



The Impact of Employee Welfare facilities on Employee-Organizational Performance

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Abstract:-

Aim/Purpose:- The aim of the present descriptive research study is to investigate the impact of employee welfare facilities on employee-organizational performance. The two different types of welfare facilities like: statutory and Non-statutory welfare facilities which motivates the employees to perform well in the organization. The welfare facilities intend to safeguard the health, safety and security to individual employees. **Outcome:-** The outcome of the research proved that the various welfare facilities like: medical, retirement and workplace benefits are essential for high employee job satisfaction. **Research Design and Methodology:-** Developed a structured closed ended questionnaire to collect the data from various respondents of undergraduates and post graduates to assess the impact of employee welfare facilities and its impact on performance. **Statistical tools:-** It is a descriptive research design applied Analysis of Variance (ANOVA) to assess the variance in the data with respect to the respondents opinion on employee welfare facilities and its impact. **Social Relevance:-** The outcome of the research will facilitate to safeguard the employees from socio-economic problems in the society. **Generalizability:-** The evidences of the research can be generalized where employee and organizational performance depends up on the welfare facilities provided by the organization. **Novelty:-** It is a novel research, the content of the research may not be copied from any sources and it is new. **Type of the Research:-** It is a descriptive research design applied various statistical operations like: mean SD and Variance.

Key Words:- employee welfare, statutory welfare, non-statutory welfare, labour welfare, welfare measures, etc.,

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Introduction:-

The employee welfare facilities include showing any sort of monetary and non-monetary benefits provided by the employer to the employees of the organization for better living and protecting the present and future of employees. The employee welfare facilities which are very much essential for high employee job satisfaction which leads to higher productivity. There are various employee welfare facilities like: medical facilities, retirement benefits, educational benefits, housing benefits, superannuation benefits and providing loans to the employees are the various welfare facilities can be provided to individual employees in the organization. The welfare facilities which enhances the credibility and morale of employees on the employers and which creates peace and harmony at workplace. In fact, the state and central government role is utmost important to implement better policies and procedures to implement various statutory and non-statutory welfare facilities. There are various central government Acts like: Factories Act, 1948 and the Industrial disputes Act, 1947 payment of wages Act, 1936 and workmen's compensation Act, 1923 and other various types of Acts are very much essential to protect the employees. In fact, the employee welfare facilities will raise the overall expenditure; it will create a kind of trust in the minds of employees that the management is much concern about the welfare of employees which boost the organizational productivity. The aim of the present research study was to know the impact of employee welfare facilities on the organizational and employee performance in the organization. Taken 50 sample size from the graduates and post graduates to assess the opinion on welfare facilities and its impact on performance.

Review of Literature:-

In the article labour in Indian coal industry witnessed that the coal miners are not getting adequate welfare facilities^[1]. According to Labor welfare of India, there are some measures given by the Government to the Public and Private Sector Companies. There is a difference between Private and Public sector companies in Welfare facilities provided to their employees^[2]. As per "Labor Welfare and Industrial Peace in India" states that the discomfort of the employees due to failure of the welfare facilities in the industries^[3]. As Per Legislation on Basis of Workmen's Compensation Act 1923, there is a great need for taking care of the welfare and social security to the employees, but they revealed that the provision of welfare facilities to be exercised, and the victims of mine accidents are paid very less compensation^[4]. Due to some reasons after Independence Government of Uttar Pradesh not providing sufficient Social and welfare services to the below poverty line^[5]. As per "A Socio-Economic Survey of the Workers in the Coal Mines of India" told there is a terrible conditions of coal workers that there are high indebtedness, low wages and poor welfare facilities are responsible for the poor socio-economic conditions of miners^[6]. As per "Living Conditions of Colliery Workers in Jharia seen the absence of welfare facilities, there is a dire condition of workers and employees in jharia coal fields and should provide employee welfare facilities to the workers^[7]. Based on "Dimensions of Welfare" welfare has improved in post 1973 there is a revolution of operating philosophy in industries^[8]. Labor welfare divided into two types those are extra-mural and intra-mural as well as statutory and non-statutory and it undertaken by the employers, Govt., trade unions or voluntary organizations^[9]. Welfare plays an important key role to satisfy an organization employee and it also improve quality of work life, productivity of the organization^[10]. Welfare is the psychological bond to employee of an organization, which depends on the degree of employee involvement, employee loyalty, and belief in the values of the organization^[11]. In this research employee awareness towards various statutory and non-statutory welfare measures and level of satisfaction among employees at both with respective to various welfare measures^[12]. An investigation of welfare is study on Workers towards Labor welfare measures in the corporate sector^[13]

