

A STUDY ON IMPACT OF NON STATUTORY WELFARE FACILITIES ON EMPLOYEES PERFORMANCE AT RELIANCE KG D6, KAKINADA (A.P)

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Abstract: Health, safety and welfare are the measures of promoting the efficiency of employee at work. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency. Contributing high performance by the worker leads to the higher productivity. Welfare measures may be both statutory and non-statutory; to fabricate motivation the employer should extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee Non Statutory welfare facilities and its impact on employee performance at Reliance KG D6, Kakinada. The study focuses on Non Statutory Welfare Facilities in Reliance Kg D6. The primary data collected by direct interview method from 100 Employees of different selected departments in the organization. It can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still lot of scope is there for further improvement. So that efficiency, performance and productivity can be enhanced to accomplish the organizational goals.

Key Words: Employee efficiency, Welfare, Motivation and Non Statutory Welfare Facilities,

1. INTRODUCTION:

Human Resource Management is considered to be the most valuable asset in any organization. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise of executives, supervisors, and the rank and file employees. It may be noted here that human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides the attainment of goals.

Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well being, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employee. The basic purpose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both Statutory and Non Statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries. Organizations provide welfare facilities to their employees to keep their Performance high.

The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, latrines and urinals, washing places, spittoons, rest rooms. Non statutory welfare schemes may include: personal health care, flexi-time, employee assistance programs, harassment policy, employee referral scheme, medi-claim insurance scheme. The Non Statutory Welfare Facilities leads to employee work-life-balance and improve the performance of the employees towards organization goals.

2. REVIEW OF LITERATURE:

Sabharirajan, T. Mahendrarajan and B. Aruna (2010) opined that welfare measures are recreational, medical, educational, housing, sanitation and so on. Every organization provides the statutory welfare measures but some organization provides some more welfare facilities to the employees so that they may retain the employees and their quality of work life.

Dr J. Jabmanairaja and R. Pichumani (2012) pointed out that the labor-welfare measures in the industrial sectors are not yet developed and implemented. They are the crucial for any industrial organization to enhance its productivity in the global world.

Srinivas K.T (2012) discussed that the fundamental propose of labor welfare is to enrich the life of employees and to remain them joyful and conducted that helps to development of organization. As per the study it is observed that Bosch Limited, Bangalore is provided various facilities to the employees and also follow the rules and regulation of state and Indian Government.

Sindhu (2012) stated that the employee welfare measures increase the productivity of organization and promote healthy industrial relations there by maintaining industrial peace. Business houses provide many such statutory and non statutory things policies to maintain satisfactory level of their employee. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene wash rooms and bathrooms, regular medical checkups, health insurances, Employee assistance programme, grievance handling department, better facilities to sit or good work place gives employee a high level of satisfactory level.

Poonam Salaria and Sumit Salaria (2013) identified that the Auto sector companies provide welfare facilities to their employees to keep their motivation levels high. He classified the welfare measures in to (1) intramural activities (2) extramural activities. Now day's maximum companies give their employees Non Statutory (voluntary) welfare and recreational facilities. Under this research I have studied welfare measures provided to the employees, satisfaction and awareness about the welfare it leads employee performance.

Dr Usha Tiwari (2014), in his study of Employees welfare schemes and its impact on employee's efficiency at Vindha Telelinks Ltd. appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%). As per the study it is observed that VTL Rewa (M.P.) is provided various facilities to the employees and also follow the rules and regulation of state and Indian Government. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favorable effects of profitability and products of the organization.

B. Girmurugan, S. Santhoshkumar and S. Abhinya (2016) observed that the employees are the backbone of the successful organization. The concern can get maximum performance from the workers by satisfying their expectations. The welfare facilities are essential for all successful organizations. From the research conclude that the labour welfare facilities are provided properly, in addition to that the research suggested some ideas to improve the welfare facilities.

Dr M. Ravichandra and S. Divyaraja (2017) are identified that the employee welfare measures are affected some variables namely satisfaction, rewards, time, facilities and finally the work environment. This study finds, increased productivity, employee skill development, less supervision, achieve the goal in effective and performance manner will be helpful for the organization development and for the growth of the organization.

