

A Study on Welfare of Employees for Job Satisfaction

Dev Kukreja¹, Dr. Annapurna Metta²

¹Student, BBA VI, Amity Business School, Amity University, Chhattisgarh, Raipur

² Assistant professor, Amity Business School, Amity University, Chhattisgarh, Raipur

Abstract- Employee welfare plays a vital part in promoting job satisfaction and enhancing organizational productivity. This exploration explores the relationship between welfare schemes and job satisfaction within an organizational environment. The study aims to identify crucial welfare measures and assess their effectiveness through primary data collection and analysis.

Keywords: Employee Welfare, Job Satisfaction, Organizational Productivity, Human Resource Management, Employee Motivation

Introduction

Employee welfare includes services, benefits, and facilities offered by employers to ensure employee well-being. This study investigates how welfare provisions—such as healthcare, leave policies, recreational facilities, and safety measures—impact job satisfaction levels. A satisfied employee tends to be more productive, loyal, and engaged, which ultimately benefits the organization.

Objectives of the Study

- To examine various welfare measures adopted by organizations.
- To analyze the relationship between employee welfare and job satisfaction.
- To determine the impact of welfare schemes on employee motivation and retention.

Review of Literature

Former studies have verified that acceptable welfare measures contribute appreciatively to job satisfaction and organizational performance. According to Herzberg's Two-Factor Theory, welfare installations are considered hygiene factors—essential to help dissatisfaction but not inescapably increase satisfaction.

Research Methodology

Research Design: Descriptive

Sample Size: 50 employees

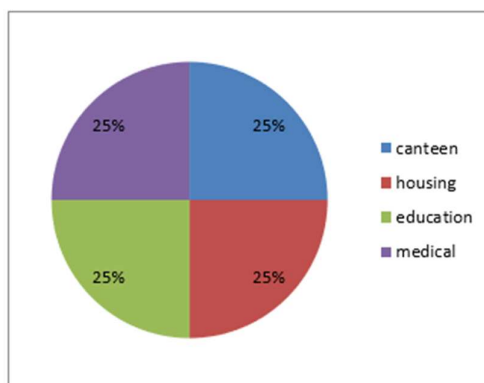
Sampling Method: Random Sampling

Data Collection: Primary (structured questionnaire) and Secondary (articles, company reports)

Data Analysis Tools: Percentage method and graphical representation

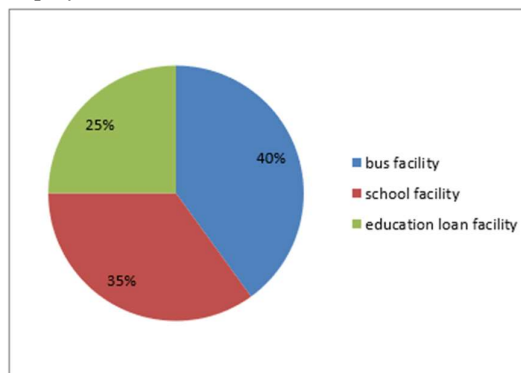
Data Analysis and Interpretation

Table-6.1. Facilities provided by the company to the Employees



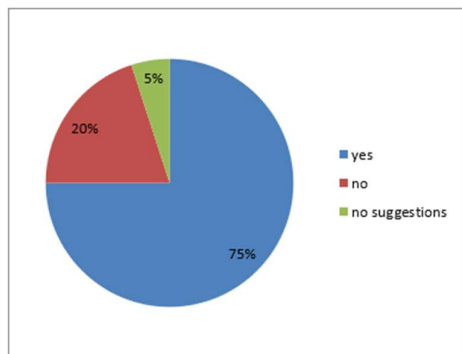
basic facilities are provided to the employees in the form of above-mentioned facilities.

Table-6.2. Facilities provided for education of children to employees.



