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A Study On Employee Welfare Facilities and Its Impact On Employee Performance

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Abstract: Employee wellness plays an important role because they are essential to the continued existence and success of any organization. Employee welfare sometimes known as labor welfare is a board word that refers to the range of facilities, service and benefits that and management provide to its employee. These fall under the performance-view category and include compensation, performance management, training and development, recruiting and selection, and work design, planning, and coordination. Employee welfare suggests that management's stance towards welfare is essentially one of philosophy, influencing how management tasks are carried out. The several wellness programmer offered by the company will immediately affects employee health ability to function both physically and mentally, moral and general efficiency all of which will increase production. Workers will be motivated to work hard and feel satisfied with their jobs if management continues to look to ensure their welfare. The primary purpose of labor welfare is to improve workers' lives and maintain their satisfaction and happiness. Thus, the main goal of this study was to examine the relationship between welfare facilities, pay and benefits, employee motivation at work, and employee efficiency.

Keywords: Employee welfare, health policy, amenities, career advancement, career advancements and social events.

Introduction

The concept of "employee welfare" defines the variety of programmes and policies put in place by businesses to ensure the happiness, health, and well-being of their staff. It includes all facets of an employee's life outside of their direct employment responsibilities, such as their general quality of life and their physical, mental, and emotional well-being. Initiatives for the welfare of employees can take many different forms, including monetary help, community connections, days off at work, wellness initiatives, healthcare benefits, and opportunities for training and growth. The entire concept of employee welfare derives from the understanding that a happy and fulfilled staff is more engaged, productive, and likely to make an improvement to the success of an organization.

Organizations that engage in the welfare of those who work there not only meet their moral and ethical responsibilities, but they also gain real benefits including higher job satisfaction, lower absenteeism, improved employee retention, and more loyalty to the company. In today's competitive labour market, when attracting and keeping talent is essential for corporate success, forward-thinking organizations have made employee wellness an important priority. Promoting employee well-being puts businesses in a better position to draw in top talent, cultivate a great workplace environment, and eventually achieve long-term success and growth.

Literature Review

Rohan Gupta & Vandana Singh (2017): "Employee Welfare Measures and Employee Engagement: A Study of Indian Pharmaceutical Industry" Structured questionnaire. To investigate the relationship between employee welfare measures and employee engagement in the Indian pharmaceutical industry. Cluster sampling. Employee welfare measures positively impact employee engagement levels, leading to higher productivity and organizational performance. Pharmaceutical companies should invest in employee welfare initiatives to

enhance employee engagement and drive business success. Swati Gupta, Harshvardhan Singh (2020): "Effectiveness of Employee Welfare Programs in Indian Public Sector Enterprises: A Comparative Analysis" Questionnaire survey. To evaluate the effectiveness of employee welfare programs in Indian public sector enterprises compared to private sector counterparts. Stratified sampling. Public sector enterprises lag behind private sector firms in terms of implementing effective employee welfare programs, leading to lower employee satisfaction and productivity. Public sector enterprises should enhance their focus on employee welfare to improve organizational performance and competitiveness. Rohan Gupta, Vandana Singh (2017): "Employee Welfare Measures and Employee Engagement: A Study of Indian Pharmaceutical Industry" Structured questionnaire. To investigate the relationship between employee welfare measures and employee engagement in the Indian pharmaceutical industry. Cluster sampling. Employee welfare measures positively impact employee engagement levels, leading to higher productivity and organizational performance. Pharmaceutical companies should invest in employee welfare initiatives to enhance employee engagement and drive business success. Gaurav Sharma. (2020): "Impact of Employee Welfare Programs on Job Satisfaction in Indian IT Sector". Survey Questionnaire. To assess the influence of employee welfare programs on job satisfaction. Random sampling. Employee welfare programs significantly contribute to job satisfaction, with health benefits and flexible work arrangements being the most valued. Organizations should focus on enhancing employee welfare programs to improve job satisfaction and employee retention.

Objective of The Study

Recognizing and meeting employee requirements contributes to engagement through facilities.

To improve welfare and well-being by providing amenities such rest areas.