Need & Importance:-

It is the prime responsibility of every organization to protect the employees from socio-economic conditions. Those facilities which are necessities to individuals will fall under the statutory welfare facilities and the next category of benefits will fall under the non-statutory welfare facilities and the type-II welfare facilities are not compulsory. There are various welfare facilities like: clean drinking water, neat and clean washrooms, proper lighting, leaves, insurance, safety and security are the various statutory welfare practices provided to their employees and the list of non-statutory welfare facilities include: employee health care, employee recreation, employee tours and other sort of maternity and other sort of benefits.

Objectives of the Study:-

1. To study the various welfare facilities of employees in the organization.
2. To know the opinion of respondents with respect to welfare facilities and the organizational and employee performance.
3. To suggest the best employee welfare practices which motivates the individuals towards organizational performance

Scope of the study:-

The scope of the present research is restricted to study the employee welfare practices and its impact on organizational and employee performance in the organization. The scope with respect to opinion extraction limited to various graduate and post graduates in the selected state.

Statement of the Problem:-

The title entitled to “The Impact of Employee Welfare facilities on Employee-Organizational Performance”, which examines the impact of employee welfare facilities on organizational productivity.

Hypothesis:-

H_a(1): There is a significant positive relationship various statutory employee welfare practices and the organizational performance.

H_a(2): There is a significant positive relationship various non-statutory employee welfare practices and the organizational performance.

Research Methodology & Design:-

It is a descriptive research study which includes Mean, SD and assessment of Analysis of Variance with respect to educational qualification and opinion on various welfare practices which include statutory and non-statutory

- a. Data Sources:-** The studies include both primary and secondary data sources. The primary data sources collected through the structured questionnaire and the secondary data sources the literature review on employee welfare practices
- b. Sampling Technique:-** Applied simple random sampling technique to collect the opinion of the respondents on random basis. Developed a Google sheet to collect the opinion of respondents in this regard.
- c. Sample Size:-** Taken 50 samples on random basis which include both male and female and they are belongs to graduates and post graduates.
- d. Sampling Unit:-** The sampling unit comprises of the graduates and post graduate student to collect the opinion on the impact of labour welfare practices on employee-organizational performance in the contemporary scenario

- e. **Statistical Technique:-** Applied the concept of descriptive research design which include Mean, SD and Analysis of Variance and there is a scope to apply the inferential statistics also.
- f. **Statistical Software:-** The statistical package for social sciences and MS-Excel were used to assess the data with respect to demographical factors.
- g. **Reliability:-** The Cronebach's Alpha test is used to assess the reliability of the collected data. The data has shown more than 80% accuracy

Data Analysis and Interpretation:-

1. **Employee Motivation (Vs) Welfare facilities:-** The employee motivation and welfare facilities are strongly associated with each other as management provides a welfare facility which motivates individuals to work for organizational objectives and goals. The following Table.1 reveals the relationship between the employee motivation and welfare facilities.

Table.1: The employee welfare facilities which motivate employees to work diligently at workplace (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The employee welfare facilities which motivate employees to work diligently at workplace	Under graduation	5	3.40	.500	3.701	.040
	Post Graduation	45	4.02	1.177		
	Total	50	3.92	1.158		

Sources: Filed Survey

Significant at 5%

From the above Table.1 explains about the opinion on employee welfare facilities which motivates employee to work diligently at work with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=4.02 and SD=1.177 which is agreed) followed by the undergraduates (Mean=3.40 and SD=0.500). Therefore, the majority of the respondents agreed that the employee welfare facility which motivates individual employees to work diligently at work place. The F-Value is 3.701 and the ($p > .040$ which is significant at 5%). Therefore, there is no significant difference between educational qualifications of the respondents with respect to opinion on employee welfare facilities which motivates employees to work diligently at workplace. Therefore, the null hypothesis is accepted.

