



A STUDY OF EMPLOYEE WELFARE SCHEMES IN INDIA WITH REFERENCE TO A.M.U., ALIGARH

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ABSTRACT

Employee Welfare Scheme empowers employees to live a prosperous and more satisfying life. The necessity of welfare scheme lies in the fact that employees of any organization are the valuable resources and satisfied employees tend to be more productive, creative, loyal and committed to their employers. The present paper focuses on the welfare facilities provided to the employees at A.M.U., Aligarh. The study examines the extent of awareness for the welfare measures among the employees as well as the impact of these on employees' satisfaction. The study is based on primary and secondary data sources. Primary data has been collected through questionnaire from the teaching staff of various departments of the university and secondary data from articles, research papers and other online sources. For the purpose of data analysis, descriptive statistics has been used in the form of percentages. The results revealed that majority of the employees are aware of the welfare measures provided by their university and are satisfied with these. It is suggested that management should maintain the same level of amenities in future also.

Keywords: Employee welfare schemes, awareness, satisfaction and A.M.U.

Introduction

Industrial progress of a country depends on its committed workforce. In this regard, the importance of employee welfare was recognized as early as in 1931 [Pathshala, n.d.]. Welfare includes anything done for the comfort and making the life worth living for the employees. It is a comprehensive term including various services, benefits and facilities offered to employees by their employer over and above their wages/salaries. Employee welfare entails all those activities of employer which are directed towards providing facilities and services in addition to wages or salaries [Chaudhary, n.d.]. The scheme of employee welfare may be regarded as a wise investment which usually brings a profitable return in the form of greater efficiency. The Central Government



has made elaborate provisions for the health, safety and welfare of workers under various acts. The Government in different States and Union Territories also provide welfare facilities to workers by prescribing rules for their welfare and ensuring compliance of the same [Pathshala, n.d.].

These efforts have their origin in some statute formed by the State or in collective agreement or in employer's own initiative to give expression to philanthropic feelings, to win over employees' loyalty & their morale, to combat trade union & socialistic ideas, to reduce labor turnover & absenteeism so as to build up stable workforce, to develop efficiency & productivity among workers, to earn goodwill & enhance public image and to reduce the threat of Government interventions [Chaudhary, n.d.].

Employee Welfare Schemes

Employee welfare scheme may be statutory or voluntary. It is statutory when such activities have to be undertaken in lieu of the legislation given by the Government like drinking water facilities, first aid, electricity, etc. and voluntary when activities are undertaken from their own side by the employers like providing flexibility in working hours, providing employees with the regular health checkup camps, etc.

On the basis of location of welfare activities, these have been divided into intramural and extramural. Former includes canteen, restrooms, crèches, uniform, drinking water, washing & bathing facilities, provision for safety measures, fire extinguishers, provision of pension, provident fund, fringe benefits etc. while the latter includes housing, education, leave travel facilities, child welfare, employee cooperative stores, vocational guidance, etc. [Pathshala, n.d.].

Objectives of the study

- To investigate the welfare facilities provided to employees at A.M.U. Aligarh.
- To examine the extent of awareness for employee welfare measures among workers.
- To study the impact of welfare facilities on employees' satisfaction.

Research Methodology

Research Design: The present paper is descriptive in nature.

Sources of Data: For the purpose of the study, required data was collected from both primary and secondary sources. The primary data was collected through survey method using questionnaire from the teaching staff of A.M.U., Aligarh and secondary data from articles, research papers and other online sources.

Sampling Technique: Convenience sampling has been adopted for the study.



Sample Size: A sample of 100 respondents has been taken.

Statistical Tools: Descriptive analysis is made in the form of Percentages.

Review of Literature

Seetha and Aruna (2019) have conducted a study on “Employees Welfare Measures: Importance, Statutory Provisions and Various Agencies Protecting the Welfare of Employees”. The study says that employee welfare covers a variety of facilities, services, and amenities that are offered to improve workers' health, efficiency, economic well-being, and social standing. Employers, the Government or any social or philanthropic organization can implement welfare measures.

Aarthi and Srinivasan (2018) conducted the Study on “Impact of Employee Welfare Measures in Automobile Industry”. The study revealed that welfare and safety actions that were followed by the organization were satisfactory but requires certain modifications in the system.

Thiruvengktra and Thangapandian (2017) have conducted a study on “Employee satisfaction on welfare facilities”. The purpose of this study is to determine whether or not the company provides welfare benefits to its employees. Every organization's welfare programmes provide a boost to employee-employer relations. Apart from alleviating dissatisfaction, it also aids in the development of employee loyalty to the company. Employee retention and motivation can be aided by providing welfare facilities.

Manasa and Krishnanaik (2015) in their work entitled “Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad” revealed that the company's welfare amenities for its employees were good and commendable. However, there was room for development in terms of personnel efficiency, effectiveness, and production, all of which would aid the business in achieving its objectives.

Harikrishnan (2014) conducted a study on “Labour Welfare Measures with special reference to Rubber Board of India”, which stated that a well-fed, well-clad and satisfied worker is an asset to the organization. A happy employee adds value to other resources. Rubber Board is particularly interested in offering welfare facilities to their plantation workers, according to the findings of this study. Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme, and Housing and sanitary Subsidy Scheme are all popular among workers. Employees are pleased with the Educational Stipend Scheme but dissatisfied with the Merit Award Scheme and the North East Housing Subsidy Scheme.

Lalitha and Priyanka (2014) have conducted a study on “Employee welfare measures with reference to IT industry”. The study examines the employee welfare programmes used in the IT industry. Employee welfare's primary goal is to enrich employees' lives and keep them happy. Employees spend at least half of their time at



work, either arriving or departing. People have the right to be considered as complete human beings with particular wants, hopes, and concerns.