3. OBJECTIVES OF THE STUDY:

- To identify the factors influencing employee performance.
- To study the impact of Non Statutory Welfare facilities on employee performance.

Primary data:

The study is purely based on primary data which is collected through structured Questionnaires by meeting respondents personally. The data collected from a sample of 100 employees. For study, convenience sampling is used to select the respondents among the employees of Reliance KG D6, Kakinada. The questions are divided into the following categories.

- Dichotomous questions.
- Multiple choice questions.
- Likert's scale

Secondary data:

The study is also based on secondary data. The major secondary sources are company website, internet sources, magazines, journals and other information collected from different sources.

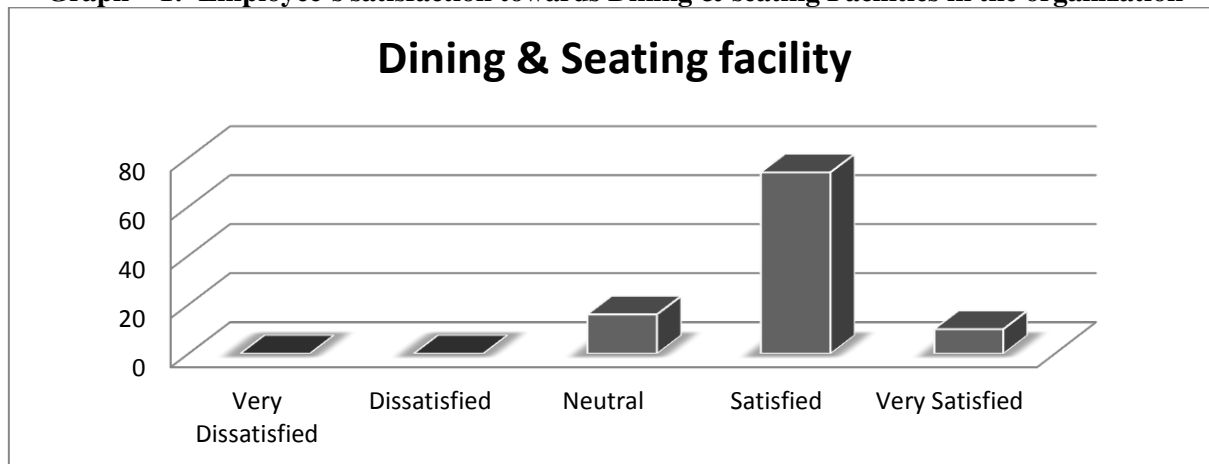
4. ANALYSIS AND INTERPRETATION:

Table – 1: Dining and seating facilities in the organization

Employee Opinion	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
No. of Respondents	0	0	16	74	10	100
% of Respondents	0	0	16%	74%	10%	100%

Source: primary data

Graph – 1: Employee’s satisfaction towards Dining & seating Facilities in the organization