2. **The Socio-Economic Conditions (Vs) Employee Welfare:-** The socio-economic conditions of individual employee can be improved by providing the statutory and non-statutory welfare facilities to individual employees.

Table.2: The various employee welfare facilities facilitates to safeguard employees from economic evils in future (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The various employee welfare facilities facilitates to safeguard employees from economic evils in future	Under graduation	5	3.20	.447	1.225	.274
	Post Graduation	45	3.71	1.014		
	Total	50	3.66	.982		

Sources: Filed Survey

Significant at 5%

From the above Table.2 explains about the opinion on employee welfare facilities to safeguard employees from economic evils in future with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.71 and SD=1.014 which is agreed) followed by the undergraduates (Mean=3.20 and SD=0.447). Therefore, the majority of the respondents agreed that the employee welfare facility to safeguard employees from economic evils in future. The F-Value is 1.225 and the ($p > .274$ which is significant at 5%). Therefore, there is no significant difference between educational qualifications of the respondents with respect to opinion on employee welfare facilities to safeguard employees from economic evils in future. Therefore, the null hypothesis is accepted.

3. Employee Performance (Vs) Employee welfare:- The employee welfare facilities and the performance of an employee highly correlated with each other as higher the welfare facilities which enhances the individual performance in the organization

Table.3 The employee welfare facilities facilitates to enhance the employee Performance in the organization (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The employee welfare facilities facilitates to enhance the employee performance in the organization	Under graduation	5	3.40	.894	.305	.583
	Post Graduation	45	3.71	1.218		
	Total	50	3.68	1.186		

Sources: Filed Survey

Significant at 5%

From the above Table.3 explains about the opinion on employee welfare facilities to enhance the Employee Performance in the organization with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.71 and SD=1.218 which is agreed) followed by the undergraduates (Mean=3.40 and SD=0.894). Therefore, the majority of the respondents agreed that the employee welfare facility to enhance the employee Performance in the organization. The F-Value is 0.305 and the ($p > .583$ which is significant at 5%). Therefore, there is a significant difference between educational qualifications of the respondents with respect to opinion on employee welfare facilities to enhance the employee Performance in the organization. Therefore, the null hypothesis is accepted.

Table.4: The employee living standards can be strengthen with the help of employee welfare facilities (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The employee living standards can be strengthen with the help of employee welfare facilities	Under graduation	5	3.60	.894	.134	.716
	Post Graduation	45	3.78	1.042		
	Total	50	3.76	1.021		

Sources: Filed Survey

Significant at 5%

From the above Table.4 explains about the opinion on employee living standards can be strengthen with the help of employee welfare facilities with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.78 and SD=1.042 which is

agreed) followed by the undergraduates (Mean=3.60 and SD=0.894). Therefore, the majority of the respondents agreed employees living standards can be strengthen with the help of employee welfare facilities. The F-Value is 0.134 and the ($p>.716$ which is significant at 5%). Therefore, there is no significant difference between educational qualifications of the respondents with respect to opinion on employee living standards can be strengthen with the help of employee welfare facilities. Therefore, the null hypothesis is accepted.

Table.5 there are various social security benefits, health associated benefits and other sort of benefits can be provided through the employee welfare Schemes (vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
There are various social security benefits, health associated benefits and other sort of benefits can be provided through the employee welfare schemes	Under graduation	5	3.80	.447	.008	.928
	Post Graduation	45	3.76	1.069		
	Total	50	3.76	1.021		

Sources: Filed Survey

Significant at 5%

From the above Table.5 explains about the opinion on there are various social security benefits, health associated benefits and other sort of benefits can be provided through the employee welfare Schemes with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.76 and SD=1.069 which is agreed) followed by the undergraduates (Mean=3.80 and SD=0.447). Therefore, the majority of the respondents agreed that the there are various social security benefits, health associated benefits and other sort of benefits can be provided through the employee welfare Schemes. The F-Value is 0.008 and the ($p>.928$ which is significant at 5%). Therefore, there is no significant difference between educational qualifications of the respondents with respect to opinion on the various social security benefits, health associated benefits and other sort of benefits can be provided through the employee welfare Schemes. Therefore, the null hypothesis is accepted.