Results of the Study

Table 1: Demographic Profile of the Respondents

Demographic Profile		Percentage
Gender	Male	60%
	Female	40%
Age (in years)	20-25 years	0%
	26-35 years	22.0%
	36-50 years	74%
	Above 50 years	4%
Educational Qualification	Diploma	0%
	Degree	0%
	Post graduate	0%
	Doctorate	100%
Work Experience	Below 5 yrs	15%
	5-10 yrs	40%
	11-15 yr	40%

Source: Primary data

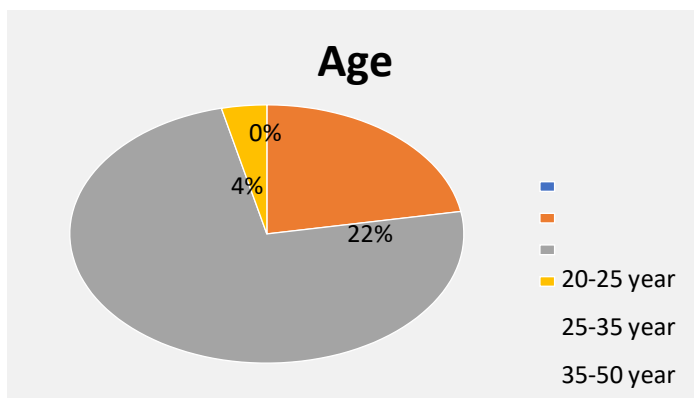


Figure 1: Age

Analysis and Interpretation:



Above figure depicts the age category of employees, where 22.% employees are between age group of 25 years-35 years, 74% employees are between age group of 35 years-50 years, and 4% employees are between age group of above 50 years.

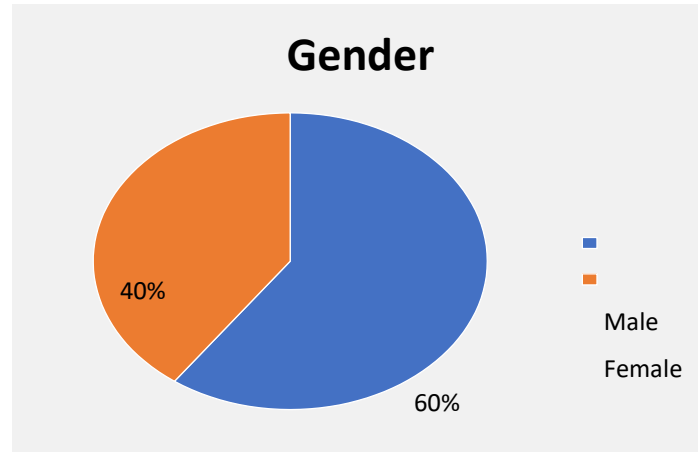


Figure 2: – Gender

Analysis and Interpretation:

Above figure depicts the gender of employees in educational institution, where 60% employees are male and 40% are female.

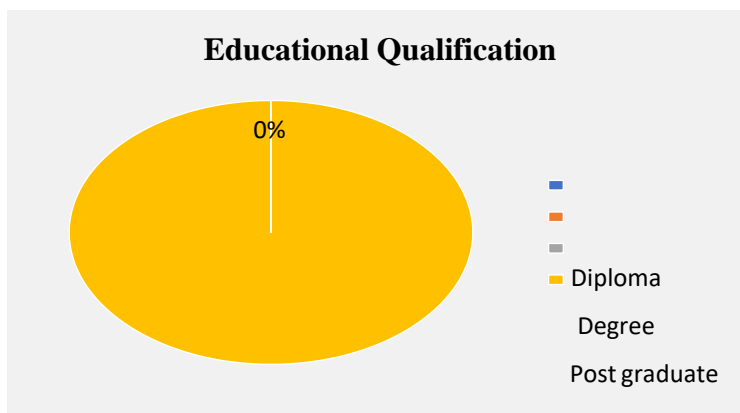


Figure 3: Educational Qualification

Analysis and Interpretation:

The above figure shows that all the employees are doctorate.

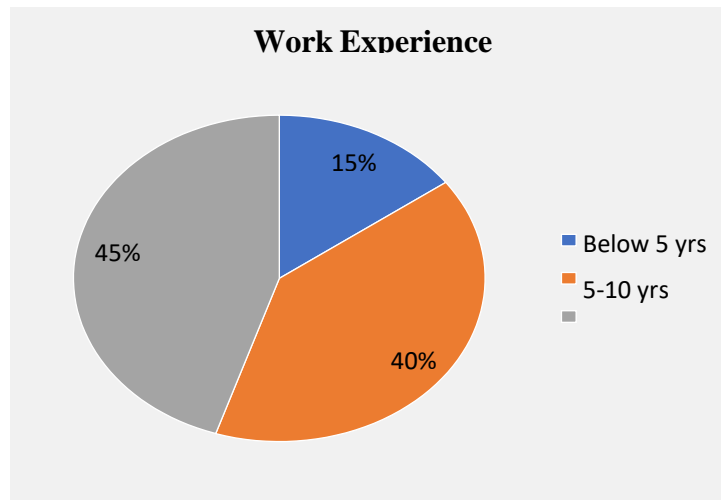


Figure 4: Work Experience

Analysis and Interpretation:

The above figure shows the experience of employees, where 15% employees have work experience of between 0-5 years, 40% of employees have work experience between 5-10 years, 40% employees have work experience of between 11-15 years

