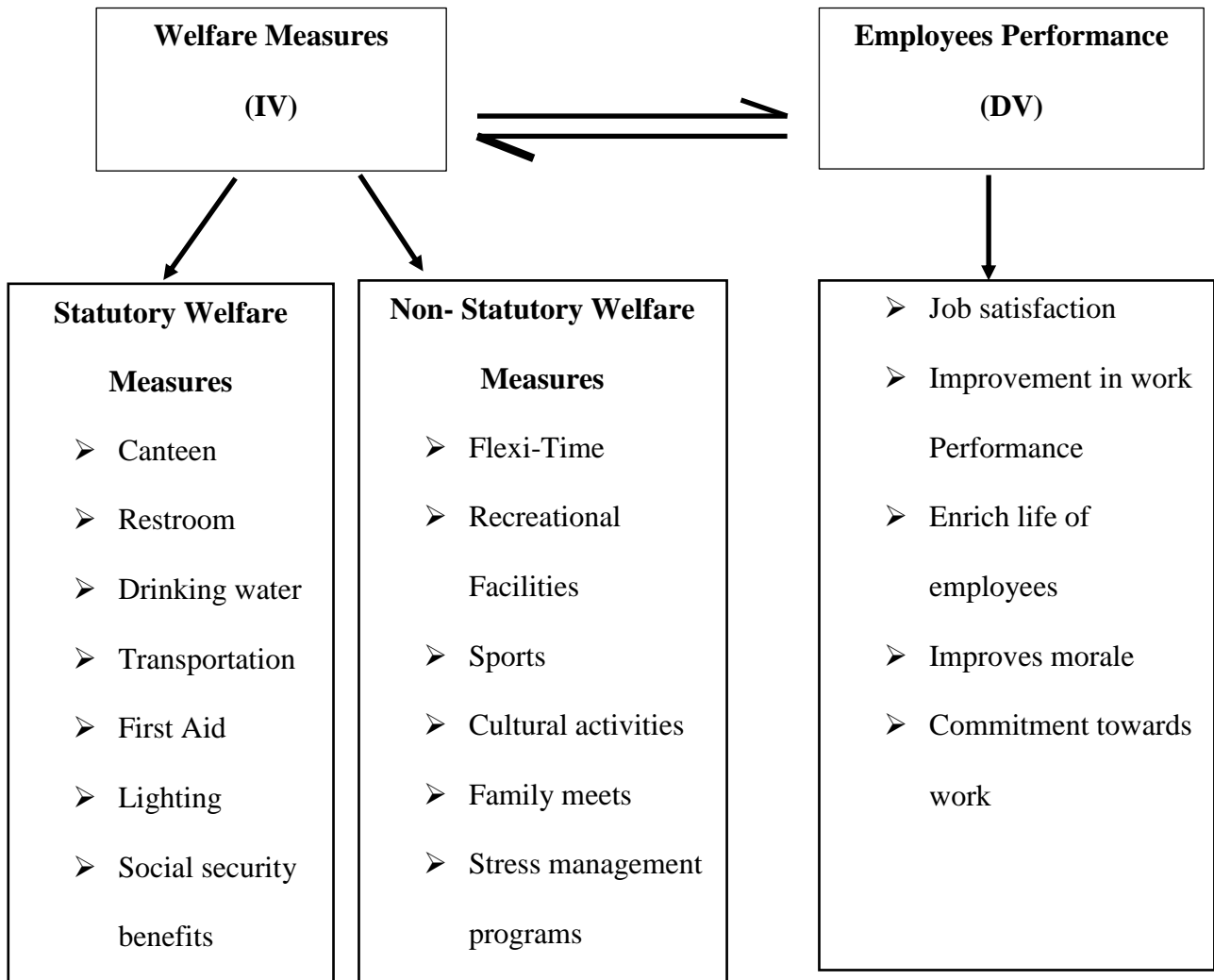
Employees performance signifies the efficiency level as well as the productivity of individuals leading towards organizational goal attainment as a result of their positive contribution which ultimately results in the overall performance of the organization (Markos and Sridevi, 2010).

The typical way that job performance is characterised and evaluated is in terms of both observable and non-observable behaviour (Viswesvaran, Ones and Schmidt, 1996). It is a multifaceted idea that explains how someone completes a task, concentrating on effectiveness, skills applied, initiative, and resource utilisation (Rothmann and Coetzer, 2003). An action that incorporates both procedure and product is job performance (final output). The overall effectiveness of an organisation might have an impact on the individual process. Performance is influenced by external elements as well as one's own activities, including resources, organisational culture, and economic, political, and social considerations (Van der Linde, 2005).

The effectiveness of an organisation depends on the performance of its people in the age of globalisation, market economies, hyper competition, and rapidly changing environments. If a business is to continue its efforts towards the accomplishment of predesigned goals, employee performance is a crucial prerequisite (Dessler, 2008). According to the Humana Resource Philosophy, managing personnel carefully is necessary to maximise return on investment and accomplish organisational goals. In order to guarantee that employees' welfare is taken care of, organisations must offer a variety of perks. In fact, in this day and age, it is practically impossible to run a business without providing a fundamental set of benefits for the wellbeing of employees. Companies should recognise that happy, healthy employees are a valuable resource (Ankita, 2010).

Conceptual Framework

The conceptual framework was built to demonstrate the independent and dependent variable connection.



Where, Employee's Performance is dependent variable and Welfare Measures is Independent Variable in the present study which may have influence of Statutory and Non- Statutory measures provided by the organizations.

$$E_p = S_m + N_{sm}$$

Here, **E_p** is denoting Employee's Performance **S_m** stands for Statutory Measures and **N_{sm}** stands for Non- Statutory Measures.

Hence the present study was formulated with the following objectives:

Primary Objective

- To Study the Impact of Welfare Measures on Employees Performance.

Secondary Objective

- To find out the socio demographic profile of the respondents.
- To study the various Statutory and Non- Statutory welfare measures provided for the employees.
- To understand and Enquire the Satisfaction and Perception Level of the respondents in respect to Welfare Measures and its Impact.

Hypothesis

The present study takes Null Hypotheses as follows:

H01 – There is no significant impact of welfare measures on the performance of employees

H02 – There is no significant relationship between employee performance and statutory welfare measures.

Need for the Study

The need for the study is to find out the significant relationship between Welfare Measures and Employees Performance. And also to find out the Satisfaction level and Perception level of the respondents relating to Welfare Measures provided by the Industry and Impact of Welfare Measures on Employees Performance. The major need for the study is to find out the Significant Impact and relationship between the two variables such as Welfare Measures and Employees Performance.

REVIEW OF LITERATURE

CHAPTER – II

REVIEW OF LITERATURE

The present entitled on “ The study on the Impact of Welfare Measures on Employees Performance” was reviewed under the following headings.

- ◆ Welfare measures in various industries, and its impact on Job Satisfaction
- ◆ Impact of welfare facilities , schemes and employees performance
- ◆ Related studies

Usha Tiwari (2014) conducted a study on employee welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd, Rewa, Madhya Pradesh. The main aim of the study was to find out various welfare facilities provided at the Vindhya Telelinks Ltd and to find out the levels of satisfaction among employees at VTL Rewa with respect to various welfare measures, And impact of employees welfare facilities on employees performance. A 22 item questionnaire was distributed among different cadres of employees. The scoring results were analysed using five point scale. This study concludes that the employees are satisfied in the organization. So that efficiency and productivity can be enhanced and achieved through organizational goals.

Dhani Shankar Chaubey and BabitaRawat (2016) conducted an empirical study on Labour Welfare Schemes and Its Impact on Job Satisfaction. The main objective of the study was, labour welfare measures of Small Scale Industries (SSIs) and its relationship with job satisfaction of workers. The research was done using convenient sampling method. The sample size chosen was 153 respondents and the results were analysed using SPSS software. The result of the study indicates that there is a positive correlation between welfare facilities and job satisfaction of the employees. The perceived output of the study was both the statutory and non-statutory welfare policies have different impact on employee job satisfaction and increases motivation and productivity.

Logasakthil. K and Rajagopal. K (2013) conducted a study on employee health, safety and welfare measures of chemical industry. The study highlights the overall quality of work life of the employees and to identify the welfare measures provided in chemical industry finally employees’ satisfaction towards the welfare measures. The data collection was done through personal interview and some by filling questionnaire. Analysis was done by the researcher using ANOVA and Chi- square test. The final results discuss that

the employees of the company are highly satisfied with their jobs and supports to the improvement of the company. Researchers concluded that health, safety and welfare measures will improve better working conditions and better performance.

Atul R Kadam et al (2012) has done an empirical study on Welfare Facilities And Its Impact On Employee's Performance At Hindalco, Belgaum. The purpose of the study was about the welfare facilities provided by the company and its impact of welfare facilities on employees' performance. The researcher used Survey method and questionnaire as research instrument for data collection. Convenient Random Sampling method was used and sample size is 100 units. Data were analysed through SPSS software. The study concluded that welfare measures will improve morality and standard of living which improves the employees productivity and efficiency, and finally various welfare facilities will enable the worker to live a rich and satisfactory life.

Ferdinand Waititu, et al (2017) deliberated a case study on effect of employee welfare programmes on employees performance at Kenya Railways Corporation. The general objective of this study was to determine the effects of employee welfare programs on employee performance. Descriptive survey research design was used in the study and targeted a population of 1720 employees. The data was collected by providing questionnaire. Both qualitative and quantitative method were used to analyse the data collected. Descriptive statistics were used for interpretation. The study establishes that remuneration policies have positive effect on employees performance , training and development showed a weak positive influence on employees performance at Kenya Railways Corporation. The study recommends that policies , occupational health training and development should be adopted by the Kenya Railways Corporation to improve employees performance.

Souza (2009) conducted a comparative study of Indian Pharmaceutical companies and multinational Pharmaceutical companies in Goa, about Labour Welfare and Job satisfaction. The study explains that the labour welfare dimensions such as education, medical, recreation, housing , safety and other welfare measures significantly increase job satisfaction of employees.

Rama Satyanarayana and Jayaprakash Reddy (2012) conducted a study on the topic "Labour Welfare Measures in Cement Industries in India". The major purpose of this study was to know about the employees satisfaction level towards labour welfare

measures in KCP Limited. The method adopted for the study was convenience sampling method. 90 employees were selected out of 925 employees as sample size. Questionnaire was distributed to collect primary data. The results of the research highlights that majority of the employees are satisfied with the welfare measures provided by the organization. And also concludes that welfare measures enrich the employees' standard of living.

Saminathan. C et al (2019) conducted a study titled “Influence Of Welfare Measures On Job Performance Among Sanitary Employees.” Was conducted to identify the influence of welfare measures on sanitary employees job performance in Cuddalore district. The researcher used convenience sampling method with sample size 50. The questionnaire was distributed with 5 point scale of agreeing. Analysis was done using Path analysis method. The study describes that there is influence of monitory facilities on employees job satisfaction and job satisfaction influences job performance. The study finally concludes that employees motivation and effectiveness can be achieved by better working environment and adequate safety training and that will automatically lead to better job performance and job satisfaction of sanitary employees.

Manasa B.R and Krishnanaik C.N (2015) worked on Employee Welfare Measures- “A Study on Cement Corporation of India Units, in Thandur and Adilabad”. This study was conducted to identify the various welfare measures provided to the employees and contract employees and their satisfaction level towards welfare measures. The primary data was collected by distributing questionnaire and secondary data was collected through journals, articles and websites. Lthis study involves concenience sampling method and with a sample size of 120 employees. The study observed that the organization provides good facilities and employees are satisfied. The welfare measures increases quality and quantity. But it also concludes that there is a need to improve in some provision of welfare facility so that the efficiency and productivity can be improved.

Priyadharshini. J and Rajandran K.V.R (2018) conducted a study on “The Influence Of Welfare Schemes On Employee Performance Reference To Texcity Apparels, Tirupur”. The major purpose of this study is to find out employee opinion towards the organization welfare benefits and impact of welfare schemes on employee performance. The research adopted a descriptive research design. Simple random sampling method was used among 120 respondents by distributing structured

questionnaire. Analysis of data was done using regression and interpretation was given for impact on employee performance. The research highlights that most of the employee performance had improved because of the welfare schemes provided by the organization.

Dr. P. Venugopal et al (2011) carried out a study on “Employee Welfare Activities With Respective Measures In Industrial Sector - A Study On Industrial Cluster At Chittor District”. The present study was conducted to know the overall satisfaction of employee regarding welfare programs and the relationship between statutory and non-statutory welfare activities at industries. Methodology of this study used simple random sampling method with 120 employees as respondents. A self structured questionnaire was used for collecting data and interviews we conducted with selected employees. The tools used for data analysis are: Chi-square test and Spearman’s Rank correlation. The study concludes that the employees’ in industrial cluster are availing welfare measures. But to improve the quality of work life, and to maintain smooth relationship between employees and management, needs to improve more non statutory welfare measures for the employees.

Varadaraj Aravamudhan and Charumathi. D (2019) conducted a study on the “Impact of Welfare Measures on the Quality of Employees Performance with Special Reference to Construction Industry”. The major objective of this study is to know about the impact of employee welfare measures and to study the level of employee satisfaction towards the welfare facilities offered at ETA. The primary data for the study was collected through a questionnaire. Sample size taken for the study .Systematic random sampling technique was adopted as sample design. The research implies that the welfare measures provided by the construction industry directly impact the work competence of the employees. Proper welfare measures should be provided to persuade the employees and increases proficiency and effectiveness.