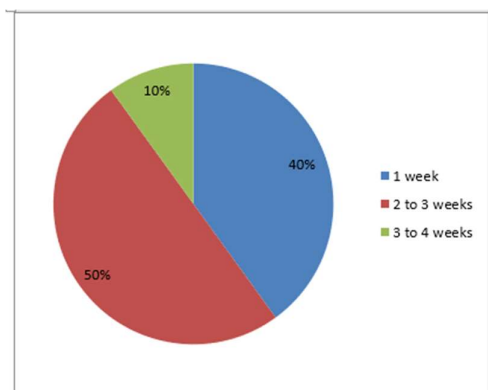
This suggests that the employees are quite satisfied with the facilities provided to them and it also helps in improving their morale.

Table-6.3. Employees getting wages as per basic minimum criteria allotted by government.



75% of the employees are accepted that they are getting wages as per the basic minimum criteria allotted by government.

Table-6.4. Time taken for sanctioning special welfare facilities.



Welfare facility can be sanctioned within a time period of 2 to 3 weeks making the progress quite easy for employees.

Table-6.5. Presence of suitable ventilation and good environment in the work place.

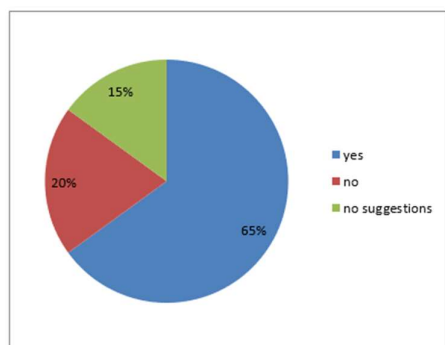
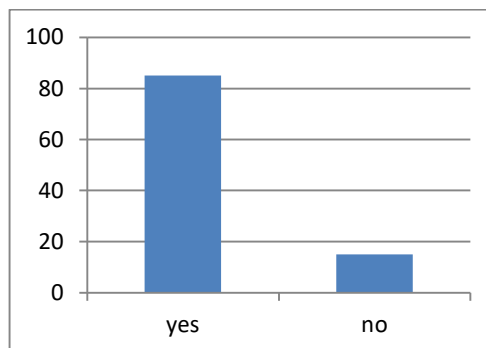
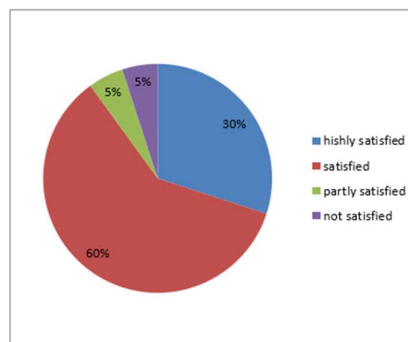


Table-6.6. The work place regularly cleaned.



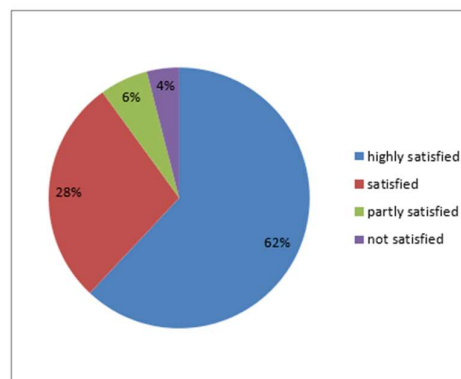
The workplace is regularly cleaned for good and healthy environment.

Table-6.7. Satisfaction of the Employee by the procedure availing routine welfare facilities.



30% of employees are highly satisfied, 60% are satisfied and rest are not much satisfied.

Table-6.8. Satisfaction of Employees by the procedure of availing special welfare facilities.



62% employees are highly satisfied, 28% are satisfied and rest are not much satisfied.

Table-6.9. Suggestions for methods of improving or adding special welfare facilities.

