

Employee Perception Regarding Welfare Activities

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Abstract

Employee welfare activities are those activities that help employees to do their work efficiently and with a positive spirit. It includes everything which builds employee's morale such as good-working environment, stress management workshops, congenial surroundings, increased productivity. The objective of this study is to analyse employees perception in improvement of their performance regarding welfare activities in insurance and banking sector in Punjab. The sample size taken for the study is of 500 employees. The tool used for analysis is T-test. The results showed that how employee welfare activities influence employees perception in improvement of their performance in two sectors in Punjab.

Keywords: Employee Welfare Activities, Productivity, Perception, Performance and Employee's Morale.

Introduction

The Concept of employee Welfare in India came into existence by a resolution on Fundamental Rights and Economic Programme which was passed by the Indian National Congress in its Karachi session in 1931. The resolution explained that the economic life of people of nation should be in line without any sort of injustice. It must confirm and ensure proper standard of living of employees. It also stated that the government must protect the interest of individual employee and should ensure sense of security among them, by suitable policies and laws, a standard living wage rate, healthy and safe conditions of work, specified reasonable hours of labour, proper instruments, process and organisations for the settlement of disputes between employers and employee, protection against the economic consequences of sickness, old age and unemployment as social security measures. (Bhardwaj, 2012)

Employee welfare activities were started in early 1837, when British started importing Indian labour. Many acts were passed at that time for the safety of employees and to protect the interest of employees. Some acts with regard to employee welfare were the Apprentices Act of 1850, the Fatal Accidents Act of 1853, the Merchant shipping act of 1859. In the year 1881, The Factories act came into force. This act played a huge role in the development of employees and their welfare. (*Christopher, 2017*)

The employee welfare committee report (1969) explains it as "Such services, facilities, and amenities as adequate canteens, 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 contributing to improving the conditions under which worker are the employer."(*Pylee and George, 1996*)

Employee welfare measures advocate that higher productivity requires more hard work of employees than modern technology. The employees are having an abundance of knowledge and experience at his job. If rightly directed and fully exhausted, it would make a great contribution to the goodwill and profitability of the organization. This can only be achieved by the satisfaction of the employees as they feel that they are the main participant in the production process, and they work with full enthusiasm to increase production and productivity. So, employee welfare must include good conditions of the work environment, health facilities for employees, employee welfare programs (economic as well as social), and various general welfare works. (*Mishra and Bhagat, 2007*)

Review of Literature

Atheen (2018) analysed the determinants of welfare activities which influenced the level of employee motivation and satisfaction. A descriptive research design was used in the study. Primary data was collected from 100 employees by random sampling technique through a structured questionnaire and telephonic interview. The tools used for analysis were percentage analysis, Chi-square test, and Karl Pearson's coefficient correlation. It was inferred from the study that welfare activities build loyalty, team spirit, and cordial relationships in employees of the company.

Banu and Ashifa (2011) examined employee perception regarding employee welfare activities provided to employees Public Sector Transport Corporation. Primary data was collected by questionnaire method. A stratified random sampling technique was used to collect data from 20 employees from different departments. A descriptive statistics method was used to analyze the study. The result showed that the government should do more recruitment to avoid excessive workload on employees. They also suggested that some welfare activities as restrooms, housing facility, gratuity should be improved by the corporation to satisfy employees which tends to their better performance.

Cooper and Psychol (2006) assessed the impact of management's commitment to employee perception. An experimental research design was used in the study. Primary data was collected from 113 observers. Data were collected by interview method. The tool used for analyzing data was ANOVA. After analysis, the study concluded that management should set goals and make safety efforts for achieving a positive attitude of employees. Further, the study stated that senior management commitment has an important impact on the behavior of employees.

Kaliyamurthy and Devi (2012) assessed the employee welfare activities and level of satisfaction of employees regarding employee welfare activities provided by the organization. Primary data was collected from 90 employees by the questionnaire method. A convenience sampling method was followed in the study. Tools for data analysis were weighted average mean scores and corresponding percentages. They concluded that the satisfaction level of employees was satisfactory in the organization. The company should improve welfare activities as it helps to increase the standard of living and quality of work-life of employees.

Objective of the study

To analyse employees perception in improvement of their performance regarding welfare activities in insurance and banking sector in Punjab.

Research Methodology

Research design: Descriptive research design

Sampling technique: Multistage sampling technique

Sample size: 500 employees

Sector: Insurance and Banking

Scope: Punjab

Sources of data collection: Primary data collected through questionnaire

Analytical tool: T-test

Analysis and Interpretation

Hypothesis

H₀: There is no significant difference in employee perception in improvement of their performance regarding welfare activities according to the insurance and banking sector.

