A STUDY ON EMPLOYEE WELFARE MEASURES WITH REFERENCE TO IT INDUSTRY

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Abstract

The present study is made an attempt to identify the employee welfare measures adopted in IT industry. Employee welfare means anything done for the comfort and improvement of the employees over and above the wages paid which is not a necessity of the industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties.

Key words: welfare, wages, organization, improvement.

Introduction

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working
conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

The following are the features of employee welfare:

- Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
- The basic purpose of employee welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.
- Employee welfare is an essential part of social welfare. It involves adjustment of an employee's work life and family life to the community or social life.
- Welfare measures may be both voluntary and statutory.

**Review of literature**

- Binoyjoseph, Josephinjodey (2009), studies in the article points out that, the structure of welfare states rests on a social security fabric. Government, employers, trade unions have done a lot to promote the betterment of workers conditions.
- David, A Decenzo (2001) and Stephen P. Robbins in their book, “Personnel / Human Resource Management explained the various benefits and services provided by the companies to their employees. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.
- Punekar, Deodhar and Sankaran (2004) in their book, “Labor Welfare, Trade Unionism and Industrial Relations” stated that labor welfare is anything done for the comfort and
improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

- Aswathappa (2010) in his book, “Human Resource Management” discussed the various types of benefits and services provided to employee’s in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

**Need for the study**

To know that whether welfare facilities play an important role on the working of employees, and to know when the employees are dissatisfied welfare facilities will help them to get motivated. Employees play an important role in the industrial production of the country. Hence, organizations have to secure the cooperation of employees in order to increase the production and to earn higher profits. The cooperation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their employees was to pay them satisfactory wages and salaries.

**Objectives Of the study**

1. To study the existing welfare facilities provided to the employees.
2. To know the employees opinion about the present welfare facilities.
3. To study the satisfaction of workers towards the present welfare facilities.

**Scope of the Study**

This study aims to find out the satisfaction of the employees, whether the company is providing necessary health, safety and welfare measures in IT industry. The scope of the current study named” Employee welfare measures” is limited only to IT industries. This study helps to improve the performance of the Human resource management department.

**Limitations of the study**

The study has the following limitations. Employees were hard pressed for time in view of the job demands, and rigorous work schedules. Hence, the researcher has to persuade them for sparing time for responding to the questionnaires and interviews. When he found that the respondents were
not able to spend adequate time for the purpose, he had to request them to allot time after the shift timing. In fact, establishing rapport with the respondents posed a problem initially.

**Research methodology**

The data has been collected from two sources of data that is primary and secondary data. Primary data. Questionnaire methods are used to elicit information from employees of various hierarchy departments. Primary data are those which are gathered especially for the project at hand is directly through questionnaire & personal interaction. Primary data is collected by administering the questionnaire & personal interaction. Secondary data has been collected from different books and company files and website. The secondary data has been collected by an individual from different sources.

Sampling size: The study was taken on 100 respondents. Data presentation. Data was presented with the help of tables, charts; interpretation and observation were noted below each table/charts. Data analysis. Data was analyzed by simple qualitative analysis for the study

**Conclusion**

Human resource plays an important role in any organization. Employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.

**References**