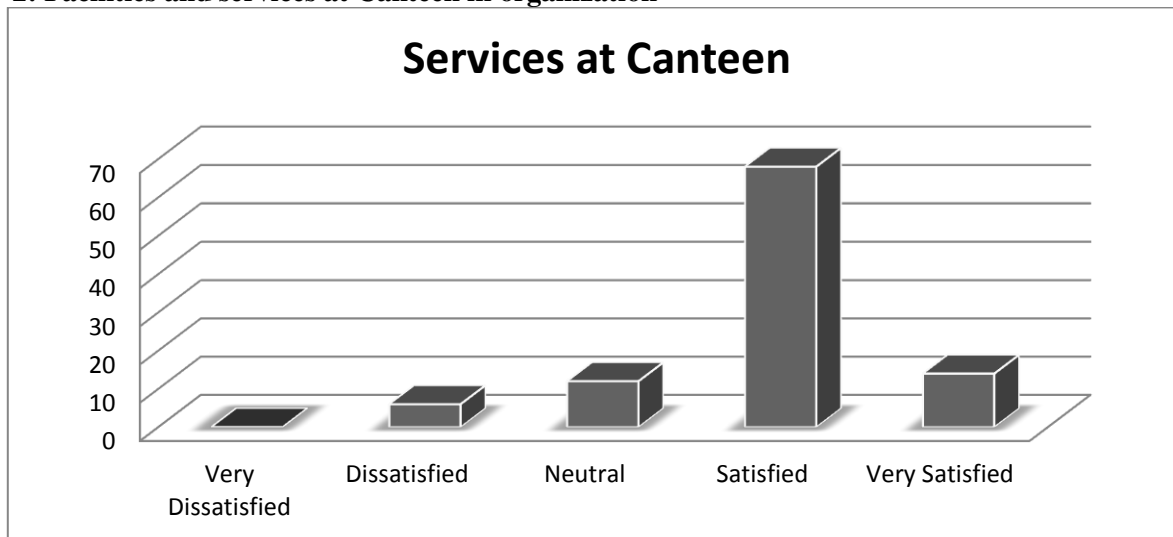
Interpretation: The data reveals that most of the employees are satisfied with the existing dining and seating facilities in the organization. 74% employees are purely satisfied and 16% are in neutral and 10% employees are highly satisfied with the facilities. No respondents opined dissatisfaction or Very dissatisfaction towards the study variable in the organization

Table – 2: Service facilities at canteen.

Employee Opinion	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
No. of Respondents	0	6	12	68	14	100
% of Respondents	0%	6%	12%	68%	14%	100%

Source: Primary data

Graph – 2: Facilities and services at Canteen in organization



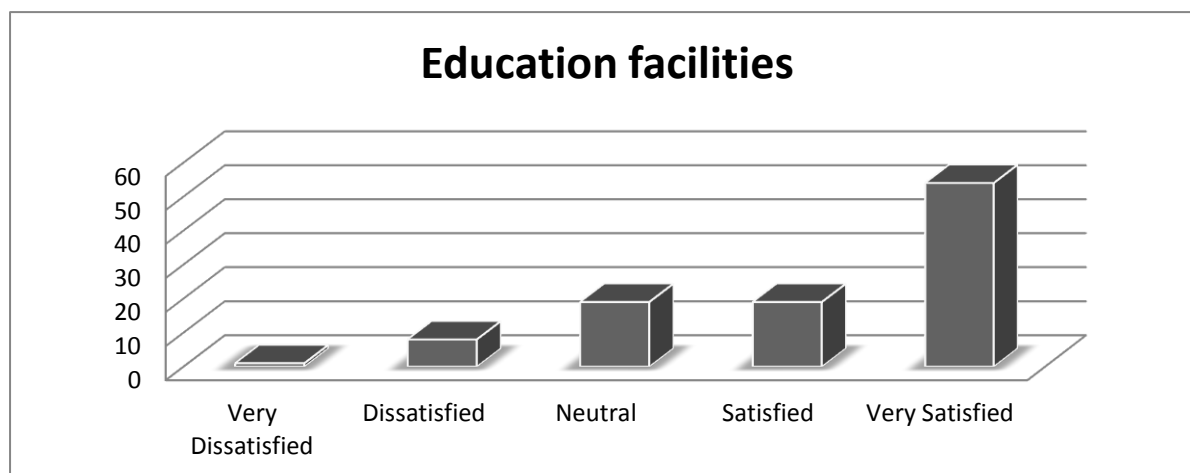
Interpretation: From the above data it can be understood that out of 100 respondents, 14 respondents are highly satisfied, 68 respondents are satisfied, 12 respondents are neutral and 6 respondents are dissatisfied with the services at Canteen. Every time satisfying with the service is not possible with canteen facility. Majority of employees are satisfied with the canteen facility.

Table – 3: Employee response towards Education Facilities to their children.