Aisha Khan, Babita Rawat et al (2019) conducted a study on “Measuring Moderating Effect Of Employee Motivation On Safety And Welfare Practices And Employees Retention”. The overall research objective was to analyse the workplace safety and welfare scheme of some selected pharmaceutical organization. A structured questionnaire was distributed and data was collected. The research concludes that work place safety, social security and welfare had solid positive effect on worker maintenance.

Gopinath R And Shibu. N.S (2014) has done a research on Compensation Management And Welfare Measure Influencing Job Satisfaction – A Study With Reference To BSNL, Madurai SSA”. The present study investigate that the compensation management and welfare measure have influence on job satisfaction. The objective of the study is to identify the relationship between compensation management and welfare measure and job satisfaction of employees. For this research a sample of 100 employees’ was selected. a structured questionnaire was framed and a pilot study was carried out to revise the questionnaire. The study highlights that compensation management and welfare measure is very important to every organization. Finally compensation management and welfare measures highly influence to job satisfaction of employees and it is of prime importance to job satisfaction in order to get the best of employees.

Chaya J Swamy et al (2019) carried out a study on “Factors Effects on Employee Retention in Manufacturing Firms”. The present study was conducted by the researcher to know the parameters affect on the employee retention. The data collection was done using a welldefined questionnaire. 277 employees was selected as Sample size for the research. Analysis of data was done through Exploratory Factor Analysis and Confirmatory Factor Analysis. The study reveals that the retention strategies as a positive impact on its employees and the employees are highly satisfied with their present job which is a significant factor in retaining the employees.

MADT Premarathne and GDN Perera (2015) conducted a study on “The Effect of Welfare Facilities on Employee Retention in a Selected Company in Sri Lanka” the study conducted to discuss the effect of welfare facilities on employee retention in a selected company. The major objective of this study is to identify the effect of welfare facilities on employee retention. The sample size includes 150 employees and convenience random sampling method was used. The major findings of the study was there is a positive relationship between loans, canteen facilities and accommodation. It also recommends that the welfare facilities should be enriched by the management to get the maximum benefits.

Nethravathi P.S et al (2021) carried out a study on “Employee Retention as a Tool for Improving Organizational Effectiveness”. The objective of this study is to observe and recognize retention facilities in growing the effectiveness of the organization.

Data was collected through primary and secondary source. Questionnaire was distributed among the workers for data collection. Based on the analysis the study concludes that employee retention helps in increasing the productivity and effectiveness of the organization

Saad Salman et al (2016) carried out a study on the “Impact Of Safety Health Environment On Employee Retention In Pharmaceutical Industry”. The study was conducted to analyse how employee retention is influenced by factors like safety health environment, job satisfaction and motivation. It is a quantitative research with a sample size of 250 employees. Analysis was done using SPSS and AMOS software. Finally the study highlights that the significant outcome of employee retention is safety health environment.

Malik Muhammad Shafiq and Muhammad Akram Naseem (2011) conducted a study on the Association between Reward and Employee Motivation: A Case Study Banking Sector of Pakistan”. The study examines the association between rewards and employee motivation in banking sector. Sample size chosen for this study is 167 employees. Analysis was done through Chi Square test and Regression Test. The results concludes that salary is an important factor for employee motivation as compared to other variables like job security and working condition.

Ayesha Binte Safiullah (2012) carried out a research on the “Impact of Rewards on Employee Motivation of the Telecommunication Industry” this empirical study was conducted to identify the relationship between rewards and their impact on employee performance and motivation. Data was collected from 81 employees and analysis was done using mean values and percentage frequency tables. The study concludes that the income level and age intrinsic rewards become the vital factor for the employee motivation. Rewards also turns to high performance culture in the telecom industry.

Mohammad Nurul Alam Et al (2020) conducted a research on The Effects of Wages and Welfare Facilities on Employee Productivity: Mediating Role of Employee Work Motivation”. The major purpose of this study was to observe the relationship among wages and benefits, welfare facilities, employee work motivation and employee productivity. A quantitative methodology was used to conduct the study. A survey was conducted using a Questionnaire with twenty five items. 500 samples were collected for

the study. Analysis of data was done by SPSS and SEM software. The final outcome of the analysis reveals that the hypothesis framed supported the study and it assists the policy makers to formulate new policies and practices.

Ram Kumar C Et Al (2021) carried out a study on “Analysis Of Health, Safety And Welfare Measures And Their Impact On Organisational Commitment Towards Construction Companies In Chennai”. The purpose of this research is to analyze safety, welfare and health measures provided and their impact on commitment of employees towards the organization. The sample size of the study is 160 employees. The analysis for the study was done using statistical tools like Sample t test, Correlation and Multiple Regression for testing the hypotheses. The study reveals that safety measures have a significant impact on commitment of employees towards the organization and the research also suggests that the management should take steps to improve the working conditions and welfare aspects of the employees. The improvement of commitment of employees towards the organization increases the overall performance of the organization.

Dr.S.Sethuram S (2018) conducted a study on “Perception of Employees on Labour Welfare Measures and its Impact on Job Performance at Christy Friedgram Industry, Tiruchengode”. This study tries to establish the impact of welfare measures on the job performance of the employees and the organization in manufacturing food products. The descriptive study was conducted using survey technique with a sample size of 200 employees. The collected data was analyzed using percentage analysis, descriptive statistics and Chi square analysis. Finally the research found that the respondents were satisfied with the welfare facilities and it has an impact on job performance.

Nyakwara S, Shiundu J,et al(2014) conducted a research on “Evaluation of employee welfare facilities as an intervention strategy of industrial unrest on organization performance : case of mumias Sugar Company”. The objective of this study were to determine the effects of welfare facilities and working conditions influenced the industrial unrest intervention strategies on organizational performance. Sample size was 309 employee respondents for the study. Both qualitative and quantitative data was collected for the research. The findings from the study indicated that the major forms of industrial unrest were strikes and inflexibility of terms and conditions of employment. Finally the

study suggests that the policies should target the employees and enhance employee performance and organizational performance.

Dr. Cross Ogohi Daniel (2019) Conducted a study on the title, “Effects of Incentives on Employees Productivity”. This study investigates the effects of incentives on employees productivity. The major objective of the study was to determine the influence of influence on employee productivity and analyse the link between incentive and employee productivity in organization. Questionnaire was framed and distributed to 158 respondents. The questionnaire was designed in a Likert scale format. Conclusively the result of this study has shown that the pay incentive significantly correlates with employee productivity and also reveals that the organizational practices focus on wellbeing and welfare of workers through non- monetary activities that impacts on work productivity and increases their motivation levels to perform better in the organization.

Subarkah A, Tridayanti H (2018) conducted a study on “The Relationship Between Occupational Health (K3) And Motivation With Employee Performance”. The purpose of this study aims to determine the relationship between occupational health and employee motivation. Sample size used for this study is 40 respondents. The research was analyzed using Spearman Rank Correlation to test the significance. The results of this research states that, occupational health and safety have a moderate relationship with employee performance and motivation has a strong relationship with employee performance.

Nishad Nawaz (2019) carried out a study on the “Effectiveness Of Employee Welfare Facilities”. This study was conducted to examine the employee welfare facilities to know the effectiveness of employees welfare facilities. The study adopted statistical methods such as percentage, coefficient correlation and rank correlation and purposive sampling to collect the data. The study was based on a survey- based questionnaire. The sample size of the study was 150 and it was used for further analysis. The study concluded that the employees are very happy and satisfied by the facilities provided by the company and also shoes the correlation of organization commitment and overall employee satisfaction towards the facilities is established in positive. Therefore, employees are opined as effectiveness in welfare facilities in an overall.

Reena Ali and Shakil. M Ahmed (2009) conducted a study on “The Impact Of Reward And Recognition Programs On Employee’s Motivation And Satisfaction”. This study highlights the impact of reward and recognition programs on employees motivation and satisfaction. For the purpose of this study a quantitative methodology was followed and a questionnaire was used to collect data. The data gathering techniques used included a biographical questionnaire and work satisfaction and motivation questionnaire. The sample size was 80 respondents. The collected data was analyzed through statistical package for social sciences (SPSS). Finally the study concludes that there is a statistically significant relationship between reward and recognition respectively, and motivation and satisfaction. The study reveals that if rewards or recognition offered to employees were altered, then there would be a corresponding change in work motivation and satisfaction.

Riane Johnly Pio (2021) carried out a research on “The mediation effect of quality of work life and job satisfaction in the relationship between spiritual leadership to employee performance”. This study aims to determine the effect of mediation on quality of work life and job satisfaction in the relationship between spiritual leadership and employee performance conducted on nursing staff of private hospitals. The target population of the study is 292 people. Hypotheses that is framed was tested using Structural equation modeling (SEM). The primary data was collected by distributing questionnaires. Data analysis was done using qualitative descriptive methods. The study concludes that the spiritual leadership has a relationship to employee performance.

Abubakar Tabiu, Abubakar Allumi Nura (2013) conducted a study entitled “Assessing The Effects Of Human Resource Management (Hrm) Practices On Employee Job Performance”. The broad objective of this study is to examine the effects of HRM practices on the employee job performance. This study covers an assessment of the effects of Human Resource Management practices such as Recruitment, selection, Training and Development, Employee involvement, maintenance, compensation and rewards and separation on employee job performance. This study focuses a sample size of 285 teaching staff. 5 point likert scale was used to measure the various variables. The collected data was analyzed using SPSS based on descriptive statistics, correlation and regression analyses. The research concludes that the HRM practices are very much related to the Employee Job Performance. And HRM practices and activities showed significant influence and impact on the employee job performance. Effective HRM

enables the employees to contribute productively and effectively for the achievement of the the organization's objectives and goals.

Bashir, Ishfaq, et al (2022) carried out a study entitled “Impact of Labor Welfare Practices on Worker Motivation: A Study of Select PSUs in Kashmir”. The study is about the impact of labour welfare practices on worker motivation. This study was conducted using a quantitative methodology with a sample size of 350 workers. Interview schedule was framed to collect the required information. The collected data was analyzed using SPSS, Statistical Package for Social Sciences. T-test and Analysis of Variance were conducted to analyze the objectives of the study. Finally the study implies that there is a partial significance of statutory and non-statutory labour welfare practices on worker motivation.

Srimathi T, Bharathi. R (2021) conducted a study titled “Employee Job Satisfaction As Lead To Significant Labour Welfare Measures”. The purpose of this study is to analyze the factor of welfare measures on employee job satisfaction in an organization. This study was conducted in Virudhunagar District among Handloom workers. The sample for this study included 187 employees and used a descriptive research design. The collected data was analyzed using descriptive statistics, Chi square test, multiple comparison test and correlation. Finally the study reveals that there is a significant relationship between welfare measures and job satisfaction of employees in an organization.

Nzeru W, Nzimakwe E et al (2015) carried out a research on the “Impact of Training and Development on Employees' Performance”. The aim of the study was to determine the impact of training and development on employees performance. The sample size of this study was 132 employees from a target population of 200 employees. A questionnaire was distributed among the respondents and data was collected. After analysis, the study reveals that there is a huge impact on employees performance when it comes to the training programs and employees are fully aware that training programs give them better knowledge, improved skills and ideas for future career paths.

Randhawa G, Chaudhry N (2020) conducted a study entitled “Exploring Dimensions of Working Conditions and their Impact on Job Satisfaction: A Study of Public Sector Agri Warehouse”. The purpose of this study is to identify the key

dimensions of working conditions of public sector agri warehouse and the impact of these dimensions on the satisfaction level of employees. Sample size of this study was 414 employees. Analysis of data was done by Regression technique to find out the impact of dimensions on job satisfaction of employees. The study identified four dimensions of working conditions such as workplace facilities, safety measures, welfare measures and canteen facilities. The results reveals that out of four dimensions of working conditions, only two namely the workplace facilities and welfare measures showed significant impact on overall job satisfaction of employees.

Zadeh R, Shepley M et al (2018) conducted a study on “The Importance of Specific Workplace Environment Characteristics for Maximum Health and Performance: Healthcare Workers Perspective.” This study was conducted to examine the importance of specific workplace environment characteristics for maximum health and performance for healthcare employees’ and how they relate to the nature of their work. The method of study was cross- sectional mixed method and analysis was done through robust regression models to examine the relationship between workplace environment characteristics and perceived importance in promoting health and performance. The findings of the study suggests that employee feedback on workplace characteristics that impact health and performance could be instrumental in determining the priorities of workplace design.

Yusuf Y, Sutawijaya A (2018) carried out a research entitled “Analysis Of The Effects Of Quality Work Of Life Factors On Employee Motivation Regional Office Of Universitas Terbuka At Pangkalpinang, Indonesia”. This study was conducted to know the description of quality of work life and employee motivation. The study included a descriptive quantitative method with cross sectional design with a thirty samples. Data analysis was done by using multiple linear regression test. The results showed that quality of work life together will give a significant influence on employee motivation.

Gupta Barkha (2020) conducted a study on “The Effect of Participating in Recreational activities on Employees Productivity”. The main objective of this study was to analyse the effect of recreational activities on employee’s productivity. The study implies that the recreation is a significant factor in employee performance and it increases the level of commitment and also enhances the bonding of employees and improves employee wellbeing and creates a positive effect on job satisfaction, customer satisfaction and productivity. The study also suggests that employees can be stressful and have

problems in maintaining a work life balance. These factors can lead to ill health, low morale, conflicts and high levels of stress. Recreation is a strategy and effort to help employees to cope up with issues in workplace.