Table.6 The employee welfare schemes play a key role to strength the socio-economic Conditions of the people (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The employee welfare schemes plays a key role to strength the socio-economic conditions of the people	Under graduation	5	2.40	.894	7.009	.011
	Post Graduation	45	3.80	1.140		
	Total	50	3.66	1.189		

Sources: Filed Survey

Significant at 5%

From the above Table.6 explains about the opinion on the employee welfare schemes play a key role to strength the socio-economic Conditions of the people with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.80 and SD=1.140 which is agreed) followed by the undergraduates (Mean=2.40 and

SD=0.894). Therefore, the majority of the respondents agreed that the employee welfare schemes play a key role to strength the socio-economic Conditions of the people. The F-Value is 7.009 and the ($p > .011$ which is significant at 5%). Therefore, there is a significant difference between educational qualifications of the respondents with respect to opinion on the employee welfare schemes play a key role to strength the socio-economic Conditions of the people. Therefore, the null hypothesis is rejected.

Table.7 The employee and organizational productivity purely depends up on the welfare facilities provided by the organization (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The employee and organizational productivity purely depends up on the welfare facilities provided by the organization	Under graduation	5	3.80	.447	.157	.693
	Post Graduation	45	3.62	.984		
	Total	50	3.64	.942		

Sources: Filed Survey

Significant at 5%

From the above Table.7 explains about the opinion on the employee welfare schemes play a key role to strength the socio-economic Conditions of the people with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.62 and SD=0.984 which is agreed) followed by the undergraduates (Mean=3.80 and SD=0.447). Therefore, the majority of the respondents agreed that the employee welfare schemes play a key role to strength the socio-economic Conditions of the people. The F-Value is 0.157 and the ($p > .693$ which is significant at 5%). Therefore, there is no significant difference between educational qualifications of the respondents with respect to opinion on the employee welfare schemes play a key role to strength the socio-economic Conditions of the people. Therefore, the null hypothesis is accepted.

Table.8 The achievement of organizational objectives, goals and targets purely depends Up on the welfare facilities provided by the organization to their employees (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The achievement of organizational objectives, goals and targets purely depends up on the welfare facilities provided by the organization to their employees	Under graduation	5	4.80	.447	6.232	.016
	Post Graduation	45	3.58	1.076		
	Total	50	3.70	1.093		

Sources: Filed Survey

Significant at 5%

From the above Table.8 explains about the opinion on the achievement of organizational objectives, goals and targets purely depends up on the welfare facilities provided by the organization to their

employees of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.58 and SD=1.076 which is agreed) followed by the undergraduates (Mean=4.80 and SD=0.447). Therefore, the majority of the respondents agreed that the achievement of organizational objectives, goals and targets purely depends up on the welfare facilities provided by the organization to their employees. The F-Value is 6.232 and the ($p > .016$ which is significant at 5%). Therefore, there is a significant difference between educational qualifications of the respondents with respect to opinion on the achievement of organizational objectives, goals and targets purely depends up on the welfare facilities provided by the organization to their employees. Therefore, the null hypothesis is accepted.

Table.9 Gaining the employee morality depends on the promises made and fulfilled by the management with respect to welfare facilities in the organization (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
Gaining the employee morality depends on the promises made and fulfilled by the management with respect to welfare facilities in the organization	Under graduation	5	4.20	.447	.965	.331
	Post Graduation	45	3.69	1.145		
	Total	50	3.74	1.103		

Sources: Filed Survey

Significant at 5%

From the above Table.9 explains about the opinion on Gaining the employee morality depends on the promises made and fulfilled by the management with respect to welfare facilities in the organization with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.69 and SD=1.145 which is agreed) followed by the undergraduates (Mean=4.20 and SD=0.447). Therefore, the majority of the respondents agreed that the Gaining the employee morality depends on the promises made and fulfilled by the management with respect to welfare facilities in the organization. The F-Value is 0.965 and the ($p > .331$ which is significant at 5%). Therefore, there is no significant difference between educational qualifications of the respondents with respect to opinion on Gaining the employee morality depends on the promises made and fulfilled by the management with respect to welfare facilities in the organization. Therefore, the null hypothesis is accepted.