Employee Opinion	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
No. of Respondents	1	8	19	19	54	100
% of Respondents	1%	8%	19%	19%	53%	100%

Source: Primary data

Graph – 3: Education facilities offered to employee children



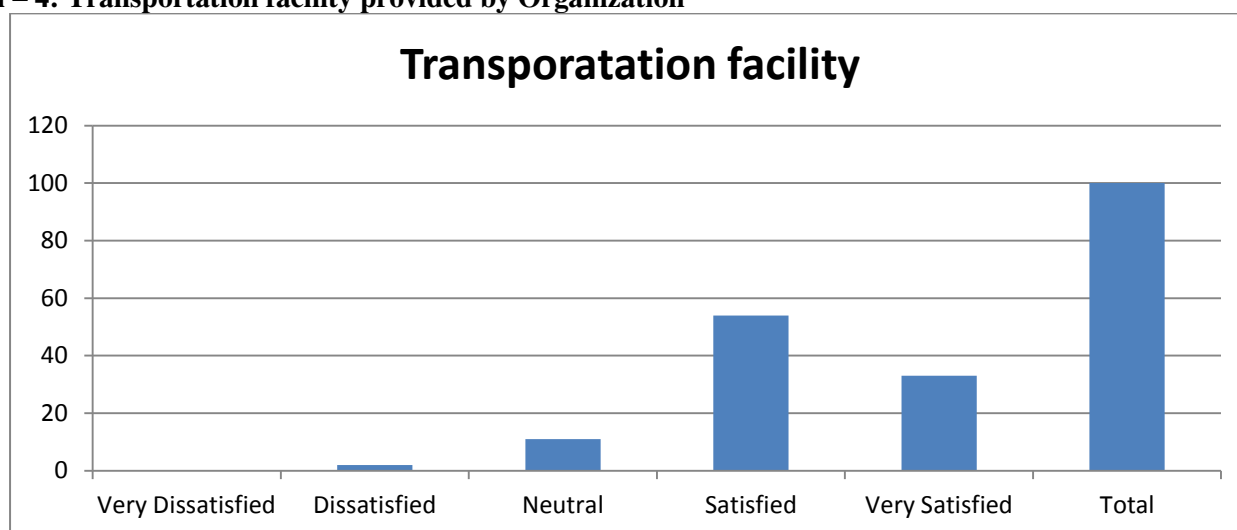
Interpretation: Education to employee children is the very important component in satisfying the employees. The study reveals that 54 respondents are highly satisfied, 19 respondents are satisfied, 19 respondents are neutral in their opinion, 8 respondents are dissatisfied and 1 respondent is very much dissatisfied towards educational facilities offered by the company. Half of the respondents are very much satisfied with the facility.

Table – 4: Transportation facilities in the organization.

Employee Opinion	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
No. of Respondents	0	2	11	54	33	100
% of Respondents	0%	2%	11%	54%	33%	100%

Source: primary data

Graph – 4: Transportation facility provided by Organization



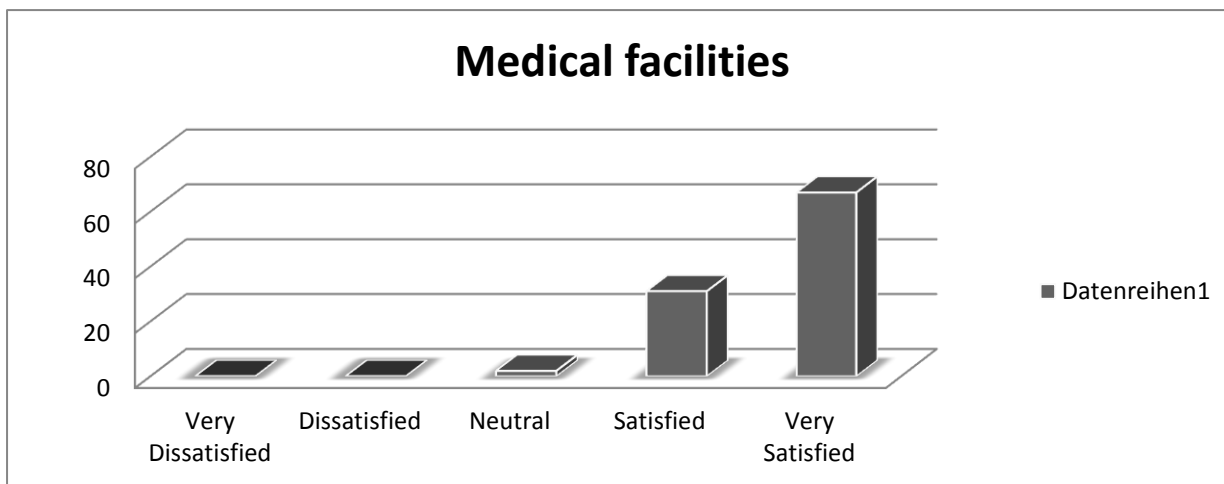
Interpretation: The study reveals that one third of the employees are highly satisfied and half of the employees are satisfied with the transportation offered by the company. It influences the employee at work positively.