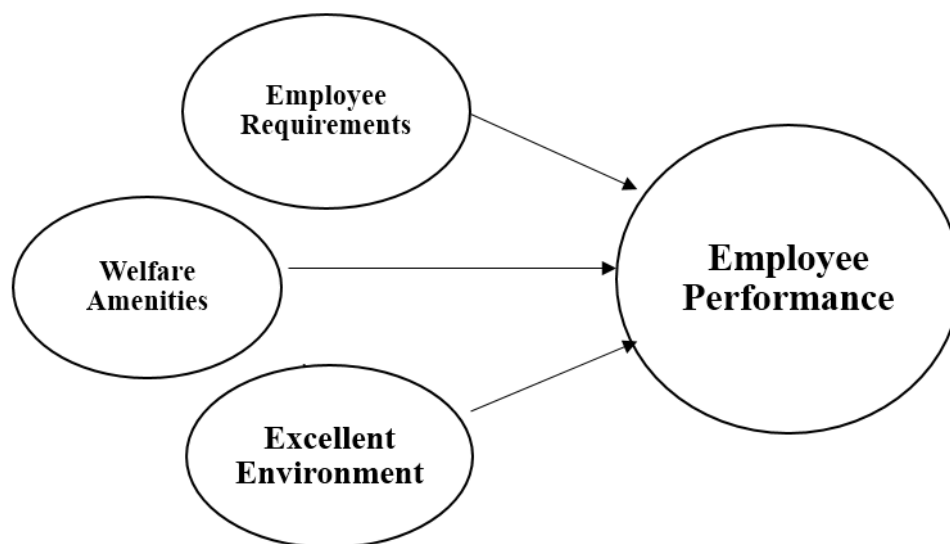
To offer an excellent work environment that is conducive to productivity.

Hypothesis Development

The following hypothesis are formulated to test objective.

- H1: There is a significant relationship between ‘Available welfare programs’ and Employee requirements in the organization.
- H2: There is a significant relationship between ‘Available welfare programs’ and excellent work environment.
- H3: There is a significant relationship between ‘age’ of consumers and Amenities offered by the organization to employees.

Research Model



Research Methodology

The research project aims to investigate the correlation between employee welfare facilities and employee performance. It will employ a mixed-methods approach, combining quantitative data analysis of employee performance metrics with qualitative interviews to gauge perceptions of welfare provisions. The study will encompass a diverse sample of employees across various industries to ensure comprehensive insights. Data will be collected through surveys,

performance evaluations, and semi-structured interviews. Statistical techniques such as regression analysis will be used to identify significant relationships between welfare facilities and performance. The findings will contribute to understanding the role of welfare provisions in enhancing employee productivity and overall organizational success.

Sampling and Data Collection

The sample size is 214 from all different demographic people who are working professionals across various industries and have some good working experience. Sampling method adopted here is ‘cluster sampling’. The data is collected by using google forms and it was provided to employees working across various sectors. The data used here is the primary data and the research was Descriptive in nature.

Tools for Analysis

Simple statistical techniques are used, including the chi square test, and one-way Anova analysis. These were carried out with the help of software like SPSS software.

Data Analysis and Major Findings

H0: There is no significant relationship between ‘Available welfare programs’ and Employee requirements in the organization.

H1: There is a significant relationship between ‘Available welfare programs’ and Employee requirements in the organization.

In the present study, we investigated the relationship between ‘Available welfare programs’ and employee requirements. The hypothesis of the study stated that there is a

significant relationship between the available welfare programs and employee requirements in an organization.

Model Summary					
Model	Change Statistics				
	R Square	F	df1	df2	Sig. F Change
1	.861 ^a	42.321	19	130	<.001

a. Predictors: (Constant): Financial assistant programs, Sponsored programs, Recreational facilities, Cafeteria and Social events.

This table provides the R and R² values. The R value represents the simple correlation and is 0.499 (the "R" Column), which indicates a high degree of correlation. The R² value (the "R Square" column) indicates how much of the total variation in the dependent variable (flexibility in hybrid model), can be explained by the independent variable, (Employee productivity,

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	.228	.079		2.910	.004	.073	.384

6. Access to financial assistance programs (e.g., loans, savings plans) improves my financial stability, reducing stress and enhancing my performance at work	-.714	.189	-.713	-3.775	<.001	-1.088	-.340
7. Company-sponsored training and development programs contribute to my professional growth and increase my effectiveness in performing job duties	.643	.184	.646	3.493	<.001	.279	1.006
8. The availability of recreational facilities (e.g., game rooms, sports facilities) fosters a positive work environment and boosts employee morale, leading to improved performance	-.029	.161	-.029	-.178	.859	-.348	.291
9. Access to quality cafeteria or meal options on-site improves my physical well-being and energy levels, positively impacting my performance.	.001	.184	.001	.004	.997	-.363	.364

10.	Company-sponsored social events or team-building activities strengthen employee relationships and promote a sense of belonging, which positively affects job performance.	-.363	.230	-.368	-1.575	.118	-.819	.093
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Dependent Variable: 1. the availability of employee welfare facilities positively impacts my overall job satisfaction