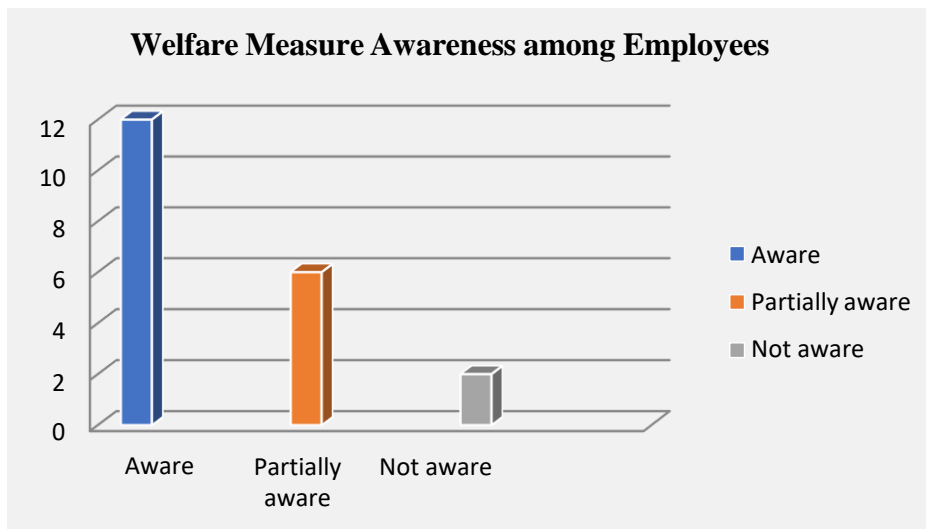


Figure 5: Welfare Measure Awareness among Employees



Analysis and Interpretation:

From the above figure, it can be observed that nearly 55% of the employees are aware and 36% partially aware about the existing welfare measures. This implies that they have enough information regarding the welfare measures and hence they can accurately specify their level of fulfillment in various welfare measures showed in the survey. And only 9% are not aware of employee welfare measures provided by the institution.

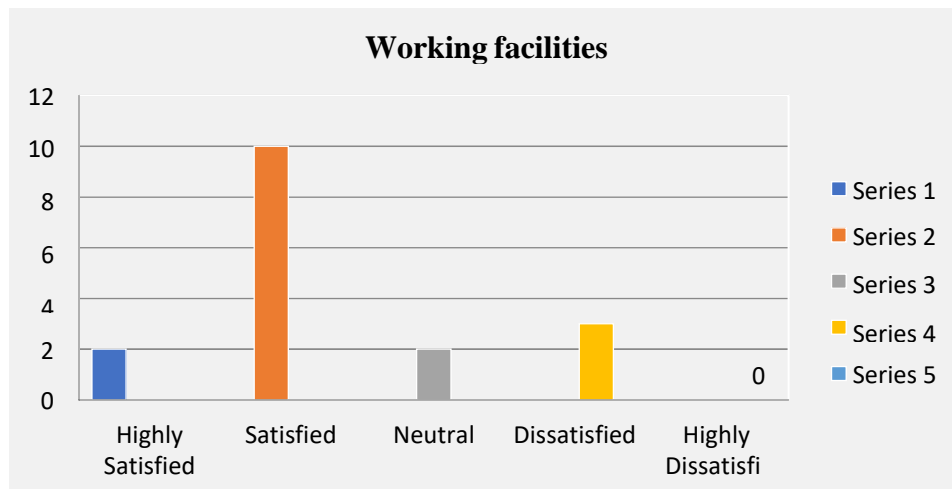


Figure 6: Working Facilities

Analysis and Interpretation:

From the above figure, it can be observed that nearly 13% of the employees are highly satisfied with working facilities provided by institution and 66% are satisfied and 13% are dissatisfied about the existing working facilities and 8% are neutral. This implies that majority of the employees are satisfied with working facilities.

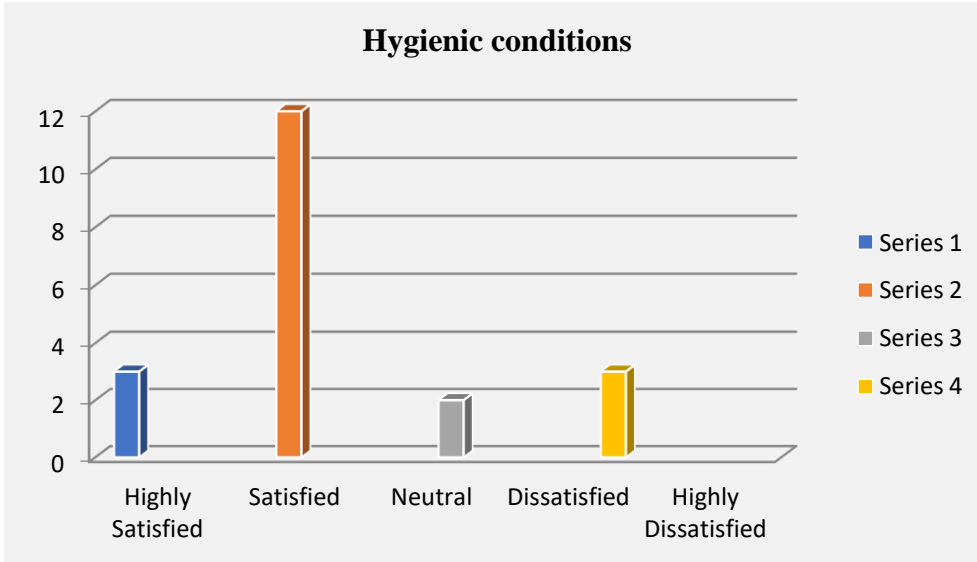
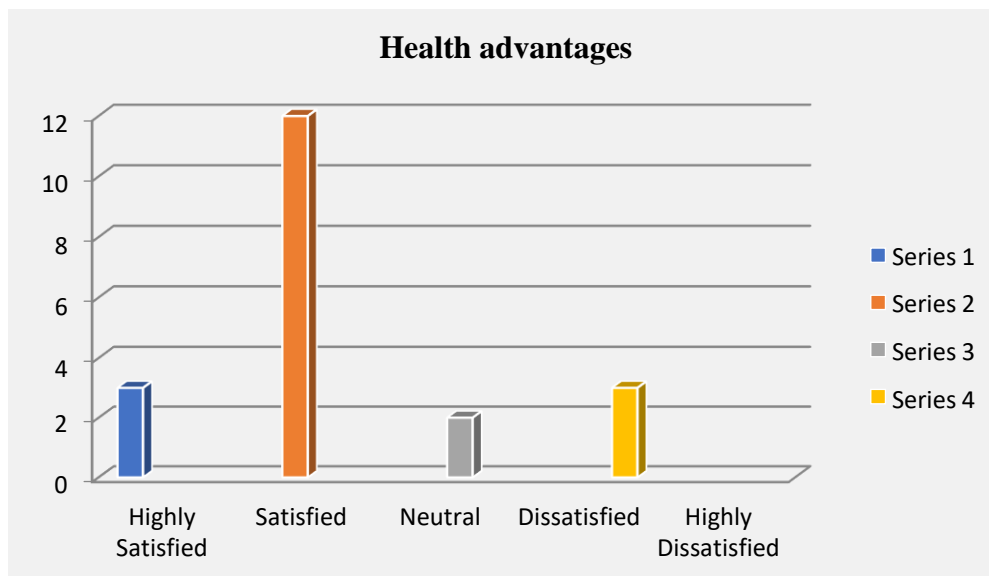