Table – 5: Medical benefits offered by the organization.

Employee Opinion	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
No. of Respondents	0	0	2	31	67	100
% of Respondents	0%	0%	2%	31%	67%	100%

Source: primary data

Graph – 5: Medical benefits provided by the Organization



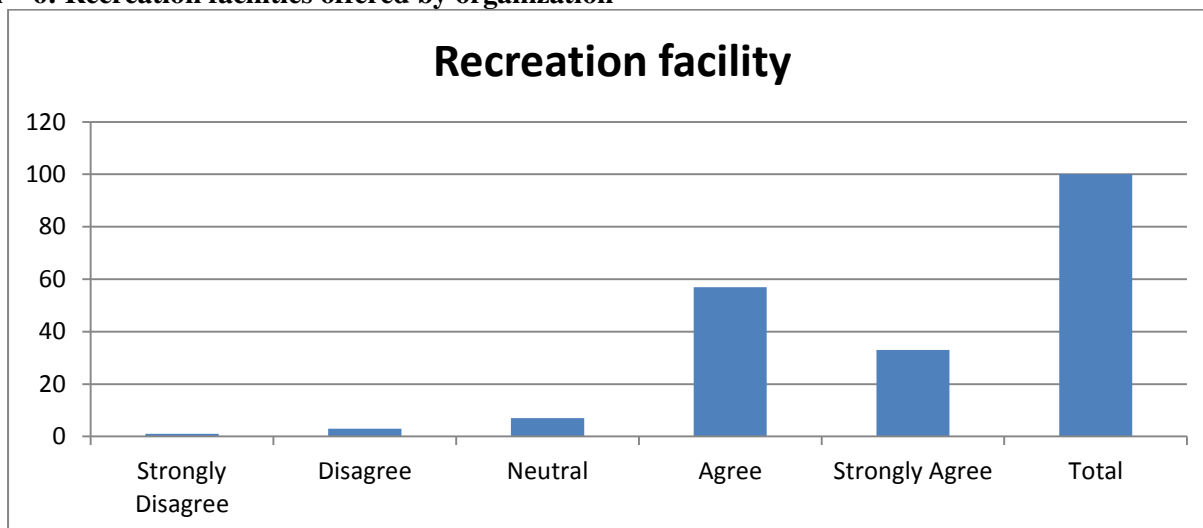
Interpretation: According to the above data, it can be understood, that about 67% of respondents are highly satisfied, 31% respondents are satisfied, 2% respondents are can't say anything. And no respondents opined for dissatisfaction and Very dissatisfaction towards on medical benefits provided by organization. It reveals that the employees are highly satisfied with medical facilities.

Table – 6: Respondents opinion towards recreation center facility.

Employee Opinion	Very Poor	Not Good	All Right	Good	Excellent	Total
No. of Respondents	0	0	4	13	83	100
% of Respondents	0%	0%	4%	13%	83%	100%