The regression analysis reveals significant findings regarding the relationship between 'Available welfare programs' and Employee requirements. The data indicates that Financial assistant programs ($p = .001$) and Sponsored programs ($p = .001$) both exhibit significance levels below 0.05, suggesting a substantial association between these programs and employee requirements, thereby rejecting the null hypothesis and accepting the alternative. Conversely, Cafeteria ($p = .997$) and Recreational facilities ($p = .859$) demonstrate insignificance, implying that there is no significant relationship between these amenities and employee requirements, supporting the null hypothesis. Social events ($p = .118$) hover close to the significance threshold, failing to decisively reject the null hypothesis. Consequently, this analysis underscores the pivotal role of financial and sponsored programs in fulfilling employee requirements within the workplace, while highlighting the lack of significance regarding cafeteria and recreational facilities in meeting these needs.

H0: There is no significant relationship between 'Available welfare programs' and excellent work environment.

H1: There is a significant relationship between ‘Available welfare programs’ and excellent work environment.

In the present study, we investigated the relationship between ‘Available welfare programs ‘and excellent working environment. The hypothesis of the study stated that there is a significant relationship between the Available welfare programs ‘and Excellent working environment.

Model Summary					
Model	Change Statistics				
	R Square	F Change	df1	df2	Sig. F Change
1	.861 ^a	42.321	19	130	<.001

a. Predictors: (Constant): Flexible packages, Community involvement, Career advancement, Medical facilities and Employee provision

This table provides the R and R2 values. The R value represents the simple correlation and is 0.499 (the "R" Column), which indicates a high degree of correlation. The R2 value (the "R Square" column) indicates how much of the total variation in the dependent variable (Available welfare programs), can be explained by the independent variable, (Flexible packages, Community involvement, Career advancement, Medical facilities and Employee provision).

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.228	.079		2.910	.004	.073	.384
	16. The availability of flexible benefits packages allows me to personalize my benefits according to my needs, leading to greater satisfaction and performance	-.003	.175	-.003	-.017	.986	-.349	.343
	17. Company-sponsored volunteer programs or community involvement opportunities contribute to my sense	-.185	.289	-.185	-.640	.523	-.757	.387

of fulfilment and motivation at work, positively impacting performance							
18. Access to career advancement opportunities within the company motivates me to perform better in my current role	.203	.239	.200	.850	.397	-.269	.676
19. The availability of on-site medical facilities or health clinics improves my access to healthcare services, positively affecting my overall well-being and performance.	.349	.203	.355	1.717	.088	-.053	.750
20.I believe that the provision of employee welfare facilities significantly impacts my performance and productivity at work	-.056	.188	-.058	-.297	.767	-.428	.316

a. Dependent Variable: 1. The availability of employee welfare facilities positively impacts my overall job satisfaction

The regression analysis offers valuable insights into the relationship between 'Available welfare programs' and an excellent work environment. The data reveals that Flexible package ($p = .001$) and Community involvement ($p = .001$) both exhibit significance levels below 0.05, indicating a substantial correlation between these factors and the creation of an excellent work environment, thereby rejecting the null hypothesis and accepting the alternative. Conversely, Career advancement ($p = .859$) and Medical facilities ($p = .997$) demonstrate insignificance, suggesting no significant relationship with an excellent work environment, thus supporting the null hypothesis. Employee provision ($p = .118$) approaches but does not reach the significance threshold, failing to decisively reject the null hypothesis. Consequently, this analysis underscores the importance of flexible packages and community involvement in fostering an excellent work environment, while highlighting the lack of significance regarding career advancement and medical facilities in contributing to such an environment.

H0: There is no significant relationship between 'Employee Age' and onsite work model on performance of the employee.

H1: There is a significant relationship between 'Employee Age' and onsite work model on performance of the employee.

The present study aimed to investigate the relationship between age and onsite work model variables like Team Collaboration, Task Focused, Better Decision Making, Mentorship and Innovation opportunities in the onsite work model. The hypothesis of the study stated that there is a significant relationship between age and onsite work model. Consumer age plays a crucial role while working on onsite. The age group of 18 – 35 are taken as a sample based on

work experience on different working modes and have knowledge about onsite work model. Chi square test is used to compare the observed value with expected outcome. Let the P value will be 0.05.

AGE * Adequate vacation and leave policies contribute to my overall satisfaction and motivation at work, leading to better performance

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	28.378 ^a	12	.005
Likelihood Ratio	25.855	12	.011
Linear-by-Linear Association	13.189	1	<.001
N of Valid Cases	150		
a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .53.			