Figure 7: Hygienic conditions

Analysis and Interpretation:

From the above figure, it can be observed that 15% of the employees are highly satisfied with hygienic conditions of workplace and 60% are satisfied and 15% are dissatisfied about the existing hygiene condition and 10% are neutral. This implies that overall employees are satisfied with hygienic condition of workplace.

Figure 8: Health advantages



Analysis and Interpretation:

From the above figure, it can be observed 17% of the employees are highly satisfied with health advantages



given by the institution and 55% are satisfied and 17% are dissatisfied about the existing health benefits and 11% are neutral. This implies that overall employees are satisfied with health advantages given by their institution.

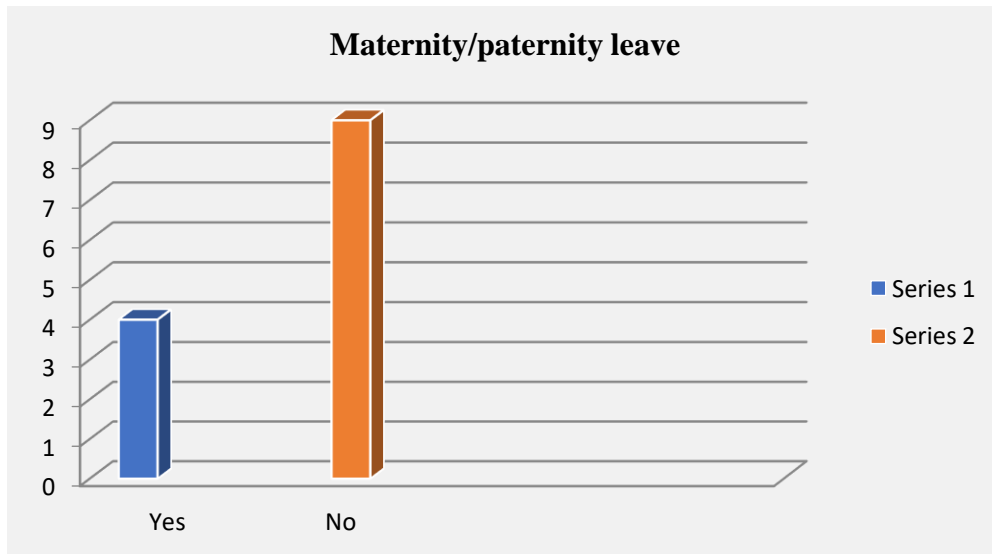


Figure 9: Maternity/Paternity leave

Analysis and Interpretation:

The above figure depicts that 70% employees are agreed with the statement that the institution provide maternity/paternity leave to Female/Male Employees while 28% are not agreed with this statement.