Source: primary data

Graph – 6: Recreation facilities offered by organization



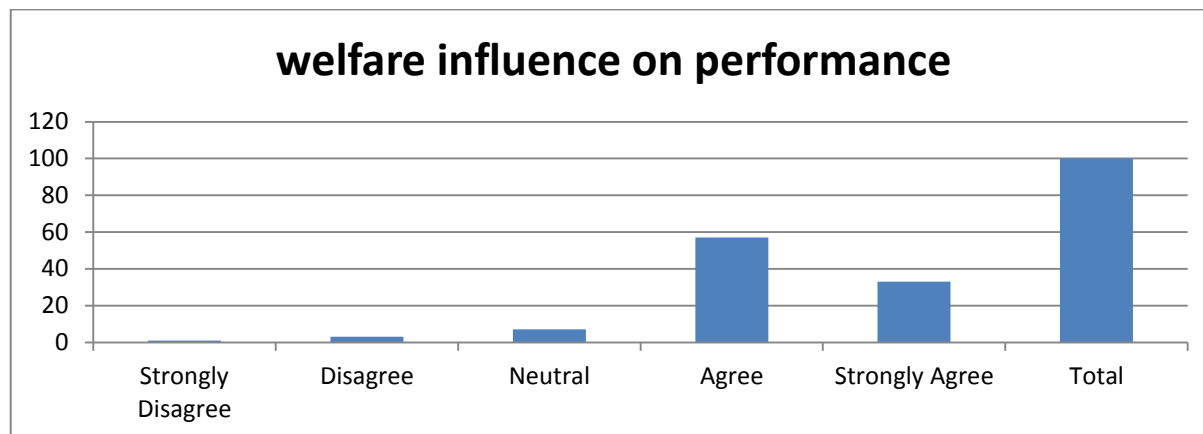
Interpretation: According to above data it can be observed that, out of 100 respondents, 83 respondents are in opinion of Excellent, 11 respondents are opined as good, and only 2 respondents are opined as all right. No respondents are expressed dissatisfaction.

Table – 7: Employees opinion on influence of welfare measures.

Employee Opinion	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
No. of Respondents	1	3	7	57	33	100
% of Respondents	1%	3%	7%	57%	33%	100%

Source: Primary data

Graph – 7: Employees opinion on influence of welfare measures



Interpretation: According to the above table it was observed that 33 respondents opined as strongly agree, 57 respondents opined as agree, 7 respondents opined as neutral, 3 respondents opined as disagree and only one respondent opined as Strongly disagree towards employees belief on influence of welfare measures.

5. FINDINGS:

- 84% of the employees are satisfied with dining and seating facilities in the organization. In the direct observation of my study towards Dining rooms, they are well furnished with all crockery and accessories.
- canteen offers very high quality and nutritious food for the employees as it gets 82% of satisfied employees in the organisation
- Company providing Air conditioned buses for their employees, 87% of employees are satisfied with the transportation facility provided for employees to workplace. The average distance from the city to factory is 40Kms.
- 98% of employees are very satisfied with the medical benefits offered by the organization towards employee and his/her family. Company offers 5 lakhs medical insurance to the employees.
- Education assistance is offered up to secondary education only. Two children's in the employee family are eligible for free education. 73% of employees are very satisfied with the educational benefits provided by the organization.
- More than 90% of employees are rated excellent for the recreational facilities in the organization.
- 90% of Employees in the organization strongly believes that welfare measures influence the job satisfaction.

6. SUGGESTIONS:

- Apart from lunch hour, if company provides some rest breaks of employee choice, during working hours, it help to regain energy. It will lead to relief from stress.
- Employee quarters should be developed by the organisation for close association and interaction.
- Sports meets or Game competitions need to be organized annually, so that employees can get recreation.
- The company should provide interest free loans to their employees for their children higher education.
- Company should offer subsidized loans to the lower level employees for the construction of houses.

7. CONCLUSION:

Labor welfare covers an ample field and connotes a state of well being, happiness, satisfaction, protection and enlargement of human resources, motivation and also helps to increase Performance of workers. The fundamental purpose of labor welfare is to enrich the life of employees and to remain them joyful to develop performance of employees. As per the study it is observe that at Reliance KG D6, Kakinada, offering various facilities to the employees and also follows the rules and regulation of state and Indian Government. It leads to improve favorable effects of profitability and employee satisfaction of the organization. Along with existing facilities company should concentrate on education loans to the children and subsidized loans to lower level employees. The study revealed that Non Statutory facilities will definitely influence and motivates the employees at work.

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