Marwan Al-Nsour(2011) conducted a study on the “Relationship between Incentives and Organizational Performance for Employees in the Jordanian Universities”. The purpose of this study is to investigate the impact of financial and moral incentives on organizational performance for the employees. The sample size selected was 500 persons and a questionnaire with 5 point scale was distributed. Statistical packages for social sciences (SPSS) program was used to analyse the study questions and test hypotheses. From the study it was found that there is an effect of moral incentives on learning and growth.

Waruni Ayesha Edirisooriya (2014) carried out a research entitled “Impact of Rewards on Employee Performance: With Special Reference to ElectriCo”. The objective of this study is to illustrate the extent of rewards have an impact on employee performance. Primary data was collected by self designed questionnaire quantitative research design was carried out. Data was analysed using descriptive statistics and inferential statistics. Finally the results revealed that there is a positive relationship between extrinsic reward and intrinsic reward and employee performance. It implies that rewards offered to employees would be an equivalent enhancement in work motivation and employee performance. The study concludes that reward plays a vital role in employee performance.

Orpen, C. (1981) conducted a study entitled “Effect of flexible working hours on employee satisfaction and performance”. The researcher conducted this study to find out the effect of flexible satisfaction and performance. Sample size selected for the study was 64 workers. Data was collected through 9 point scale questionnaire. The results indicated that flexi time caused a significant increase in worker satisfaction.

Randhir Kumar Singh (2009) studied the welfare measures and its impact on manpower productivity. In his study he stated that there is a difficulty in arriving at concerning homogeneity labour due to difference in scale, energy, training, environment, incentive, rates of pay etc. He has found that there is a correlation between the welfare measures and manpower productivity.

Shobha Mishra and ManjuBhagat (2010) conducted a study on the “Principles for Successful Implementation of Labour Welfare Activities”, their study states that labour absenteeism in Indian industries can be reduced to a great extent by providing good housing, health and family care, canteen, educational and training facilities and provision of welfare measures. The major principle for successful implementation of labour welfare activities is about extension of democratic values in an industry.

Jayanthi, et al. (2012) examined the significance and objectives of Labour Welfare. The researchers felt that it is necessary to study the impact of labour welfare as it helps to promote industrial relations and to reduce the level of absenteeism in an organization. This study includes the provision of statutory and Non statutory welfare measures provided by Salem steel plant industry. The findings of the study implies that Labour Welfare creates a good impression of workers on employers.

Mr. Ramana T. Ventata (2015) in their study, enlight that the welfare facilities are provided to the employees to keep high motivation level among employees. He states that the intramural and extramural welfare measures provided for the employees have improved their satisfaction towards their job.

Syed and Sri Vani Vidyahari (2016) conducted a research study titled “employee welfare measures at Southern Power Distribution Company of Andhra Pradesh”. The primary objective to explore awareness and satisfaction of employee welfare measures of the organisation. The data was collected from a sample of 100 employees by using questionnaire method. The results from the research shows that the work experience is not significant with the welfare measures and the welfare measures have an significant positive effect on employees satisfaction.

METHODOLOGY

CHAPTER - III

METHODOLOGY

Methodology pertaining to the study entitled “ **A Study on Impact Of Welfare Measures on Employees Performance**” is presented below.

Research methodology by its definition means “the systematic way to solve the research problems” this is defined by Kothari 2004. This chapter details the research questions the researcher undertakes and the way the researcher interprets the results of these operations in terms of the central problem. The main focus of this chapter is to present the research design, targeted population, sample and sampling procedures, data collection methods, data analysis and interpretation, reliability and validity of research instrument and ethical consideration.

3.1 Planning of the study

- 3.1.1 Selection of Area
- 3.1.2 Selection of Sample
- 3.1.3 Selection of Method
- 3.1.4 Selection of Tool

3.2 Execution of the study

- 3.2.1 Obtaining Ethical Clearance of the study
- 3.2.2 Collection of Data

3.3 Documentation and Reporting

- 3.3.1 Analysis and Interpretation

3.1 Planning of the study

3.1.1 Selection of Area

Virudhunagar is a city and the administrative headquarter of the Virudhunagar district in the Indian state of Tamil Nadu. It is located 506 km (314 mi) southwest of the state capital Chennai and 53 km (33 mi) south of Madurai. Virudhunagar emerged as an important trade centre during the British rule. Located to the east of Kowsika River, Virudhunagar has an average elevation of 102 m (335 ft) above sea level and is largely flat with no major geological formations. The town has a humid climate and receives 780 mm (31 in) rainfall annually. It has been ruled at various times by Later Pandyas, Vijayanagar Empire, Madurai Nayaks, Chanda Sahib, Carnatic kingdom and the British. It was formerly known as Virudhupatti.

Virudhunagar is a marketing and service town for the surrounding areas. It is also one of the important Industrial districts, followed by Coimbatore and Salem. Many kinds of spices and edible oils are manufactured for national and international markets. It is the administrative headquarters of the district. The economy of the town is based on the service sector, with 93% of the workforce employed therein as of 2001. The rest of the workforce is employed in agriculture, mining, quarrying, raising livestock, manufacturing, construction, trade and commerce.



Fig 3.1.1

The main reason behind the selection of locale for the study is due to the feasibility of the researcher and the approval of permission for conducting the study in the respective industry.

In Virudhunagar district, “Tamilvanan Industries” was selected purposefully for data collection. Tamilvanan Industries was established at 1996. It is a manufacturing industry and a sub-contractor for TVS Sundaram Fasteners Limited. It is a Nut and Bolt manufacturing industry which involves process like Thread inserting in nuts, Grinding in bolts which are used in automobile sector.

3.1.2 Selection of the Sample

A sample as “small group of subjects drawn from the population in which the researcher is interested in getting the information and drawing the conclusions about the study (Kothari, 2004).

The sample for the present study is selected on the basis of simple random sampling. In the first step the researcher selected the sample based on her knowledge and credibility for the descriptive study.

A simple random sample is a randomly selected subset of a population. In this sampling method, A sample of 100 Employees from Tamilvanan Industry in Virudhunagar district was selected for the present study based on the feasibility and credibility.

3.1.3 Selection of the Method

Descriptive research is a research method describing the characteristics of the population or phenomenon studied. This descriptive methodology focuses more on the “what” of the research subject than the “why” of the research subject.

Primary data is a type of data collected by researchers directly from main sources through interviews, surveys, experiments, etc. Secondary data is a second-hand data that is already collected and recorded by some researchers for their purpose. This type of data is collected from various sources, such as government publications, internal organizational records, books, journal articles, websites, and reports (Anshuman Singh, 2022).

Both primary and secondary methods were used in this study. Primary data were collected by a self-structured questionnaire by interview schedule for this study.

3.1.4 Construction of Tool

An interview schedule is basically a list containing a set of self-structured questions that have been prepared, to serve as a guide for interviewers, researchers and investigators in collecting information or data about a specific topic or issue. Each item is a 5 point scale ranging from Strongly Agree (5) to Strongly Disagree (1).

This study will employ the questionnaire as well as interview schedule as the data collection tool for primary data collection. A well-structured interview schedule and questionnaire was used to collect the required information about the Welfare Measures, Satisfaction Level and Impact of Welfare Measures on Employees Performance (Annexure I).

3.2 Execution of Study

3.2.1 Obtaining Ethical Clearance of the Study

The application form explaining the design and the protocols used in the research study was subject to the Institutional Human Ethics Committee and Ethical Clearance was obtained in (Annexure II).

3.2.2 Collection of Data

Data collection or data gathering is the process of gathering and measuring information on targeted variables in an established system, which then enables one to answer relevant questions and evaluate outcomes. After developing good rapport with the respondents, the tool developed for the study was used to collect data from the selected 100 Employees in the Industry. Both questionnaire method and interview schedule was used to collect data from employees.

Primary Data

Primary research is taken directly from sources, whereas secondary research is gathered through previously conducted studies. This is the main distinction between the two forms of research. Field research is another name for primary research. It entails original research that is done first-hand, frequently for a specific goal. It can be carried out using a variety of techniques, such as surveys or questionnaires.

Secondary Data

Any information or statistics that researchers have already gathered using their primary resources are considered secondary data in research technique. Sources of secondary data include books, personal sources, journals, newspapers, websites, government records etc. Secondary data are known to be readily available compared to that of primary data

3.3 Documentation and Reporting

3.3.1 Analysis and Interpretation of Data

Data analysis involves reducing accumulated data to manageable size, developing summarize, looking for patterns and applying statistical techniques. In this manner, data analysis helps the researcher to solve the research problem, draw conclusion and eventually suggest possible policy implications and actions in useful manner (Cooper and Schindler 2004). In data analysis, this study used several types of analysis to analyze the findings such as Percentage and Frequency analysis, Chi-square analysis, and Regression tests.

Simple Percentage Analysis

Percentage Analysis is the method to represent raw stream of data as a percentage (a part in 100 -Percent) for better understanding of collected data. Percentage analysis is applied to create a table from the frequency distribution and represent the collected data for better understanding.

Percentage Analysis = (No. of Respondents / Total No. of Respondents) * 100

Chi-square

The chi square test is used to test the statistical significance of the observed association in cross tabulation. It assists us in determining whether a systematic association exists between the two variables. 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

This is an important test amongst the several tests of significance. It is used in the context of sampling analysis for comparing a variance to a theoretical variance.

Uses of chi-square:

- a) To test independence of attributes.
- b) To test homogeneity,
- c) To test goodness of fit.

$$(\mathbf{O} - \mathbf{E})^2 / \mathbf{E}$$

Where,

O – Observed Frequency

E – Expected Frequency

Regression

Regression is a statistical technique for determining the linear relationship between two or more variables. Regression is used primarily for prediction and causation. It is a reliable method of identifying which variables have impact on a topic of interest. It provides the values of the dependent variable from the value of an independent variable.

$$\mathbf{Y} = \mathbf{a} + \mathbf{bx} + \mathbf{c}$$

Where, y – Dependent Variable , b – Slope, x- Independent Variable , a – Intercept

Layout of the Research

“A Study on Impact of Welfare Measures on Employees Performance”

Primary objective:

- To study the Impact of Welfare Measures on Employees Performance

Objectives of the Study

Secondary Objective: 1) To find out the socio demographic profile
2) To study the various statutory and Non-statutory welfare measures provided for the employees.
3) To understand and enquire whether the welfare measures are adequate and satisfactory for the employees.

Research Design:
Descriptive and analytical

Area of study:
Virudhunagar

Tool Used : Interview schedule
and Google Forms

Sampling Method: Selection Of Industry: Purposive Method
Selection Of Sample: Simple Random Sampling

Ethical clearance

Primary data:
Data collected from
respondents

Data Collection

Secondary
Data :
Books,
Journals

Analysis and Interpretation

Documentation And Reporting

RESULTS AND DISCUSSION

CHAPTER IV
RESULTS AND DISCUSSION

Result and Discussion pertaining to the study entitled “**A Study on The Impact of Welfare Measures on Employees Performance**” is presented below.

4.1 Socio Demographic Profile of the Respondents

S. No	Particulars	Variables	Respondents N=96	
			No	%
1	Age	25 – 35 Years	63	66
		36 – 45 Years	31	32
		46 – 55 Years	2	2
		Total	96	100
2	Gender	Male	67	70
		Female	29	30
		Total	96	100
3	Educational Qualification	10 th	16	17
		12 th	20	21
		UG	26	27
		Diploma	24	25
		ITI	10	10
		Total	96	100
4	Marital Status	Married	47	49
		Unmarried	59	51
		Total	96	100
5	Family Type	Nuclear Family	72	75
		Joint Family	24	25
		Total	96	100
6	Place of Residence	Urban	53	55
		Rural	43	45
		Total	96	100

Table 4.1

The details of the socio demographic profile of the respondents is presented in the Table 4.1 is given below.

Age

The age wise distribution of the respondents from the above analysis shows that majority 66% of the respondents were between the age group of 25 – 35 years followed by 32 % between 36 – 45 years and about 2% being in the age group 45 – 55 years.

Gender

The gender wise distribution showed that 70 % were Male employees and only 30 % were Female Employees.

Educational Qualification

The Educational Qualification of the respondents showed that 26% of the respondents are graduates, 24% have completed their diploma, 20% have completed Higher Secondary Education, 16% have been upto 10th standard and finally 10% of the respondents have completed their ITI.

Marital Status

The marital status of employees in the industry shows that 59% of respondents were unmarried and 47% were unmarried.

Family Type

The family type distribution showed that 75% of the respondents lives in Nuclear family and remaining 25% of them lives in Joint Family.

Place of Residence

Place of residence of the sample group details showed that 55% of the respondents are from urban area and 45% of the respondents are from rural area.