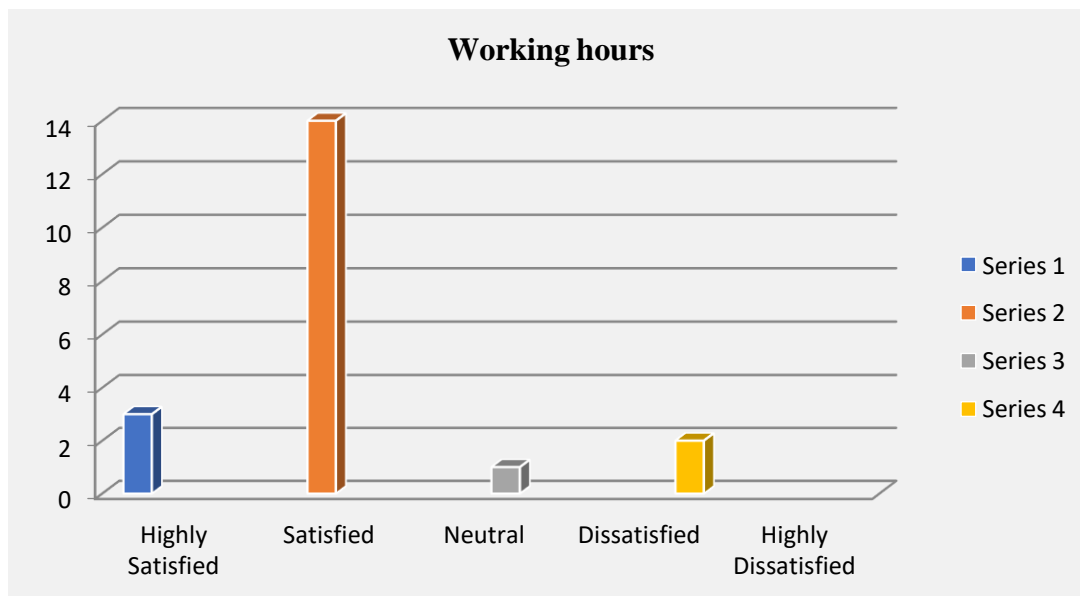


Figure 10: Working Hours



Analysis and Interpretation:

From the above figure, it can be observed that 19% of the employees are highly satisfied with the working hours of the institution and 63% are satisfied and 12% are dissatisfied about the existing working hours and 6% are neutral. This implies that majority of employees are satisfied with the working hours of institution.

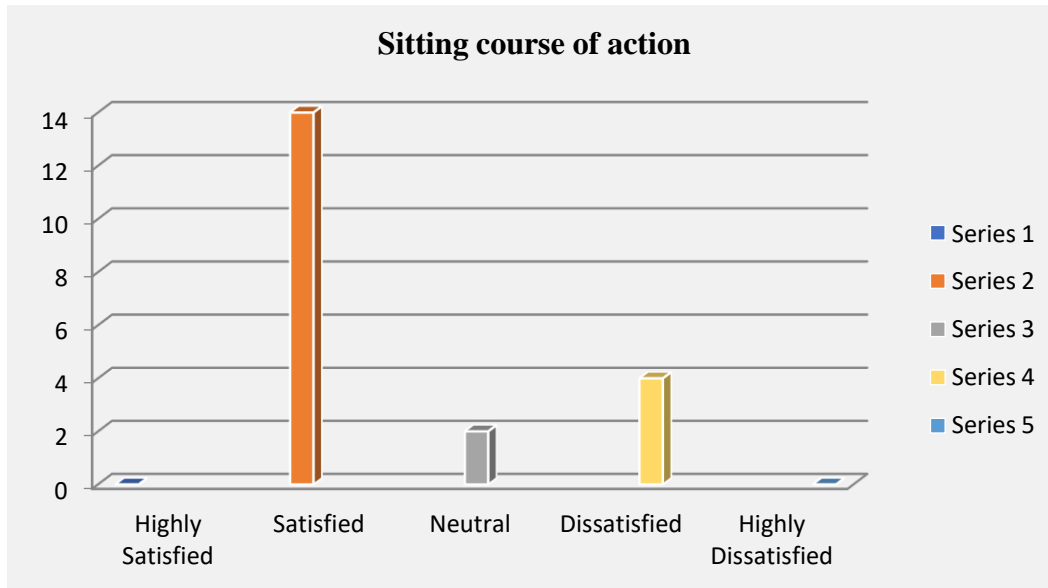
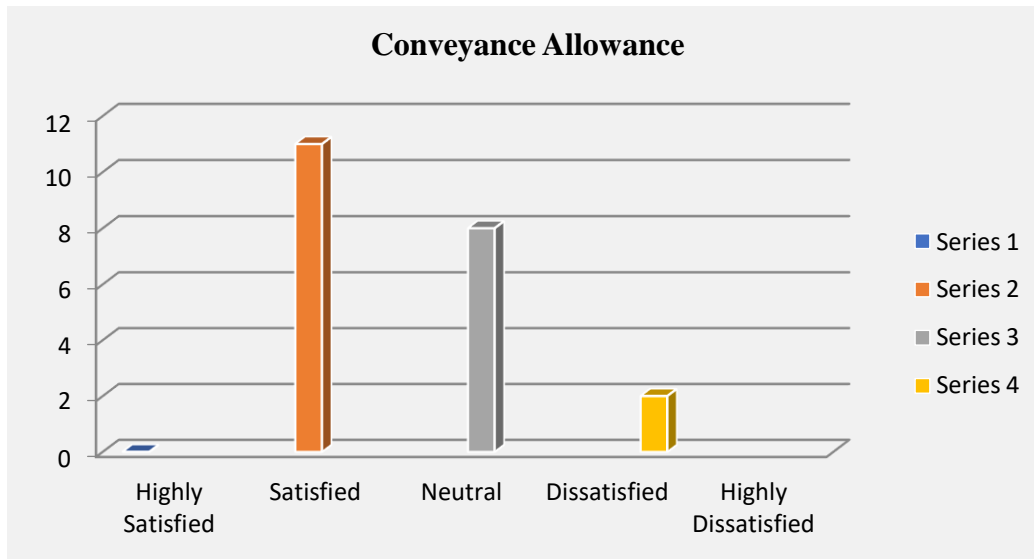


Figure 11: Sitting course of action

Analysis and Interpretation:

From the above figure, it can be observed that 62% of the employees are satisfied with sitting course of action of the institution and 19% are dissatisfied about the existing sitting course of action and 9% are neutral. This implies that majority of employees are satisfied with the sitting course of action of the institution.



Analysis and Interpretation:

From the above figure, it can be observed that 52% of the employees are satisfied with conveyance allowance offered by the institution and 38% are dissatisfied about the existing conveyance allowance facility and 10% are neutral. This implies that majority of employees are satisfied with conveyance allowance facility.