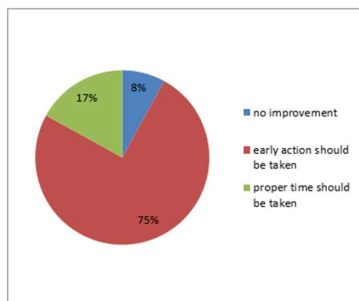
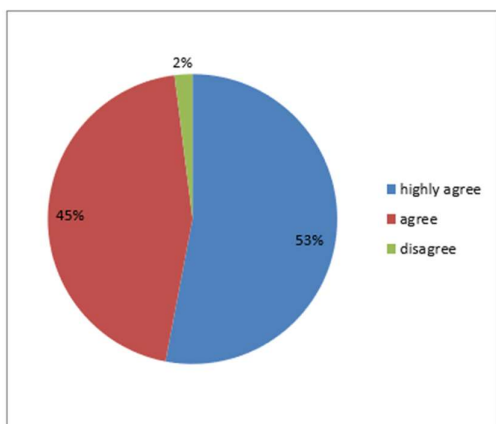
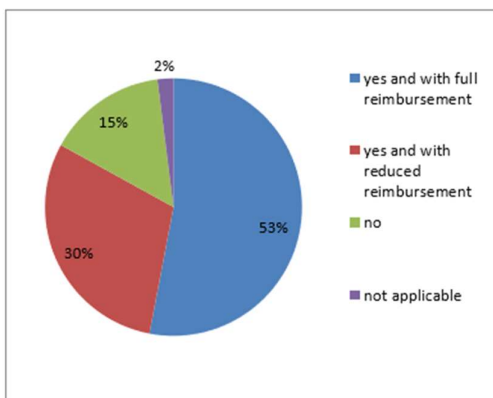


Table-6.10. Welfare benefits provided by the organization plays as a motivational factor.



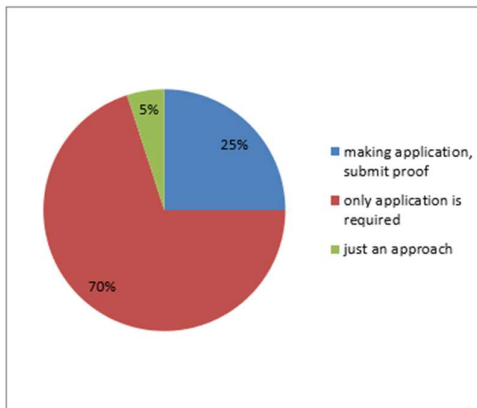
53% employees highly agree that the welfare benefits provided by the organization plays a motivational factor.

Table-6.11. Reimbursement of medical insurance on time.



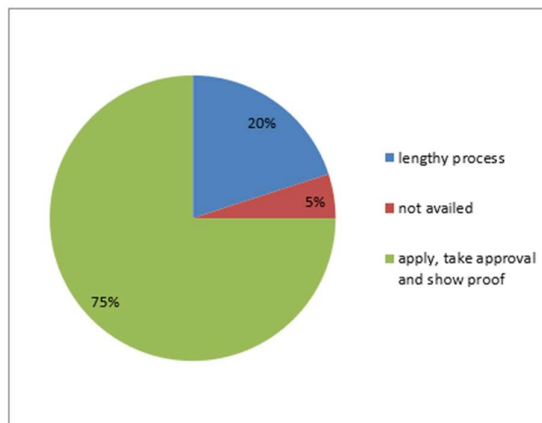
53% employees agree that they get full medical reimbursement.

Table-6.12 Brief explanation of the procedure of availing routine welfare facilities in points.



5% employees says that just an approach is required to avail the routine welfare facility, 25% say they have to make an application and submit the proof, 70% say that only application is required.

Table-6.13) Brief explanation of the procedure availing the special welfare facilities in points.



5% employees say that they had not availed any special welfare facility, 75% says that the procedure is to apply and show the proof and rest 20% say that procedure is too lengthy.

Findings

- Hand weal has a direct impact on job satisfaction.
- There's a strong correlation between well-enforced weal programs and hand retention.
- Workers feel more married and perform better in associations that offer comprehensive weal packages.

Suggestions

- **Ameliorate communication about being well benefits.**
- **Regularly review and upgrade well schemes.**
- **Conduct training programs for stress and health operation.**
- **Introduce feedback systems for nonstop enhancement in hand services.**

Conclusion

Welfare installations are vital for creating a satisfied and motivated pool.

This study confirms that effective well strategies not only boost hand morale but also ameliorate overall organizational effectiveness. thus, businesses should consider well as a long-term investment rather than a cost.

Limitations of the Study

- * Limited sample size
- * Responses may be poisoned due to hand poisoned hesitancy
- * Focus on one association restricts conception

References

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