4.2 Professional Status of the Respondents

This part of the study analyses the professional status of the respondents is presented below as

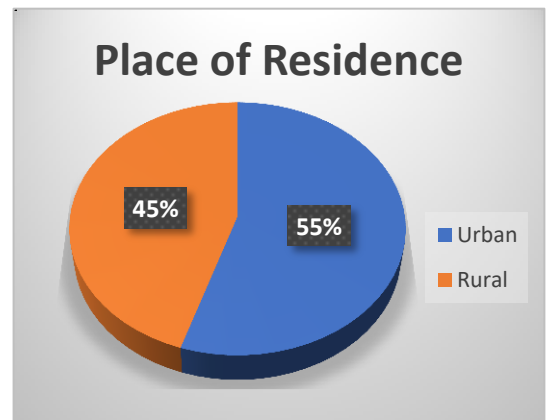
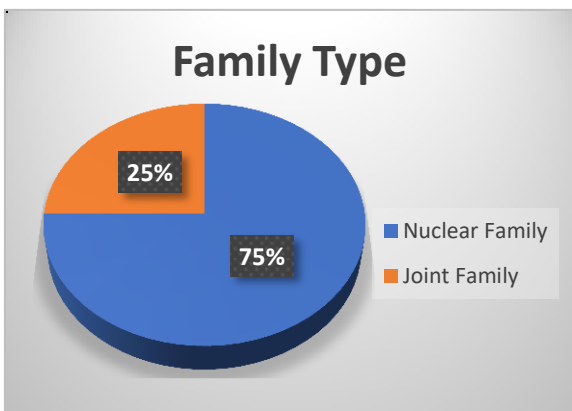
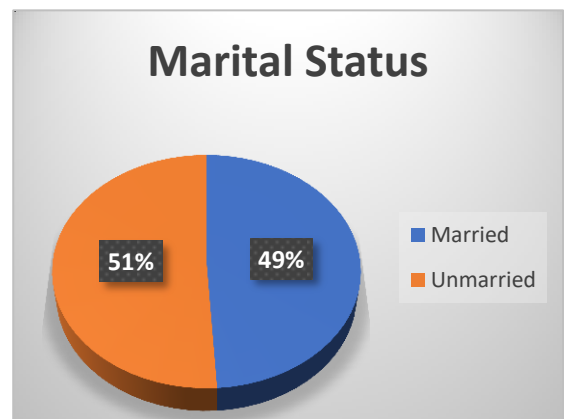
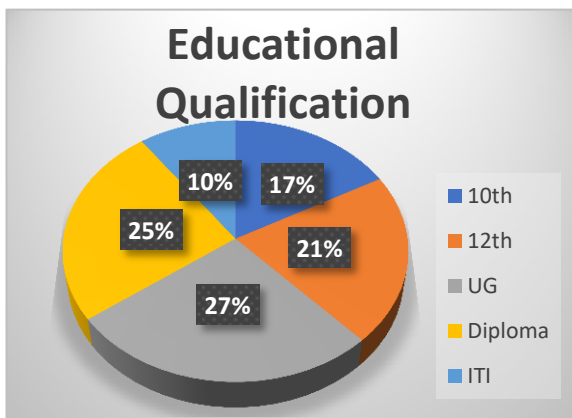
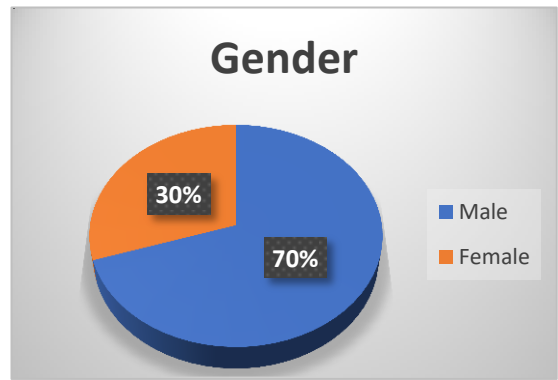
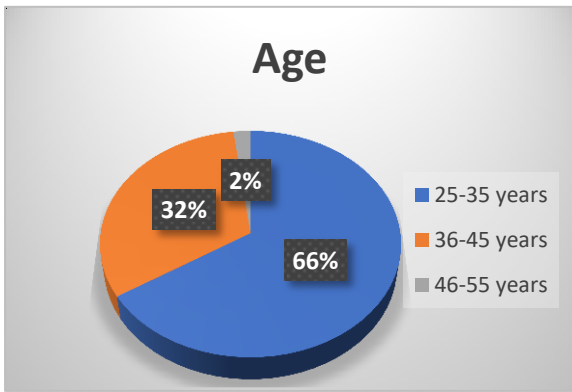


Fig 4.1
Socio Demographic Profile of the Respondents

Table 4.2
Professional Status of the Respondents

S.No	Particulars	Variables	Respondents N=96	
			No	%
1	Work Experience	0 – 2 Years	33	34
		3 – 5 Years	31	32
		More than 5 years	32	33
		Total	96	100
2	Employment Status	Permanent Employee	30	31
		Temporary Employee	66	69
		Total	96	100
3	Monthly Income	10,000 to 20,000	51	53
		21,000 to 30,000	28	29
		Above 30,000	17	18
		Total	96	100

The professional status of the respondents presented in table 4.2 is given below

Work Experience

The work experience of the employees showed that 34% have 0 to 2 years of work experience, 32% of the respondents have 3 to 5 years of experience and remaining 33% have more than 5 years of experience.

Employment Status

The employment status of the respondents showed that 69% of them were Temporary employed and 31% were permanently employed.

Monthly Income

Monthly Income of the respondents showed that 53% were under 10 to 20 thousand, 29% of had monthly income between 21 to 30 thousand and 18% had more than 30 thousand.

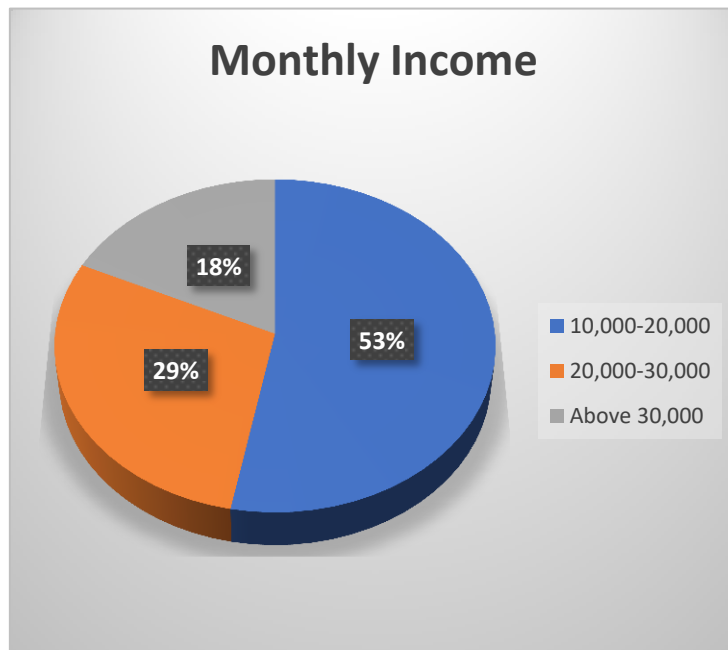
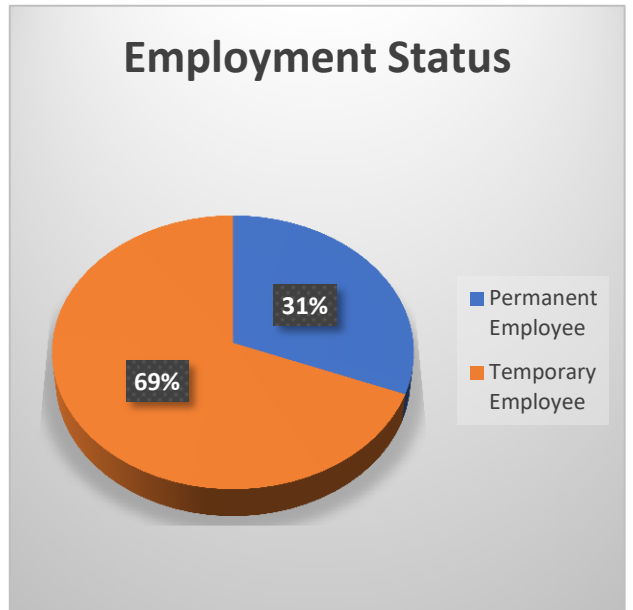


Fig 4.2
Professional Status of the Respondents

4.3 Perception of Employees Towards Welfare Measures Provided by the Industry

The perception of employees towards welfare measures provided by the industry have been categorized into three different three factors.

The three categorized factors of Welfare Measures are:

- Welfare Measures Related to Health
- Welfare Measures Related to Safety and Work Environment
- Welfare Measures Related to Flexi Schedules and Social Security

4.3.1 Welfare Measures Related to Health This part of the study analyses the welfare measures related to health is presented below as

Table 4.3.1
Welfare Measures Related to Health

S.No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	Canteen facilities are well maintained	28	29	43	45	14	15	11	11	-	-	96	100
2	Latrines and urinals are maintained properly	29	30	43	45	13	14	9	9	2	2	96	100
3	Drinking Water is safe and Hygienic	31	32	40	42	19	20	5	5	1	1	96	100
4	Regular personal health check ups	23	24	41	43	29	30	3	3	-	-	96	100
5	Appropriate Medical and Health Insurance	26	27	40	42	21	22	4	4	5	5	96	100
6	First aid appliances is readily available	31	32	41	43	19	20	3	3	2	2	96	100

Where **SA** stands for Strongly Agree, **A**- Agree, **N** – Neutral, **D**- Disagree, **SDA**- Strongly Disagree

From Table 4.3.1, it was found that 45% of the respondents agreed to the statement that canteen facilities are well maintained followed by 29% strongly agreed, 15% neutrally responded, 11% disagreed for the same statement.

For the statement, Latrines and Urinals are maintained properly, 45% of the respondents agreed, 30% strongly agreed, 14% neutrally responded, 9% disagreed and 2% strongly disagreed for the same statement.

For the statement, drinking water is safe and hygienic about 42% of the respondents agreed, 32% strongly agreed, 20% neutrally responded, 5% disagreed and only 1% strongly disagreed the same statement.

About 43% of the respondents agreed to the statement that Regular personal health checkups are conducted followed by 30% neutrally responded, 24% strongly agreed and 3% disagreed for the same statement.

For the statement, Appropriate Medical and Health Insurance 42% of the respondents agreed followed by 27% strongly agreed, 22% neutrally responded, 4% disagreed and 5% strongly disagreed for the same statement.

For the statement, first aid appliances is readily available about 43% of the respondents agreed, 32% strongly agreed, 20% neutrally responded, 3% disagreed and 2% strongly disagreed for the same statement.

4.3.2 Welfare Measures Related to Safety and Work Environment

This part of the study analyses the welfare measures related to safety and work environment is presented below as

Table 4.3.2

Welfare Measures Related to Safety and Work Environment

S.No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	company follows proper safety measures	29	30	36	38	19	20	10	10	2	2	96	100
2	Training is provided to operate equipment	32	33	35	37	17	18	8	8	4	4	96	100
3	Safe Movement of machinery	32	33	39	41	15	16	9	9	1	1	96	100
4	Safe Transport Facilities	29	30	36	38	19	20	10	10	2	2	96	100
5	Efficient Lighting in the work environment	41	43	38	39	15	16	-	-	2	2	96	100
6	Adequate ventilation is provided	32	33	39	41	19	20	5	5	1	1	96	100

Where **SA** stands for Strongly Agree, **A**- Agree, **N** – Neutral, **D**- Disagree, **SDA**- Strongly Disagree

Table 4.3.2 from the study states that, for the statement company follows proper safety measures, 38% of the respondents agreed, 30% strongly agreed, 20% neutrally responded, 10% disagreed and 2% strongly disagreed for the same statement. For the statement, Training is provided to operate equipment about 37% of the respondents agreed, 33% strongly agreed, 18% neutrally responded, 8% disagreed and 4% strongly disagreed for the same statement. For the statement, Safe Movement of machinery, 41% of the respondents agreed followed by, 33% strongly agreed, 16% neutrally responded, 9% disagreed and 1% strongly disagreed for the same.

For the statement, Safe Transport facilities, about 38% of the respondents agreed followed by 30% strongly agreed, 20% neutrally responded, 10% disagreed and 2% strongly disagreed for the same. From the statement, Efficient lighting in the work environment, 43% of the respondents strongly agreed followed by 39% agreed, 16% neutrally responded and 2% strongly disagreed for the same. For the statement, Adequate ventilation is provided, about 41% of the respondents agreed the statement, 33% strongly agreed, 20% neutrally responded, 5% disagreed and 1% strongly disagreed for the same.

4.3.3 Welfare measures related to Flexi Schedules and Social Security

This part of the study analyses the welfare measures related to Flexi Schedules and Social Security is presented below as

Table 4.3.3

Welfare Measures Related to Flexi Schedules and Social Security

S.No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	Flexible Work Schedules is provided	24	25	44	46	24	25	3	3	1	1	96	100
2	Enough working hours to perform work targets	33	34	45	47	15	16	2	2	1	1	96	100
3	Lunch and tea break at proper intervals	41	43	26	27	23	24	5	5	1	1	96	100
4	Bonus is provided	35	37	28	29	20	21	13	13	-	-	96	100
5	Equal Remuneration is provided for all	26	27	28	30	30	31	8	8	4	4	96	100
6	Appropriate social security benefits PF, ESI	41	43	28	29	17	18	4	4	6	6	96	100
7	Overtime Fund Benefits	38	40	31	32	20	21	2	2	5	5	96	100

Where **SA** stands for Strongly Agree, **A**- Agree, **N** – Neutral, **D**- Disagree, **SDA**- Strongly Disagree

From Table 4.3.3 it shows that, for the statement Flexible work schedules is provided, about 46% of the respondents agreed followed by 25% strongly agreed, 25% neutrally responded, 3% disagreed and 1% strongly disagreed for the same. For the statement, enough working hours to perform work targets, 47% of the respondents agreed followed by 34% strongly agreed, 16% neutrally responded, 2% disagreed and 1% strongly disagreed for the same. For the statement, Lunch and Tea break at proper intervals, 43% of the respondents strongly agreed followed by 27% of them agreed, 24% neutrally responded, 5% disagreed and 1% strongly disagreed for the same statement.