Figure 13: Benefits of employee welfare



Analysis and Interpretation:

From the above figure, it can be inferred that Majority (57%) of the respondents agreed that employee welfare measures results in better work efficiency and achievement.

Most (45%) of the respondents strongly agreed that employee welfare measures leads to improvement of physical and mental health.

Most (45%) of the respondents agreed that employee welfare measures increase standard of living.

59% of the respondents agreed that employee welfare measures enhance the loyalty towards the work.

Majority (63%) of the respondents agreed that employee welfare measures improve the employee retention.

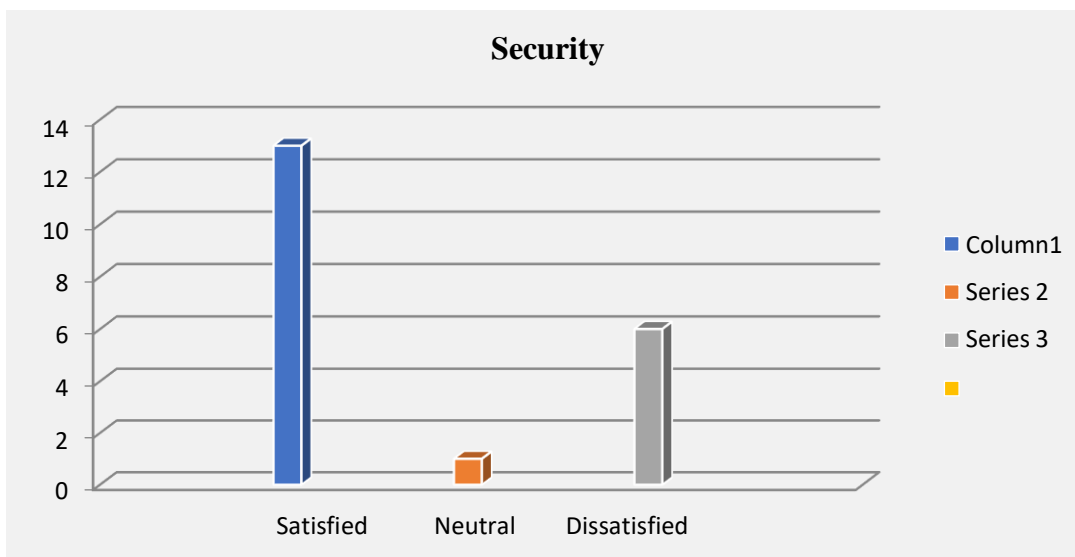


Figure 14: Security

Analysis and Interpretation:

From the above figure, it can be observed that 63% of the employees are satisfied and feels secured with welfare activities and 32% are dissatisfied about the existing welfare schemes and 5% are neutral. This implies that majority of employee have a sense of security.

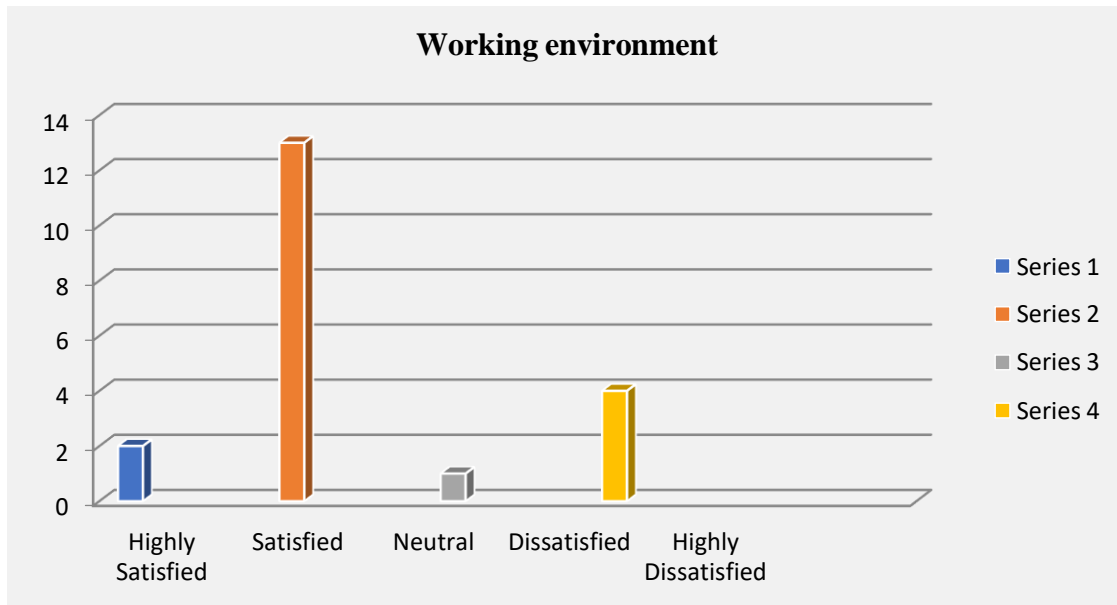


Figure 15: Working environment

Analysis and Interpretation:

From the above figure, it can be observed that 10% of the employees are highly satisfied, 65% of the employees are satisfied, 20% are dissatisfied about the existing working environment and 5% are neutral. This implies that majority of employee are satisfied with the working environment of the Institute.