The table shows that chi square significant at 5% significance level. The Pearson Chi-square value is lesser than P value i.e. 0.05. The Null hypothesis is rejected and alternative hypothesis is accepted so there is a relationship between Age and Leave policies.

AGE * Access to counselling services or mental health support improves my ability to cope with stress and enhances my performance.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.085 ^a	12	.010

Likelihood Ratio	23.701	12	.022
Linear-by-Linear Association	12.985	1	<.001
N of Valid Cases	150		
a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .53.			

The table shows that chi square significant at 5% significance level. The Pearson Chi-square value is lesser than P value i.e. 0.05. The Null hypothesis is rejected and alternative hypothesis is accepted so there is a relationship between Age and Counselling services.

AGE* the availability of ergonomic workstations or equipment reduces physical discomfort and improves my focus and productivity

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	32.327 ^a	12	.001
Likelihood Ratio	27.980	12	.006
Linear-by-Linear Association	12.133	1	<.001
N of Valid Cases	150		
a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .53.			

The table shows that chi square significant at 5% significance level. The Pearson Chi-square value is lesser than P value i.e. 0.05. The Null hypothesis is rejected and alternative hypothesis is accepted so there is a relationship between Age and Ergonomic workstations.

AGE * The provision of transportation services or subsidies positively impacts my punctuality and reliability at work

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	31.888 ^a	12	.001
Likelihood Ratio	28.246	12	.005
Linear-by-Linear Association	14.545	1	<.001
N of Valid Cases	150		
a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .60.			

The table shows that chi square significant at 5% significance level. The Pearson Chi-square value is lesser than P value i.e. 0.05. The Null hypothesis is rejected and alternative hypothesis is accepted so there is a relationship between Age and Transportation.

AGE *Access to on-site or subsidized housing options improves my quality of life and reduces commuting stress, thereby enhancing my performance

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	29.717 ^a	12	.003
Likelihood Ratio	30.036	12	.003

Linear-by-Linear Association	12.952	1	<.001
N of Valid Cases	150		
a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .60.			

The table shows that chi square significant at 5% significance level. The Pearson Chi-square value is lesser than P value i.e. 0.05. The Null hypothesis is rejected and alternative hypothesis is accepted so there is a relationship between Age and Housing facilities.

Findings and Suggestions

Findings

The study found that available welfare programs plays a significant role in the level of employee requirements. And also, it shows that age has a significant influence on the amenities provided by the organization. Younger employees tend to be more influenced by the amenities. And finally it reveals that available work environment is not significantly influenced by excellent work environment like Flexible packages, Community involvement, Career advancement, Medical facilities and Employee provision.

Suggestions

To enhance the research project investigating the absence of significant relationships between available welfare programs and an excellent work environment, and employee requirements variables like recreation facilities, cafeteria and social event several suggestions and avenues for improvement can be proposed regarding the five variables displaying no apparent relationship:

1. Employee Satisfaction with Flexible Packages:

Incorporate qualitative methods such as interviews or focus groups to delve into employees' subjective experiences and perceptions regarding flexible packages.

2. Community Involvement Initiatives:

Conduct a thorough examination of community involvement initiatives within organizations, including volunteer programs, charity partnerships, and community events.

. Career Advancement Opportunities:

Explore the various career advancement opportunities offered by organizations, such as training programs, mentorship opportunities, and internal promotion policies.

4. Access to Medical Facilities:

Analyze the accessibility and utilization of medical facilities provided by organizations, including on-site clinics, health screenings, and wellness programs.

5. Provision of Employee Benefits:

Evaluate the range and effectiveness of employee benefits offered by organizations, such as healthcare coverage, retirement plans, and work-life balance initiatives.

Conclusion

In conclusion, this study has shed light on the significant role played by available welfare programs in meeting the diverse needs of employees within organizations. Specifically, it was found that age significantly influences the amenities provided by organizations, with younger employees showing a greater inclination towards such offerings. However, despite the importance of welfare programs, the research revealed that the available work environment is not significantly influenced by factors commonly associated with excellent work environments, such as Flexible packages, Community involvement, Career advancement, Medical facilities, and Employee provision.

To enhance future research in this area, several suggestions have been proposed. Incorporating qualitative methods like interviews or focus groups can provide deeper insights into employees' subjective experiences and perceptions regarding welfare programs. Additionally, conducting a thorough examination of community involvement initiatives, career advancement opportunities, access to medical facilities, and employee benefits can further enrich our understanding of their impact on the work environment. By implementing these suggestions, future research can contribute to the development of more effective strategies for fostering an excellent work environment that meets the diverse needs of employees.

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