For the statement, Bonus is provided, 37% of the respondents strongly agreed followed by 29% agreed, 21% neutrally responded, 13% disagreed for the same statement. About 31% of the respondents neutrally responded for the statement Equal Remuneration is provided for all followed by 30% agreed, 27% strongly agreed, 8% disagreed and 4% strongly disagreed for the same statement. For the statement, Appropriate social security benefits PF and ESI, 43% of the respondents strongly agreed followed by 29% agreed, 18% neutrally responded, 6% strongly disagreed and finally 4% disagreed for the same statement. For the statement, overtime fund benefits, 40% of the respondents strongly agreed followed by 32% agreed, 21% neutrally responded, 5% strongly disagreed and 2% disagreed for the same statement.

4.4 Perception of Employees Towards Impact of Welfare Measures on Employees Performance – It is categorized into four factors.

4.4.1 Relating to Work Environment -This part of study analyses the perception of employees towards welfare measures on employee's performance relating to work commitment is presented as below

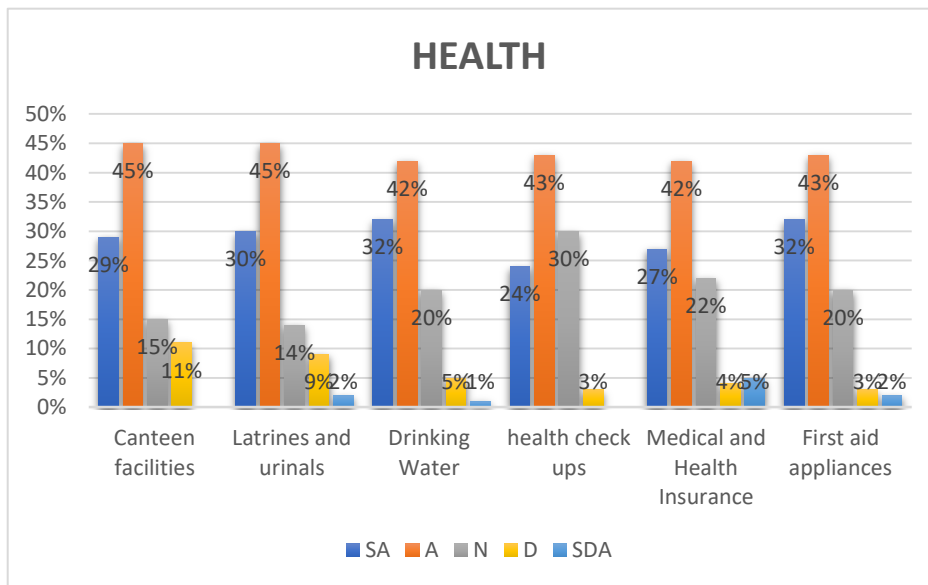


Fig 4.3.1- Health

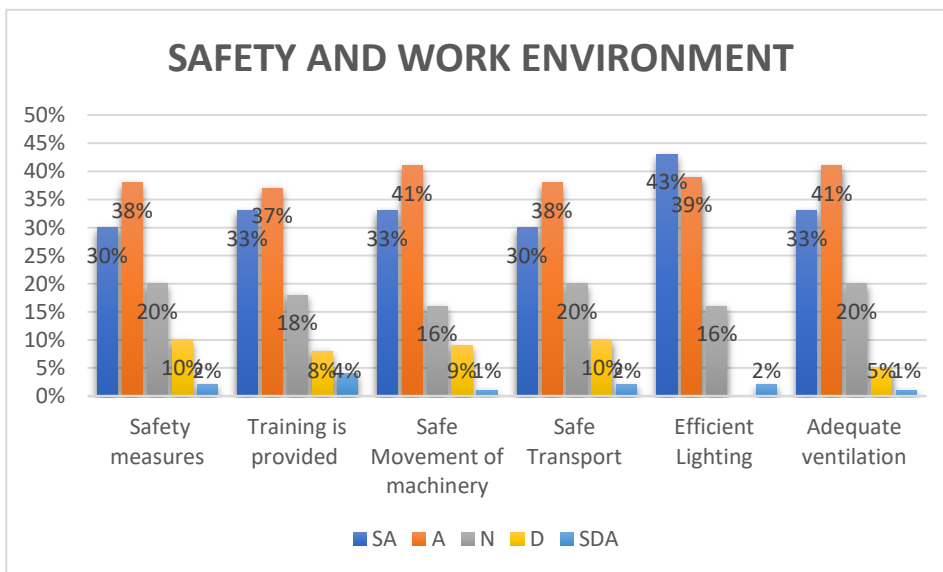


Fig 4.3.2 – Safety and Work Environment

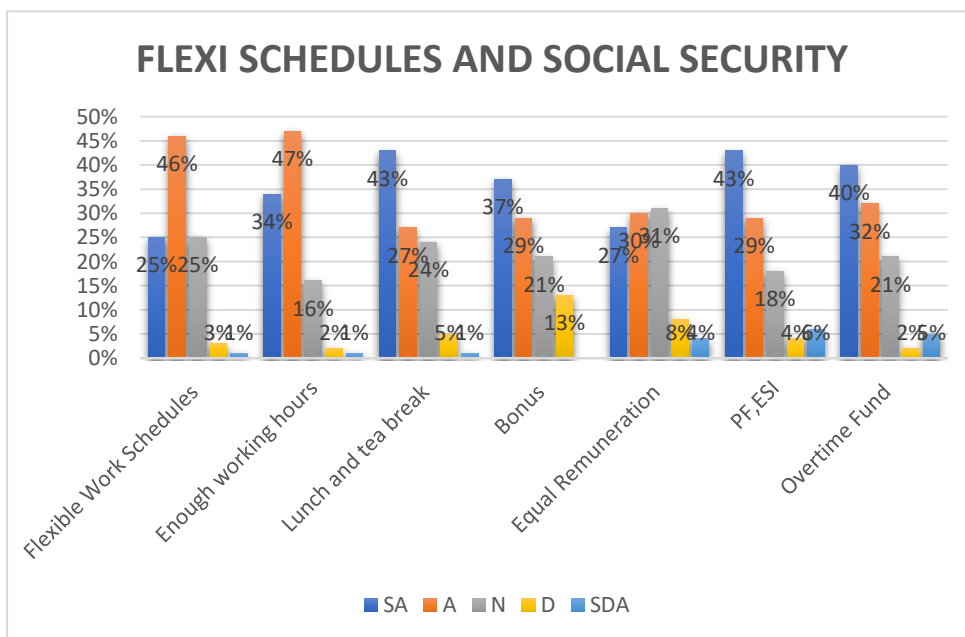


Fig 4.3.3- Flexi Schedules & Social Security

Table 4.4.1

Perception of Employees Towards Impact of Welfare Measures Relating to Work Environment

S. No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	Better working conditions improve work performance	25	26	49	51	15	16	6	6	1	1	96	100
2	Work environment with adequate temperature and ventilation enhances work performance	33	34	39	41	21	22	1	1	2	1	96	100
3	Available welfare measures create peaceful working environment	26	27	45	47	15	16	10	10	-	-	96	100
4	Existing welfare provisions Improve Physical and Mental Health and lead to work efficiency	36	38	41	43	11	11	8	8	-	-	96	100

Where SA stands for Strongly Agree, A- Agree, N – Neutral, D- Disagree, SDA- Strongly Disagree

From the above table 4.4.1, it was found that about 51% of the respondents agreed to the statement that welfare measures lead to better working conditions followed by 26% strongly agreed, 16% had neutrally responded, 6% disagreed and only 1% had strongly disagreed to the same statement. For the statement adequate temperature and ventilation leads to better working environment, nearly 41% of the respondents agreed followed by 34% strongly agreed, 22% neutrally responded, 1% had disagreed and 1% strongly disagreed to the same statement.

About 47% of the respondents mentioned that they had agreed to the statement that welfare measures create peaceful working environment followed by 26% strongly agreed, 16% neutrally responded and 10% disagreed and it shows that no respondents strongly disagreed to the same statement. For the statement, welfare measures improve physical and mental health to work effectively, nearly 43% of the respondents agreed, 38% strongly agreed, 11% neutrally responded, 8% had disagreed to the same statement.

4.4.2 Perception of Employees Towards Impact of Welfare Measures on Employees Performance Relating to Improvement of Work Performance.

This part of study analyses the perception of employees towards welfare measures on employee's performance relating to Improvement of Work Performance is presented as below.

Table 4.4.2

Perception of Employees towards Impact of Welfare Measures Relating to Improvement of Work Performance

S.No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	Grievance and complaints handled in time.	20	21	44	46	27	28	5	5	-	-	96	100
2	Overtime wages are an additional boost.	44	46	21	22	25	26	6	6	-	-	96	100
3	Incentives and Bonus encourage the employees	46	48	35	37	9	9	6	6	-	-	96	100
4	Reward system improves better performance.	45	47	33	34	14	15	4	4	-	-	96	100
5	T &D gives additional knowledge to work performance.	27	28	39	41	29	30	1	1	-	-	96	100

Where SA SA- Strongly Agree, A- Agree, N – Neutral, D- Disagree, SDA- Strongly Disagree

Table 4.4.2 shows that, 46% of the respondents agreed to the statement that Grievance complaints are handled in time followed by 27 % neutrally responded, 21 % strongly agreed, and 5 % disagreed to the same statement. For the statement, Overtime Wages are an additional boost, 46 % of the respondents had strongly agreed, 26 % neutrally responded, 22 % agreed and 6 % disagreed to the same statement.

The Above table shows that, for the statement, Incentives and bonus encourage the employees, 48% of the respondents had strongly agreed, 37% agreed, 9% neutrally responded and 6% disagreed for the following statement. For the statement reward system improves better performance, 47% of the respondents had strongly agreed, 34% agreed, 15% neutrally responded and only 4% had disagreed. Training and development give additional knowledge to work performance, for this statement, 41% of the respondents agreed, 30 % neutrally responded, 28 % strongly agreed and only 1% disagreed to the same statement.

4.4.3 Perception of Employees Towards Impact of Welfare Measures Relating to Job Satisfaction & Enrich Life of Employees.

This part of study analyses the perception of employees towards welfare measures on employee's performance relating to **Job Satisfaction and Enrich Life of Employees** as below