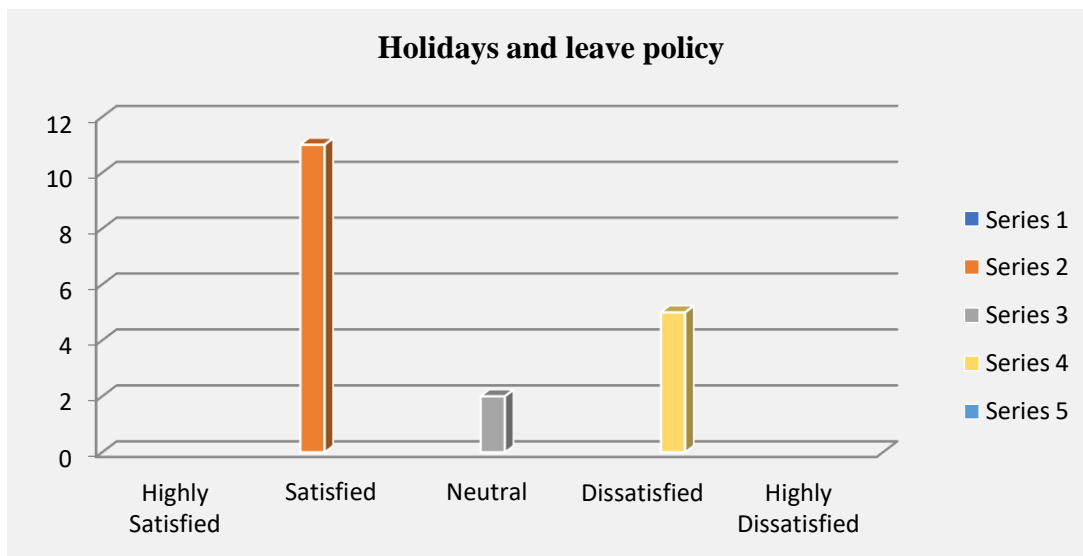


Figure 16: Holidays and leave policy

Analysis and Interpretation:

From the above figure, it can be observed that 65% of the employees are satisfied, 20% are dissatisfied about the existing policies of holidays and 5% are neutral. This implies that majority of employee are satisfied with



the holidays and leave policy of the Institute.

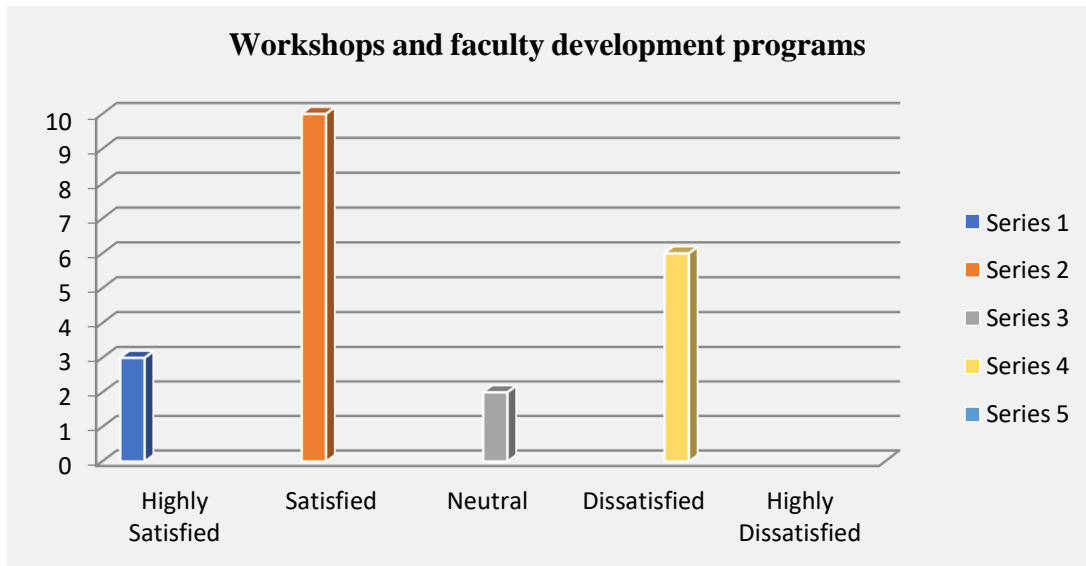


Figure 17: Workshops and faculty development programs

Analysis and Interpretation:

From the above figure, it can be observed that 15% employees are highly satisfied, 50% of the employees are satisfied & feel encouraged to attend workshops and faculty development programs to enhance skills, 25% are dissatisfied and 10% are neutral. This depicts that majority of employee feel encouraged to attend workshops and faculty development programs to enhance their skills.

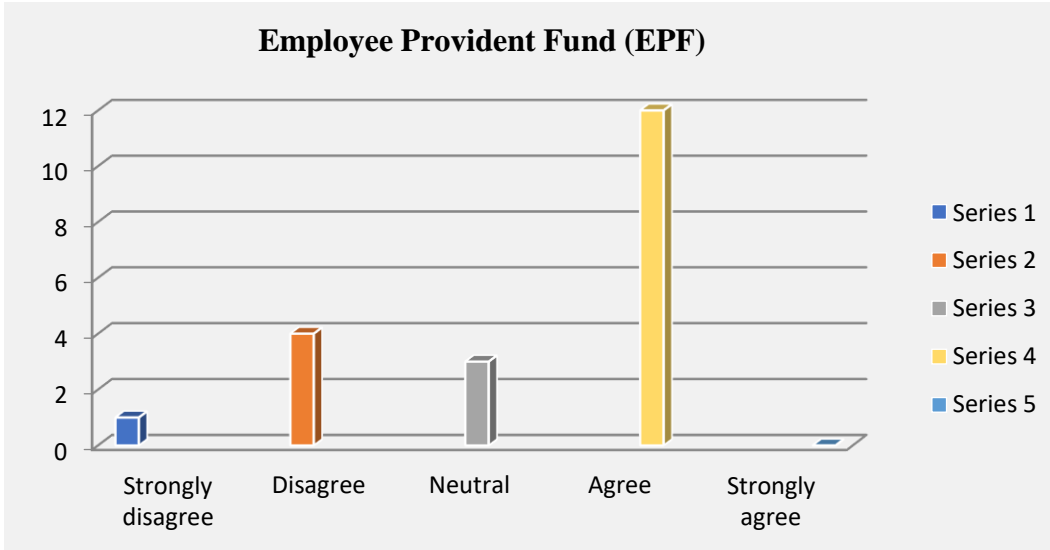


Figure 18: Employee Provident Fund (EPF)