Table.10 The usage of employee intelligence, efficiency, intellectuality may be depends up on the welfare facilities provided by the organization (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
The usage of employee intelligence, efficiency, intellectuality may	Under graduation	5	3.80	.447	.208	.651
	Post Graduation	45	3.60	.963		

be depends up on the welfare facilities provided by the organization	Total	50	3.62	.923		
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Sources: Filed Survey

Significant at 5%

From the above Table.10 explains about the opinion on the usage of employee intelligence, efficiency, intellectuality may be depends up on the welfare facilities provided by the organization with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.60 and SD=0.963 which is agreed) followed by the undergraduates (Mean=3.80 and SD=0.447). Therefore, the majority of the respondents agreed that the usage of employee intelligence, efficiency, intellectuality may be depends up on the welfare facilities provided by the organization. The F-Value is 0.208 and the ($p > .651$ which is significant at 5%). Therefore, there is a significant difference between educational qualifications of the respondents with respect to opinion on the usage of employee intelligence, efficiency, intellectuality may be depends up on the welfare facilities provided by the organization. Therefore, the null hypothesis is accepted.

Table.11 On the overall the employee job satisfaction, stress management, organization long-run survival, employee security, mental health and physical health purely depends up on the various statutory and non-statutory welfare facilities provided by the organization (Vs) Educational Qualification

	Educational Qualification	N	Mean	Std. Deviation	F-Value	Sig. Value (2-Sided)
On the overall the employee job satisfaction, stress management, organization long-run survival, employee security, mental health and physical health purely depends up on the various statutory and non-statutory welfare facilities provided by the organization	Under graduation	5	3.00	.000	.676	.415
	Post Graduation	45	3.44	1.198		
	Total	50	3.40	1.143		

Sources: Filed Survey

Significant at 5%

From the above Table.11 explains about the opinion on the overall the employee job satisfaction, stress management, organization long-run survival, employee security, mental health and physical health purely depends up on the various statutory and non-statutory welfare facilities provided by the organization with respect to educational qualification of respondents. The Mean value of post graduates shows positive opinion that (Mean=3.44 and SD=1.198 which is agreed) followed by the undergraduates (Mean=3.00 and SD=0.000). Therefore, the majority of the respondents agreed that the On the overall the employee job satisfaction, stress management, organization long-run survival, employee security, mental health and physical health purely depends up on the various statutory and

non-statutory welfare facilities provided by the organization. The F-Value is 0.676 and the ($p > .415$ which is significant at 5%). Therefore, there is a significant difference between educational qualifications of the respondents with respect to opinion on the overall the employee job satisfaction, stress management, organization long-run survival, employee security, mental health and physical health purely depends up on the various statutory and non-statutory welfare facilities provided by the organization. Therefore, the null hypothesis is accepted.

Findings:-

- In the overall opinion the employee welfare practices which facilitates the employee job satisfaction, stress management, organization long-run survival, employee security, mental health and physical health purely depends up on the various statutory and non-statutory welfare facilities provided by the organization.
- As the mean value 3.80, which depict that the usage of employee intelligence, efficiency intellectuality may be depends up on the welfare facilities provided by the organization.
- As the Mean value 4.20 witnessed that Gaining the employee morality depends on the promises made and fulfilled by the management with respect to welfare facilities in the organization
- It is also witnessed from the analysis that the majority 4.80 reveals that the achievement of organizational objectives, goals and targets purely depends up on the welfare facilities provided by the organization to their employees.
- It is witnessed from the mean value 3.80 that the employee and organizational productivity purely depends up on the welfare facilities provided by the organization.
- The Majority from post graduates also agreed that the employee welfare schemes play a key role to strength the socio-economic conditions of the people.
- As the Mean value 3.78, the employee living standards can be strengthen with the help of employee welfare facilities.

Conclusion:-

Hence, it can be conclude that the employee welfare facilities which are very much essential to motivate individuals which facilitates to enhance the performance of employees and to develop to socio-economic status of individuals in the present condition. Therefore, the role of various statutory and non-statutory welfare facilities explains the importance of welfare facilities in the contemporary context.

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