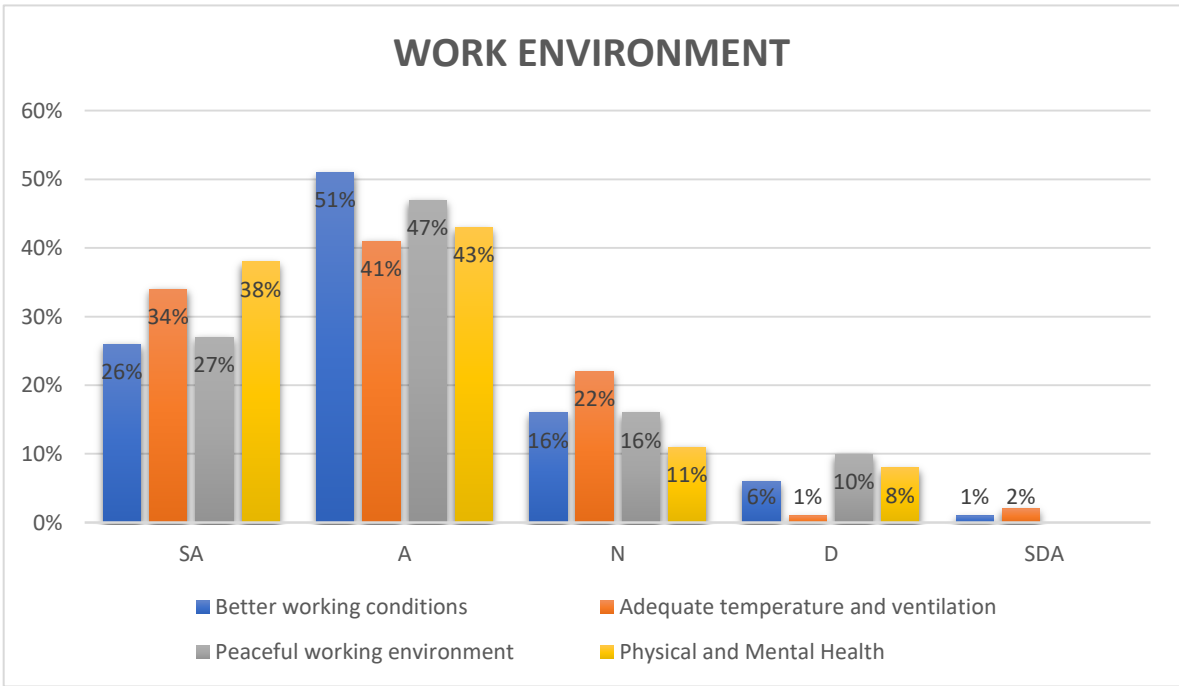


Fig 4.4.1
Work Environment

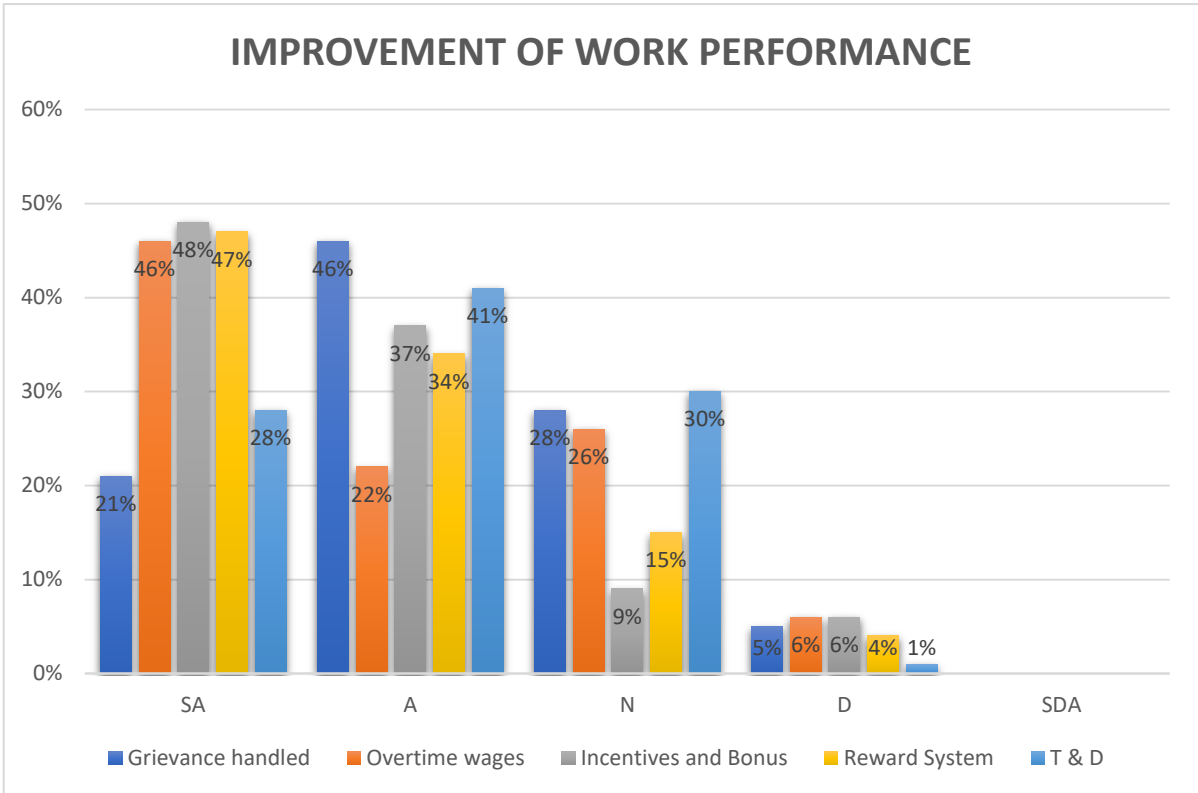


Fig 4.4.2
Improvement of Work Performance

Table 4.4.3

Perception of Employees Towards Impact of Welfare Measures Relating to Job Satisfaction and Enrich Life

S.No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	Employee welfare is to enrich the life of employees and keep them happy.	33	34	42	44	11	12	10	10			96	100
2	Employee welfare measures leads to Retention.	28	29	47	49	18	19	2	2	1	1	96	100
3	Welfare measures increases satisfaction level towards the job.	27	28	43	45	16	17	10	10			96	100
4	Recreational facilities rejuvenate employees for better performance.	24	25	49	51	20	21	2	2	1	1	96	100

SA -Strongly Agree, A- Agree, N – Neutral, D- Disagree, SDA- Strongly Disagree

Table 4.4.3 from the study shows that, 44% of the respondents had agreed to the statement that employee welfare is to enrich the life of employees and keep them happy followed by 34% strongly agreed, 12% neutrally responded and 10 % disagreed to the same statement. For the statement, employee welfare measures leads to retention about 49% agreed, 29% strongly agreed, 19% neutrally responded, 2% disagreed and 1% strongly disagreed to the same statement.

The above data shows that, for the statement welfare measures increases satisfaction level towards the job 45% had agreed, 28% strongly agreed, 17% neutrally responded and 10 % disagreed to the same statement. About 51% of the respondents agreed to the statement that recreational facilities rejuvenate employees for better performance followed by 25% strongly agreed, 21% neutrally responded, 2% disagreed, and only 1% strongly disagreed to the same statement.

4.4.4 Perception of Employees Towards Impact of Welfare Measures relating to Employee Morale and Commitment.

This part of study analyses the perception of employees towards welfare measures on employee's performance relating to **Employees Morale and Commitment** as below

Table 4.4.4

Perception of Employees Towards Impact of welfare Measures Relating to Employees Morale and Commitment.

S.No	Statements	Respondents N = 96											
		SA		A		N		D		SDA		Total	
		NO.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	Procedures to acquire welfare policies is simple.	22	23	42	44	30	31	2	2	-	-	96	100
2	welfare measure helps in building employee morale	20	21	49	51	16	17	11	11	-	-	96	100
3	Management is interested in motivating the employees performance.	20	21	41	43	27	28	8	8	-	-	96	100
4	Improves the relations among the employees and the management.	27	28	46	48	14	15	9	9	-	-	96	100
5	Builds employees perspective towards the company.	23	24	43	45	23	24	6	6	1	1	96	100

Where **SA** stands for Strongly Agree, **A**- Agree, **N** – Neutral, **D**- Disagree, **SDA**- Strongly Disagree.

Table 4.6 from the study shows that for the statement procedures to acquire welfare policies is simple 44 % of the respondents had agreed, 31 % percent neutrally responded, 23% strongly agreed and 2% disagreed to the same statement. For the statement welfare measure helps in building employee morale, 51% of the respondents agreed followed by 21% strongly agreed, 17% neutrally responded and 11% disagreed for the same statement. About 43% of the respondents agreed to the statement that management is interested in motivating the employee's performance whereas 28% neutrally responded, 21% strongly agreed and 8% disagreed for the statement.

The above data shows that for the statement welfare measures improves relations among the employees and management 48% of the respondents had agreed, 28% strongly agreed, 15% neutrally responded, and 9% disagreed for the same statement. For the statement welfare measures builds employees perspective towards the company, 45% of the respondents had agreed followed by 24% strongly agreed, 24% neutrally responded, 6% disagreed and only 1% strongly disagreed for the statement.

4.5 Overall Satisfaction Level of the Respondents in Respect to Welfare Measures Provided by the Industry

This part of study analyses the Overall Satisfaction Level of the Respondents in Respect of Welfare Measures Provided by the Industry as below

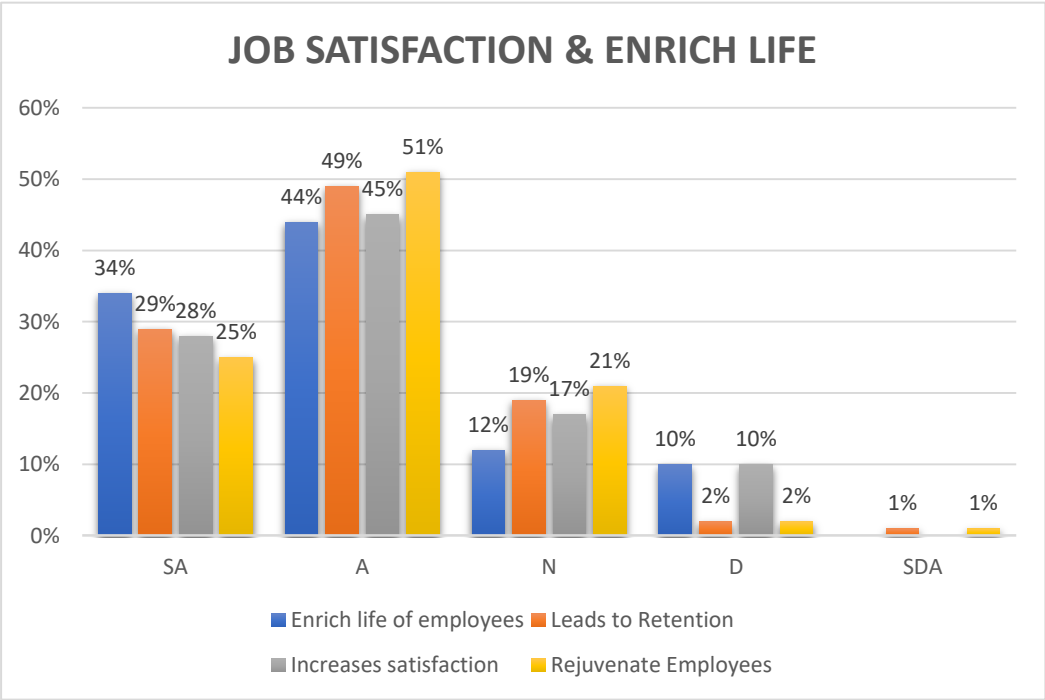


Fig 4.4.3
Job Satisfaction & Enrich of Life

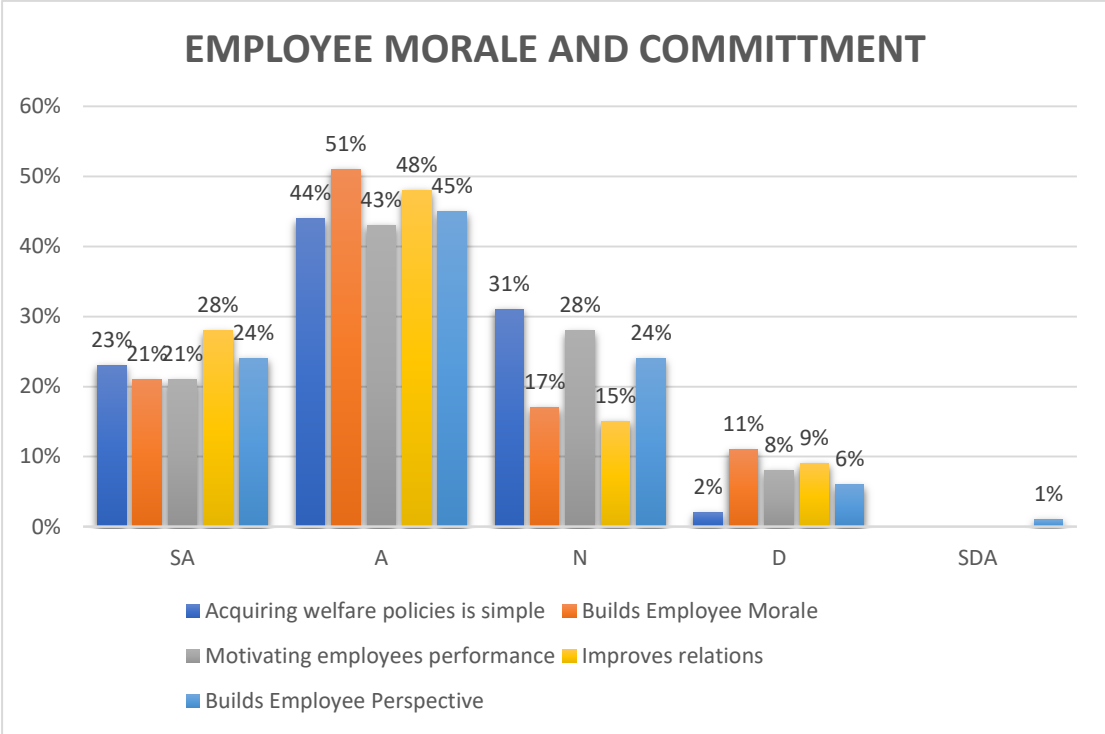


Fig 4.4.4
Employee Morale and Commitment

Table 4.5
Overall Satisfaction Level of the Respondents towards Welfare Measures Provided
by the Industry

S.No	Satisfaction Level of the Respondents	Respondents N=96	
		TOTAL	
		No.	%
1	Low	25	26
2	Moderate	49	51
3	High	22	23

Table 4.5 discusses about the overall satisfaction level of the respondents in respect of Welfare Measures provided by the Industry. It shows the level of Satisfaction of respondents in Three Categories such as Low, Moderate and High.

From Table 4.5 it is evident that 51% of the respondents are moderately satisfied relating to the welfare measures provided by the industry followed by 26% of the respondents had low satisfaction level and 23% of them had high satisfaction level for the welfare measures provided by the industry. Thus, the level of satisfaction of welfare measures provided by the industry remains moderate for majority of the respondents.

4.6 Overall Perception Level of the Respondents towards Impact of Welfare Measures on Employees Performance

This part of study analyses the Overall Perception Level of the Respondents in Respect to Impact of Welfare Measures on Employees Performance.

Table 4.6

4.6 Overall Perception Level of the Respondents in Respect to Impact of Welfare Measures on Employees Performance.

S.No	Perception level of the respondents	Respondents N=96	
		TOTAL	
		No.	%
1	Positive	26	27
2	Neutral	47	49
3	Negative	23	24
	Total	96	100

Table 4.6 discusses about the Overall Perception Level of the Respondents in Respect to Impact of Welfare Measures on Employees Performance. It shows the level of perception in Three categories such as Positive Perception, Neutral Perception and Negative Perception about the Impact of Welfare Measures on Employees Performance.

From Table 4.6 it is evident that 49% of the respondents had Neutral perception about the Impact of Welfare Measures on Employees Performance followed by 27% of the respondents had Positive Perception and 24% of the respondents had Negative Perception for the same statement.