Analysis and Interpretation:

From the above figure, it can be observed that 60% of the employees agreed that they feel motivated with the higher Employee Provident Fund, 20% are disagreed, 5% strongly disagreed with this statement and 15% are neutral. This depicts that majority of employee feel motivated with the Employee Provident Fund.

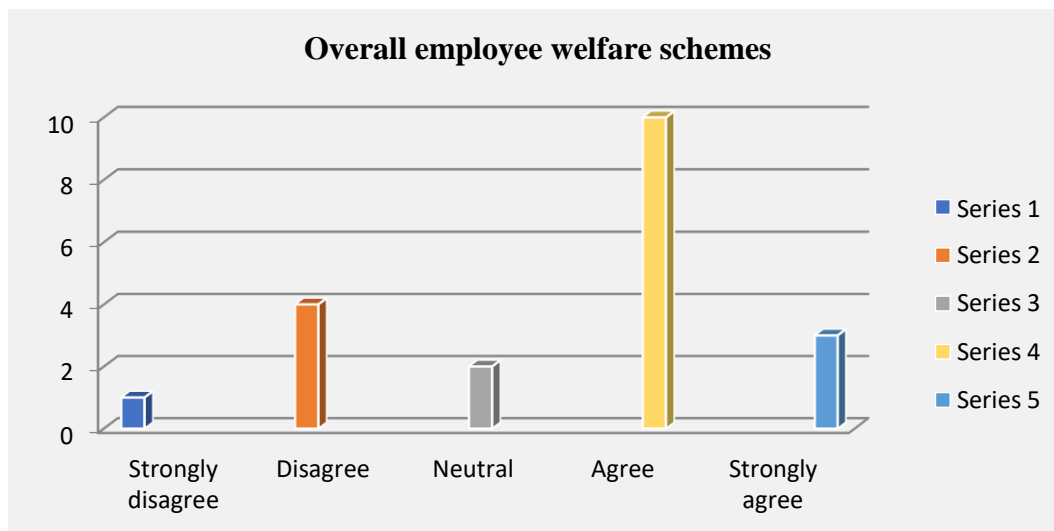


Figure 19: Employee Welfare Schemes

Analysis and Interpretation

From the above figure, it can be observed that 15% strongly agree and 50% of the employees agree that they are satisfied with the existing welfare measures provided in their working area, while 20% disagree and 5%



strongly disagree with this statement and 10% are neutral. This shows that the welfare measures must be enhanced for the satisfaction of the employees to provide a better working environment.

Main Findings of the Study

- Majority (55%) of the respondents are aware of various welfare measures.
- Majority (79%) of the respondents are satisfied with the working facilities provided by the institute.
- Majority (60%) of the respondents are satisfied with the hygienic conditions of working place.
- Majority (55%) of the respondents are satisfied with the health advantages given by the institute to the workers and their families.
- Majority (70%) of the respondents are highly satisfied with the maternity/paternity leave provided by the institute.
- Majority (65%) of the respondents are satisfied with the working hours of the institute.
- Majority (62%) of the respondents are satisfied with the sitting course of action of the institute.
- Majority (52%) of the respondents are satisfied with conveyance Allowance offered by the institution.
- Majority of (57%) of the respondents agreed that welfare measure results in better work efficiency and achievement.
- Majority (45%) of the respondents agreed that welfare measure improves physical and mental health.
- Majority (45%) of the respondents agreed that welfare measure increases the standard of living.
- Majority (59%) of the respondents agreed that welfare measure enhances loyalty towards work.
- Majority (63%) of the respondents agreed that welfare measure improves employee retention.
- Majority (63%) of the respondents agreed that they feel secured working in the institution.
- Majority (70%) of the respondents are satisfied with the working environment of the Institute.
- Majority (65%) of the respondents are satisfied with the holidays and leave policy of the Institute.
- Majority (55%) of the respondents agreed that institution encourages to attend workshops and faculty development programs to enhance skills.
- Majority (50%) of the respondents expressed that they feel motivated with the higher Employee Provident Fund (EPF) rate/pension rates.
- Majority (56%) of the respondents feel satisfied with overall employee welfare schemes provided by their institution.



Conclusion

It is concluded that the employee welfare measures in Aligarh Muslim University, Aligarh are at satisfactory level. The study reveals that the employees are getting required facilities leading to overall satisfaction. However, there are few areas of the concern when the employees show dissatisfaction with the facilities like conveyance allowance, development programmes of the institution. Therefore, there is a need to concentrate on these weak areas.

The study further exhibits that employees were satisfied with their jobs and to some extent aware of welfare facilities offered by their institution. It is suggested that management should maintain the same level of amenities in future also.

Suggestions

- Institution should ensure that all rules and regulations regarding maternity/paternity are formulated perfectly in favor of employees.
- It is needed to improve the conveyance allowance facility.
- The institution should spread awareness about welfare schemes and other facilities available to the employees.
- Workshops, training, and seminars should be conducted regularly by the concerned authorities to train and educate the employees regarding the various statutory and non-statutory welfare activities available for them.



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