T-Test

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Welfare activities helps employees in their career development with improved performance	Equal variances assumed	1.710	.192	-.684	498	.004	-.03600	.05262
	Equal variances not assumed			-.684	487.613	.004	-.03600	.05262
Welfare activities helps employees to work diligently at your workplace which tends to improved performance	Equal variances assumed	.003	.958	.343	498	.732	.03200	.09334
	Equal variances not assumed			.343	497.999	.732	.03200	.09334
Welfare activities helps in improving performance by reducing extent of absenteeism	Equal variances assumed	.807	.369	1.323	498	.006	.12400	.09373
	Equal variances not assumed			1.323	497.960	.006	.12400	.09373

Welfare activities provides employees financial assistance which improves their performance	Equal variances assumed	.238	.626	.624	498	.533	.06400	.10261
	Equal variances not assumed			.624	497.8 81	.533	.06400	.10261
Employee welfare measures improves performance by improving standard of living of employees	Equal variances assumed	.965	.326	.643	498	.020	.04400	.06842
	Equal variances not assumed			.643	493.1 81	.020	.04400	.06842
Welfare activities improves employees performance by providing safety and health benefits	Equal variances assumed	.326	.568	-.069	498	.005	-.00400	.05806
	Equal variances not assumed			-.069	497.2 13	.005	-.00400	.05806
Welfare activities improves their performance by developing employees both economically and socially	Equal variances assumed	.021	.886	.597	498	.551	.04000	.06701
	Equal variances not assumed			.597	497.3 33	.551	.04000	.06701
Performance of employees is improved by welfare activities by satisfying their primary needs	Equal variances assumed	.275	.600	-.502	498	.016	-.04800	.09566
	Equal variances not assumed			-.502	497.9 36	.016	-.04800	.09566
Welfare activities improves performance of employees by increasing productivity	Equal variances assumed	.395	.530	-.250	498	.803	-.02000	.08005
	Equal variances not assumed			-.250	497.3 75	.803	-.02000	.08005
Welfare activities improves performance of employees by creating good industrial human relations	Equal variances assumed	.235	.628	-.535	498	.003	-.04400	.08217
	Equal variances not assumed			-.535	497.6 25	.003	-.04400	.08217

Improved performance is achieved as organisation wins employees loyalty by offering them welfare activities	Equal variances assumed	3.35 4	.068	- 1.375	498	.170	-.06800	.04944
	Equal variances not assumed			- 1.375	492.0 40	.170	-.06800	.04944
Performance is improved as employees feel sense of security through these welfare measures	Equal variances assumed	.146	.702	1.470	498	.042	.10400	.07075
	Equal variances not assumed			1.470	497.9 32	.042	.10400	.07075
Employee welfare activities helps in meeting performance targets	Equal variances assumed	.513	.474	-.149	498	.882	-.00800	.05369
	Equal variances not assumed			-.149	496.2 66	.882	-.00800	.05369
Employee welfare activities improves performance by improving physical and mental health of employees	Equal variances assumed	.532	.466	-.084	498	.033	-.00800	.09495
	Equal variances not assumed			-.084	497.6 53	.033	-.00800	.09495
Welfare measures helps in improving employees efficiency which tends to improved performance	Equal variances assumed	2.96 5	.086	- 1.712	498	.088	-.08000	.04674
	Equal variances not assumed			- 1.712	497.9 66	.088	-.08000	.04674
Welfare activities creates ability to suggest viable ideas to enhance performance (innovation)	Equal variances assumed	.393	.531	.964	498	.036	.06800	.07057
	Equal variances not assumed			.964	495.9 31	.036	.06800	.07057
Does welfare measures helps employees to give good performance by coping up with stress	Equal variances assumed	1.20 1	.274	.495	498	.621	.04400	.08881
	Equal variances not assumed			.495	497.3 79	.621	.04400	.08881

Welfare measures improves performance by creating an ability to plan and be able to undertake work in an organised manner while identifying priorities	Equal variances assumed	.126	.723	- 1.229	498	.020	-.08000	.06510
	Equal variances not assumed			- 1.229	496.5 69	.020	-.08000	.06510
welfare measures creates ability to communicate effectively with customers, peers, supervisors to enhance performance	Equal variances assumed	.087	.769	.087	498	.931	.00800	.09185
	Equal variances not assumed			.087	497.9 51	.931	.00800	.09185
Welfare activities helps to build human assets to achieve long term goals by improved performance of employees	Equal variances assumed	.106	.745	- 1.654	498	.009	-.07600	.04596
	Equal variances not assumed			- 1.654	496.0 35	.009	-.07600	.04596

Conclusion

Above table shows the levene's test for equality of variances and independent sample t-test for equality of means. As per the above table p-value of overall statements is less than 0.05 so null hypotheses is rejected which means that there is significant difference in employee perception in improvement of their performance regarding welfare activities according to the insurance and banking sector. The results of this study revealed that majority of employees of banking sector agrees more that there is improvement in the performance of the employees due to employee welfare activities than employees of insurance sector. This study also suggested that insurance sector should lay stress on welfare activities to keep their employees motivated and loyal to their organization.

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