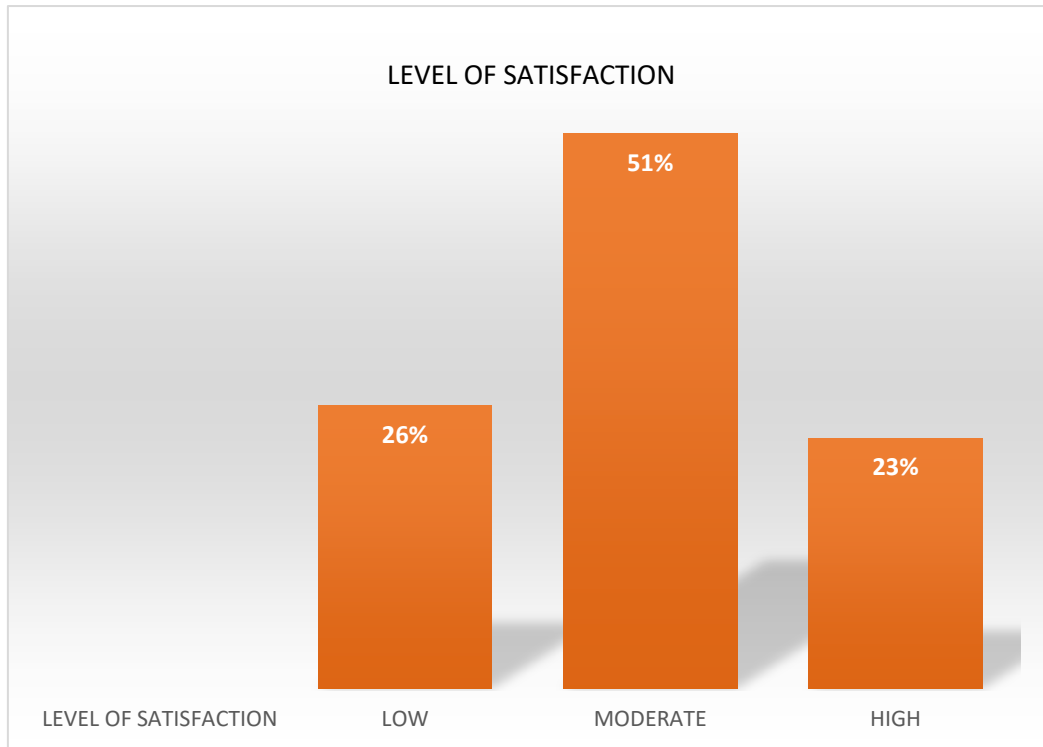


Fig 4.5 – Level of Satisfaction

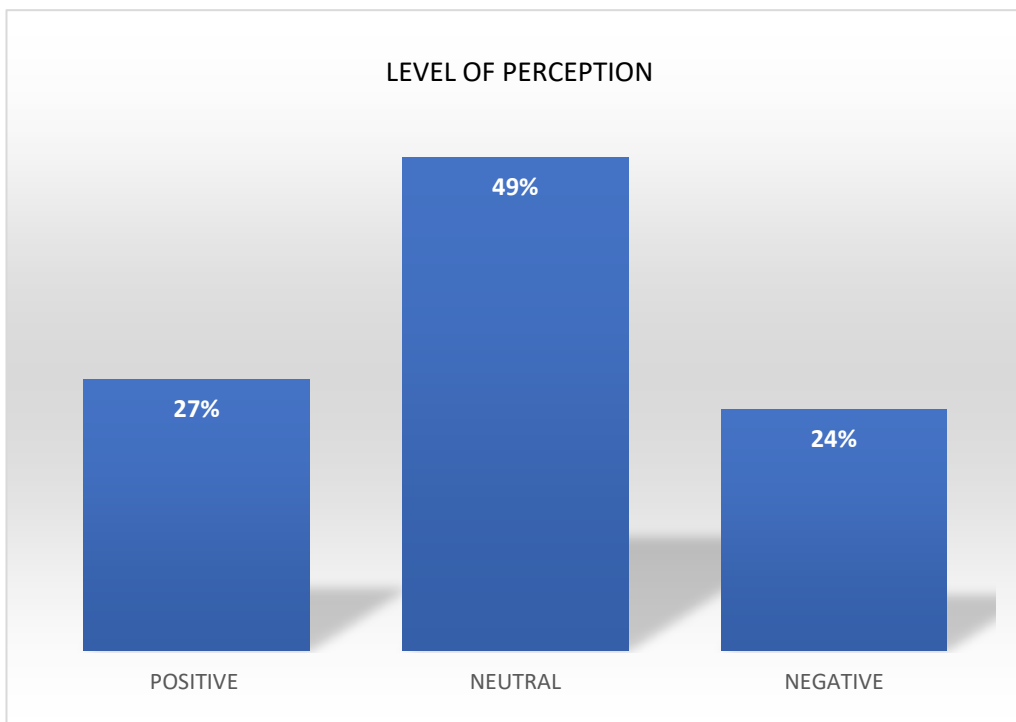


Fig 4.6- Level of Perception

4.7 Chi - Square test

Null Hypothesis – Ho

There is No Significant Relationship Between Employee Performance and Statutory Welfare Measures.

Alternative Hypothesis – H1

There is Significant Relationship between Employee Performance and Statutory Welfare Measures.

Table 4.7

S.No	Independent Variable (Welfare Measures)	Level	Employee Performance			Total	Mean	S.D	X ² Value	P value
			Low	Moderate	High					
1	Health	Low	18	5	3	26	23.4896	4.04968	41.850	0.000
		Moderate	8	34	10	52				
		High	0	8	10	18				
		Total	26	47	23	96				
2	Safety and Work Environment	Low	18	3	3	24	23.5729	4.54161	56.339	0.000
		Moderate	7	35	6	48				
		High	1	9	14	24				
		Total	26	47	23	96				
3	Flexi Schedules and Social Security	Low	15	8	6	29	27.5625	5.07795	22.983	0.000
		Moderate	10	30	7	47				
		High	1	9	10	20				
		Total	26	47	23	96				

Table 4.7 shows the Significant relationship between the two variables. From the Chi-Square Analysis it is found out that P value is **less than 0.05** and it is **Significant at 1% level**. Thus, the Null Hypothesis is rejected and the Alternate Hypothesis is accepted. So, it is said that there is Significant Relationship between Welfare Measures and Employees Performance.

4.8 Regression Analysis

Null Hypothesis – H0

There is No Significant Impact of Welfare Measures on Employees Performance.

Alternative Hypothesis – H1

There is Significant Impact of Welfare Measures on Employees Performance.

Independent Variable	Level Categories	Dependent Variable				Total	Mean	S.D	P value
		Employees Performance							
		Low	Moderate	High					
Welfare Measures	Low	19	1	5	25	74.63	12.447	0.000	
	Moderate	7	37	5	49				
	High	0	9	13	22				
	Total	26	47	23	96				

Table 4.8

Table 4.8 shows the connectivity between the two variables and its Impact. It is evident that Independent variable (Welfare Measures) has influence on the Dependent Variable (Employees Performance) because, from the regression analysis it is proved that, 19 respondents who have mentioned low level of welfare measures have also said that there is Low Employees Performance. Exactly 37 respondents who felt Moderate level have also stated that there is Moderate level of Employees Performance. Followed by 13 respondents with high level of welfare measures have mentioned that there is High level of Employees Performance. So, from the table it is evident that according to the respondents, where there is High Level of Welfare Measures and its Satisfaction, there is High Employees Performance. It is also applicable for low and moderate level of employee's performance based on the welfare Measures in several aspects. Hence it is inferred that welfare measures create a significant impact on employees' performance (p)value is lesser than < 0.05 , and it is Significant at 1% Level. So, the null hypothesis is rejected and the alternate Hypothesis is accepted.

SUMMARY AND CONCLUSION

CHAPTER V

SUMMARY AND CONCLUSION

5.1 Introduction

This chapter gives an idea about the whole research carried out by the researcher and the results along with findings obtained through the research. The objective of this chapter is to present the findings of the result, admit the limitations and give the implications and conclusion based on the results.

This chapter draws the entire study through to address the research problem and the research questions, provide academic/theoretical, practical and policy implications, and contribute to reducing the research gaps.

The word "employee welfare" refers to all of the services, perks, and facilities that companies provide to their staff. The welfare measures might be of any sort or shape; money is not required. This covers everything like pay, housing, transportation, health insurance, and food. Employee welfare also includes keeping an eye on working conditions, fostering industrial harmony through the development of a health infrastructure, industrial relations, and insurance for workers' families against illness, accidents, and unemployment.

Employees performance signifies the efficiency level as well as the productivity of individuals leading towards organizational goal attainment as a result of their positive contribution which ultimately results in the overall performance of the organization (Markos and Sridevi, 2010).

Need for the Study

The need for the study is to find out the significant relationship between Welfare Measures and Employees Performance. And also to find out the Satisfaction level and Perception level of the respondents relating to Welfare Measures provided by the Industry and Impact of Welfare Measures on Employees Performance. The major need for the study is to find out the Significant Impact and relationship between the two variables such as Welfare Measures and Employees Performance.

Objective of the Study

Primary Objective

- To Study the Impact of Welfare Measures on Employees Performance.

Secondary Objective

- To find out the socio demographic profile of the respondents.
- To study the various Statutory and Non- Statutory welfare measures provided for the employees.
- To understand and Enquire the Satisfaction and Perception Level of the respondents in respect to Welfare Measures and its Impact.

Hypothesis

The present study takes Null Hypotheses as follows:

- H01 – There is No Significant Impact of Welfare Measures on the Performance of Employees
- H02 – There is No Significant Relationship between employee performance and Statutory welfare measures.

Review of Literature

Atul R Kadam et al (2012) has done an empirical study on Welfare Facilities And Its Impact On Employee's Performance At Hindalco, Belgaum. The purpose of the study was about the welfare facilities provided by the company and its impact of welfare facilities on employees' performance. The researcher used Survey method and questionnaire as research instrument for data collection. Convenient Random Sampling method was used and sample size is 100 units. Data were analysed through SPSS software. The study concluded that welfare measures will improve morality and standard of living which improves the employees productivity and efficiency, and finally various welfare facilities will enable the worker to live a rich and satisfactory life.

Saminathan. C et al (2019) conducted a study titled "Influence Of Welfare Measures On Job Performance Among Sanitary Employees." Was conducted to identify the influence of welfare measures on sanitary employees job performance in Cuddalore district. The researcher used convenience sampling method with sample size 50. The questionnaire was distributed with 5 point scale of agreeing. Analysis was done using

Path analysis method. The study describes that there is influence of monetary facilities on employees job satisfaction and job satisfaction influences job performance. The study finally concludes that employees motivation and effectiveness can be achieved by better working environment and adequate safety training and that will automatically lead to better job performance and job satisfaction of sanitary employees.

Mohammad Nurul Alam Et al (2020) conducted a research on "The Effects of Wages and Welfare Facilities on Employee Productivity: Mediating Role of Employee Work Motivation". The major purpose of this study was to observe the relationship among wages and benefits, welfare facilities, employee work motivation and employee productivity. A quantitative methodology was used to conduct the study. A survey was conducted using a Questionnaire with twenty five items. 500 samples were collected for the study. Analysis of data was done by SPSS and SEM software. The final outcome of the analysis reveals that the hypothesis framed supported the study and it assists the policy makers to formulate new policies and practices.

Methodology

The present study was includes selection of area as Virudhunagar and Tamilvanan Industries was purposively selected to conduct the study. The sample size of the study is 96 employees based on feasibility and credibility. Descriptive Research method adopted and both primary and secondary data was collected for the study. An interview schedule and google forms basically a list containing of self-structured questions was prepared to collect data for the present study. After developing good rapport with the respondents, the tool developed for the study was used to collect data from the employees. Primary data was collected from the respondents and secondary data was collected from books and journals. Data analysis part involved simple percentage analysis, chi-square analysis and regression analysis. Finally data was analysed and interpreted in descriptive manner with chart representations.

5.2 Findings, Suggestion and Conclusion

Findings Related to Socio Demographic Profile of the Respondents

- Majority 66% of the respondents are from the age group 25-35.
- Majority 70% of the respondents are Male.
- About 26% of the respondents are Graduates.

- Nearly 59% of the respondents are Married.
- Majority 75% of the respondents lives in Nuclear Family.
- About 55% of the respondents are from Urban area.

Findings Related to Professional Status of the Respondents

- Nearly 34% of the respondents have 0 to 2 years of work experience.
- Majority 69% of the respondents were Temporarily Employed.
- About 53% of the respondents had their Monthly Income between 10 to 20 Thousand.

Findings Related to Perception of Employees Towards Welfare Measures Provided by the Industry in Respect to – HEALTH

- Nearly 45% of the respondents agreed to the statement that Canteen Facilities are Well Maintained.
- About 45% of the respondents agreed to the statement that Latrines and Urinals are maintained properly.
- Nearly 42% of the respondents agreed to the statement that Drinking Water is Safe and Hygienic.
- Nearly 43% of the respondents agreed to the statement that Regular Personal Health Checkups are conducted.
- About 42% of the respondents agreed to the statement Appropriate Medical and Health Insurance is Provided.
- Nearly 43% of the respondents agreed to the statement that First Aid appliances is readily accessible in the work environment.

Findings Related to Perception of Employees Towards Welfare Measures Provided by the Industry in Respect to – SAFETY AND WORK ENVIRONMENT

- Nearly 38% of the respondents agreed to the statement that the company follows proper safety measures.
- About 37% of the respondents agreed to the statement that company provides training facility for handling the safety equipment's.
- For the statement There is enough space for the safe movement of machinery and easy handling of equipment's nearly 41% agreed.

- About 38% of the respondents agreed to the statement that Transport facilities are good and timely.
- Nearly 43% of the respondents agreed to the statement that There is efficient lighting in the work environment.
- About 41% of the respondents agreed to the statement that Adequate ventilation is provided in the workplace.

Findings Related to Perception of Employees Towards Welfare Measures Provided by the Industry in Respect to – FLEXI SCHEDULES AND SOCIAL SECURITY

- About 46% of the respondents agreed to the statement that Employees are provided opportunities to work with Flexible Work Schedules.
- Nearly 47% of the respondents agreed to the statement that There is enough working hours to perform work targets.
- For the statement Lunch and Tea break is given at proper Intervals nearly 43% of the respondents Strongly Agreed.
- Nearly 37% of the respondents strongly agreed to that statement that Bonus is provided to all employees.
- About 31% of the respondents Neutrally responded for the statement that The Organization Provides Equal Remuneration for all.
- Nearly 43% of the respondents strongly agreed to the statement that company ensures appropriate social security benefits such as (PF, ESI).
- Nearly 40% of the respondents strongly agreed to the statement that Employees are given Overtime Fund Benefit.

Findings Related to Perception of Employees Towards Impact of Welfare Measures on Employees Performance - RELATING TO WORK ENVIRONMENT

- More than half (51%) of the respondents stated that they agree to Welfare Measures leads to better working conditions.
- Nearly 41% of the respondents agreed to the statement that adequate temperature and ventilation leads to better working environment.
- About 47% of the respondents agreed to the statement that Welfare measures creates peaceful working environment.
- Nearly 43% of the respondents agreed to the statement that Proper Welfare measures improves Physical and Mental Health and leads to Work effectively.

Findings Related to Perception of Employees Towards Impact of Welfare Measures on Employees Performance relating to – IMPROVEMENT OF WORK PERFORMANCE

- Nearly 46% of the respondents agreed to the statement that Grievance and complaints handled in time leads to better job performance.
- For the statement overtime wages are an additional boost for employee's performance, about 46% strongly agreed.
- About 48% of the respondents strongly agreed that Incentives and Bonus provided by the company encourage the employees.
- Nearly 47% of the respondents strongly agreed for the statement Reward system provides better improvement in work performance.
- About 41% of the respondents agreed to the statement that Training and Development programs gives additional knowledge to improve better working conditions.

Findings Related to Perception of Employees Towards Impact of Welfare Measures on Employees Performance relating to – JOB SATISFACTION AND PERFORMANCE

- Nearly 44% of the respondents agreed to the statement that Employee welfare is to enrich the life of employees and keep them happy.
- About 49% of the respondents agreed to the statement that Employee welfare leads to Retention in the Industry.
- Nearly 45% agreed to the statement that welfare policies in the industry increases satisfaction level towards the job.
- More than half (51%) of the respondents agreed to the statement that recreational facilities provided by the company rejuvenate employees and lead to better performance.

Findings Related to Perception of Employees Towards Impact of Welfare Measures on Employees Performance relating to – EMPLOYEE MORALE AND COMMITMENT

- About 44% of the respondents agreed to the statement that Procedures to acquire welfare policies is simple.
- More than half (51%) of the respondents agreed to the statement that welfare measures will help in building employee morale.

- About 43% of the respondents agreed to the statement that Management is really interested in motivating the employee's performance.
- Nearly 48% of the respondents agreed to the statement that provision of welfare facilities improves the relations among the employees and the management.
- About 45% of the respondents agreed to the statement that Provision of proper statutory and non- statutory welfare builds employees perspective towards the company.

Findings Related to Overall Satisfaction Level of the Respondents in Welfare Measures Provided by the Industry.

From the study it is found out that, comparatively More than half (51%) of the respondents stated that they are Moderately Satisfied with the welfare measures they get from the industry. Comparing to Low and High level of satisfaction, more than half of the respondents agreed that they have moderate satisfaction from all the welfare measures that the industry provides for the employees.

Findings Related to Overall Perception Level of the Respondents in Respect to Impact of Welfare Measures on Employees Performance

For the overall perception level calculation, from the study it is found out that nearly 49% of the respondents have neutral perception level on the Impact of welfare measures on employee's performance. All the 49% of the respondents stayed neutral comparing to Positive and Negative level perception, for the Impact of Welfare Measures on Employees Performance.

Findings from Chi-Square Analysis

Null Hypothesis H₀– There is No Significant Relationship Between Employees Performance and Statutory Welfare Measures.

Alternate Hypothesis H₁– There is Significant Relationship Between Employees Performance and Statutory Welfare Measures.

Researcher carried out Chi-Square Analysis to find out the Significant Relationship between the two variables such as Employees Performance and Welfare Measures. All the three factors for Welfare Measures was tested with the Dependent variable (Employees Performance). The results from Chi-Square Analysis showed that, the **P value (0.000)** is Less than 0.05 thus, Statutory Welfare Measures and Employees

Performance were **Significant at 1% Level**. Therefore, the Null Hypothesis was Rejected and Alternative Hypothesis was accepted as There is Significant Relationship Between Employees Performance and Statutory Welfare Measures.

Findings from Regression Analysis

Null Hypothesis H0 – There is No Significant Impact of Welfare Measures on Employees Performance.

Alternate Hypothesis H1– There is Significant Impact of Welfare Measures on Employees Performance.

Researcher carried out Regression analysis to find out the Impact of welfare measures on employees' performance and how welfare measures influences employee's performance. Overall values of both the Dependent variable (Employees Performance) and Independent Variable (Welfare Measures) were taken into consideration for regression analysis. The results from the Regression analysis proved that the respondents with low level of welfare measures will have low performance level, followed by respondents with moderate level of welfare measures will have moderate performance and those with High Level of welfare measures will have High performance levels. The sig value (P) derived from Regression analysis is **0.000** which is **less than 0.05** and it is **Significant at 1% Level**. So, the Null Hypothesis is Rejected and the Alternate Hypothesis is accepted. Therefore, the Regression Analysis proved that there is a Stronger Significant Impact of Welfare Measures on Employees Performance.

Recommendation for Further Research

The suggestions made in this chapter are personal opinions of the researcher and should not be considered as facts. This present study provides information about the Impact of Welfare Measures on Employees Performance. The further research can be done from different point of view to find out new results. The further Research can be done with high sample size which focuses majorly on the relationship between Employees Performance and Non-Statutory Welfare Measures, which can show its influence on productivity and satisfaction of the employees to get further more best results.

Conclusion

Employee welfare is a broad phrase that refers to a variety of amenities, services, and programs offered to workers in order to promote their well-being. Thus, it can be concluded from this study that the welfare measures offered have a direct impact on the employees' ability to do their jobs. To encourage the workers and improve competence and effectiveness, appropriate welfare measures should be offered. Since it is within the rights of the employee to be informed of the welfare measures provided for him or her by the company, the Company should take steps to raise awareness among the employees about the welfare measures offered. Welfare measures are those that are aimed at the employees and are more than just a benefit for the business. In the Industrialized society, there is very less percentage of life satisfaction for workers, due to various factors. Hence, every organization can focus on emotional wellbeing of the employees to develop quality work force with high commitment and performance.

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ANNEXURES

ANNEXURE – I

"A Study on Impact of Welfare Measures on Employees Performance"

Socio Demographic Profile:

- 1) Age :
- 2) Gender:
 - a) Male
 - b) Female
- 3) Educational qualification:
- 4) Work Experience :
 - a) 0-3 years
 - b) 3-5 years
 - c) More than 5 years
- 5) Marital status:
 - a) Married
 - b) Unmarried
- 6) Employment status:
 - a) Permanent employee
 - b) Temporary employee
- 7) Monthly Income
 - a) 10,000-20,000
 - b) 21,000-30,000
 - c) Above 30,000
- 8) Family type
 - a) Nuclear family
 - b) Joint family
- 9) Residence
 - a) Rural
 - b) Urban

PART –B

Perception of Employees towards Welfare Measures provided by the Industry.

(SA-strongly agree, A- agree, N-neutral, D-disagree, SD- strongly disagree)

(SA -5, A-4, N-3, D-2, SD-1)

S.NO	Statement	SA	A	N	D	SD
1)	The canteen facilities are in good quality and well maintained					
2)	Transport facilities are good and timely					
3)	Company follows safety measures for the safety of the employees					
4)	Latrines and urinals are clean and maintained properly					
5)	Drinking water facilities is safe and hygienic					
6)	There is efficient lighting in the work environment					
7)	Adequate ventilation is provided in the work place.					
8)	First aid appliances is readily assessable in the work environment					
9)	Employees are provided opportunities to work with flexible schedules					
10)	Regular personal health care checkups are conducted in the industry					
11)	Employees are given overtime fund benefits					
12)	There is enough working hours to perform work targets					
13)	Lunch and tea break is given at proper intervals					
14)	Bonus is provided to all employees					
15)	The organization provides equal					

	remuneration for all					
16)	There is enough space for the safe movement of machinery and easy handling of equipments					
17)	Company provides training facility for handling the safety equipments.					
18)	Company ensures appropriate medical and health insurance for employees					
19)	Company ensures appropriate social security benefits such as PF, ESI					

PART - C

Impact of Welfare Measures on Employee Performance

Perception of the respondents towards welfare measures that creates impact on employee's performance.

(SA-strongly agree, A- agree, N-neutral, D-disagree, SD- strongly disagree)

(SA -5, A-4, N-3, D-2, SD-1)

S.No	Statements	SA	A	N	D	SD
1)	Procedures to acquire welfare policies is simple.					
2)	Better working conditions will help to improve the efficiency and productivity of the employees					
3)	Welfare measures will help in building employee morale					
4)	Management is really interested in motivating the employee's performance					
5)	Grievance and complaints handled in time leads to better job performance.					
6)	Overtime wages are an additional boost for employee's performance.					

7)	Incentives and bonus provided by the organization encourage the employees.					
8)	Reward system provides better improvement in work performance					
9)	Recreational facilities provided by the organization rejuvenate employees and lead to better performance					
10)	Work environment with moderate temperature and ventilation helps to work without difficulty.					
11)	Provision of proper statutory and non-statutory welfare builds employees perspective towards the company.					
12)	Proper welfare facilities improve physical and mental health and leads to work effectively.					
13)	Welfare policies provided in the industry increases satisfaction level towards the job.					
14)	Employee welfare is to enrich the life of employees and keep them happy.					
15)	Provision of welfare facilities improves the relations among the employees and the management.					
16)	Welfare measures creates peaceful and safety work environment.					
17)	Training and development programs organized, gives additional knowledge to improve better working conditions.					
18)	Employee welfare measures leads to Retention in the industry.					

ANNEXURE- II

INSTITUTIONAL HUMAN ETHICS COMMITTEE



Avinashilingam

Institute for Home Science and Higher Education for Women
(Deemed to be university under Category 'A' by MHRD, Estd. u/s 3
of UGC Act 1956) Re-accredited with 'A⁺⁺' Grade by NAAC.
Recognised by UGC Under Section 12 B
Coimbatore- 641043, Tamil Nadu, India

05.01.2023

Chairman

Dr. Sudha Ramalingam
Director – Research and Innovation
Professor- Community Medicine,
PSG Institute of Medical Sciences
& Research, Coimbatore

Member Secretary

Dr. A Thirumani Devi
Professor
Department of Food Science
and Nutrition

Members

Mr. K. Arulmoli (Legal Expert)
Dr. Subashini K. Sripathi
Dr. A Saraswathy (Medical Officer)
Ms. D. Kavitha
Dr. A R Sudamani Ramasamy
Dr. G. Victoria Naomi
Dr. Judith Justin
Dr. Anitha Subash
Dr. K. Sampath Rani

To
Ms. Mohana Priya, S.
Department of Social Work
Avinashilingam Institute for Home Science and
Higher Education for Women
Coimbatore- 641043

Dear Mohana Priya,

Ref: Your proposal No. IHEC/22-23/SW-13 entitled "A
Study on Impact of Welfare Measures on Employees Performance"
submitted for approval of IHEC on 21.11.2022.

The Institutional Human Ethics Committee of our University
hereby grants approval to your research proposal No. IHEC/22-
23/SW-13 entitled "A Study on Impact of Welfare Measures on
Employees Performance" submitted by you. The Approval number
for the same is AUW/IHEC/SW-22-23/XPD-13.

We wish you all the best in your research endeavours.

Regards

Dr. A Thirumani Devi
Member Secretary



ANNEXURE - III



AN ISO 9001 : 2008
CERTIFIED COMPANY)

TAMILVANAN INDUSTRIES

(Sub Contractor for M/s. SUNDARAM FASTENERS LIMITED)

Vaiyampatti Road, KARIAPATTI - 626 106.

Kariapatti Taluk, Virudhunagar District.

Phone : 04566 - 255639 e-mail : tvi6868@gmail.com

Date : 17-11-2022

To whom so ever it may concern

We permit Mohana Priya.s (21psw012) II PG MSW for data collection on her thesis titled " a study on the impact of welfare measures on employees performance" from our employees during the time period (February 2023 – march 2023)

For Tamilvanan industries

T.TAMILVANAN

Chief Executive

