

## A STUDY ON EMPLOYEE WELFARE MEASURES AND JOB PERFORMANCE OF THE EMPLOYEES IN THE ORGANIZATION

**R. Mazharunnisa**

Assistant Professor, Department of Business Administration,  
Idhaya College for Women, Kumbakonam.

<b>ARTICLE DETAILS</b>	<b>ABSTRACT</b>
<p><b>Research Paper</b></p> <hr/> <p><b>Keywords :</b> <i>Welfare measures,</i> <i>Employees, Performance</i></p>	<p>The study tells about the welfare and the Job performance of the employees in the organization, the sampling technique used for this study is simple random sampling technique. The tools used for the study is percentage analysis the sampling size used for the study is 94. Data were collected through questionnaire.</p>

### Introduction

Employee welfare measure is an important fact of industrial relations, the extra dimension giving satisfaction to the worker in a way which evens a god wage cannot. With the growth of industrialization and mechanisation, it has acquired added importance. The workers industry cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employees have also realized the importance of their roles in providing these extra amenities. And yet they are not always able to fulfil workers' demands however reasonable they might be. They primarily concerned with the viability of the enterprise.

### Review of Literature

**S. Prabakar** says that every individual has certain needs& motivation which he/she wants to fulfil. Any job which fulfil their needs& motivation gives him satisfaction.

**K. Logasekthi & K. Rajagopal**, says that labour health, safety and welfare are the measure of promoting the efficiency of labour. The various welfare measures provided by the employer will have

immediate impact on the health, physical & mental efficiency alertness, morale and overall efficiency of the worker and there by contributing to the higher productivity.

### Statement of the Problem

The study on employee welfare measures helpsto know the needs of the employees and what are problem in their working environment .The employee welfare measure is mainly focus on the employees welfare activities like, hospital inside the organization, water facilities and etc.This study is to find whether the organization providing good welfare facilities.

### Scope of the Study

The study helps both the organization and the employees. Every organization will be benefited by knowing their employees good and bad opinion by providing some welfare activities in the organization .It helps to know employees expectation about the welfare facilities. The study helps to the organization for improve their welfare measures.

### Objectives of the Study

- ❖ To determine the satisfaction level of employees regarding their welfare measures.
- ❖ To study whether welfare helps in keeping the morale and motivation level high in employees.

### Research Methodology

**Research design:** Descriptive research

**Data Collection Method:** Primary data are collected through structured questionnaire

**Sampling Technique:** The method of sampling used is simple random.

**Sample size:** 94

**Tools used for Analysis:** Percentage Analysis

**Data Analysis and Interpretation:**

**Table No. 1**

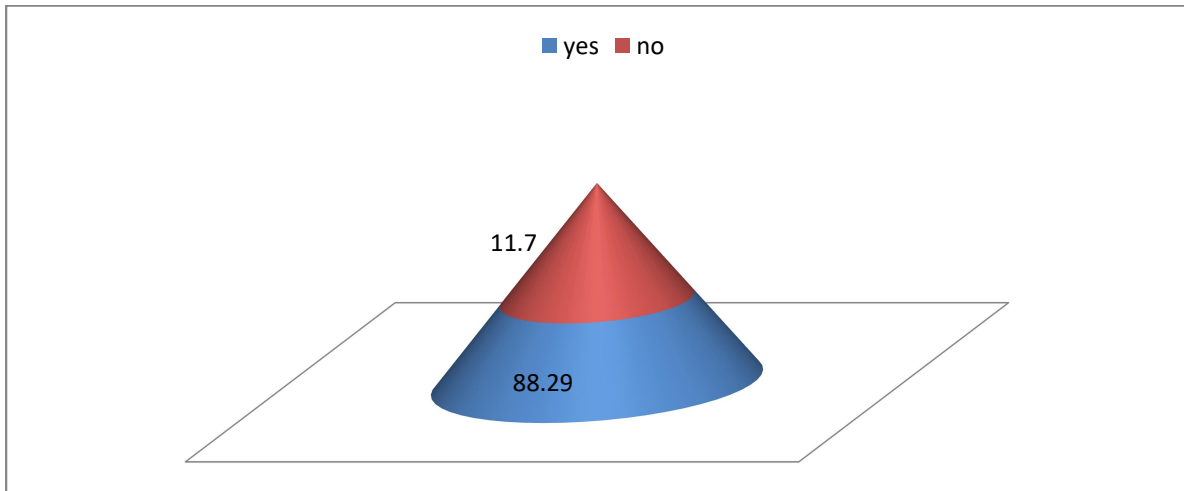
**Level of satisfaction of seating arrangement**

Attributes	No. of Respondents	Percentage
Yes	83	88.29
No	11	11.7
<b>Total</b>	<b>94</b>	<b>100</b>

**Inference:**

From the above table it is clear that 88.29% of the respondents are said YES, 11.7% of the respondents are said NO.

**Figure: 1**



**Table No. 2**

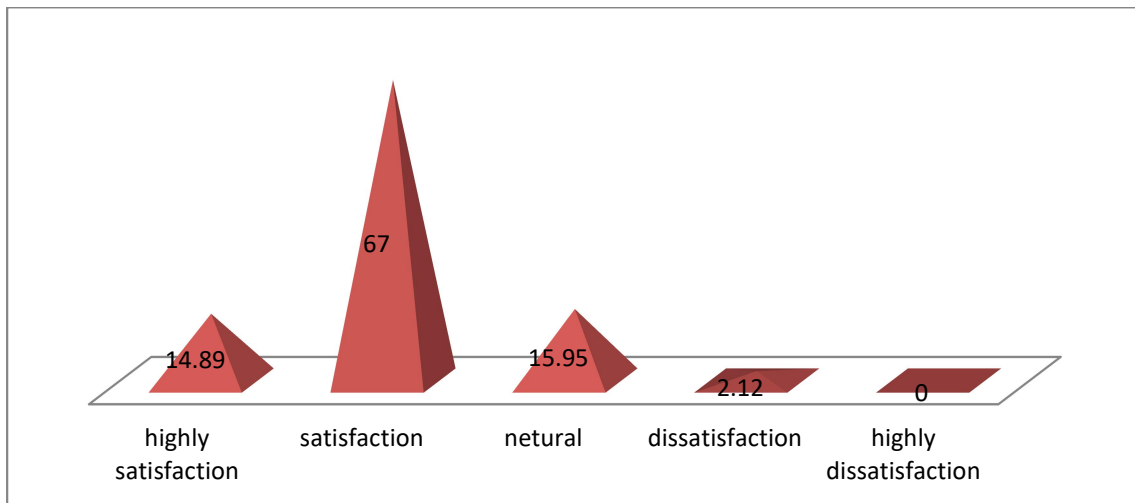
**Satisfactory level of Quarters facilities**

Attributes	No. of Respondents	Percentage
Highly satisfaction	14	14.89
Satisfaction	63	67
Neutral	15	15.95
Dissatisfaction	2	2.12
Highly dissatisfaction	0	0
<b>Total</b>	<b>94</b>	<b>100</b>

**Inference:**

From the above table which is clearly shows that 67% of the respondents are said satisfaction 15.95% of the respondents are said neutral, 14.89% of the respondents are the said highly satisfaction, 2,12% of the respondents are said dissatisfaction.

**Figure: 2**



**Table No. 3**

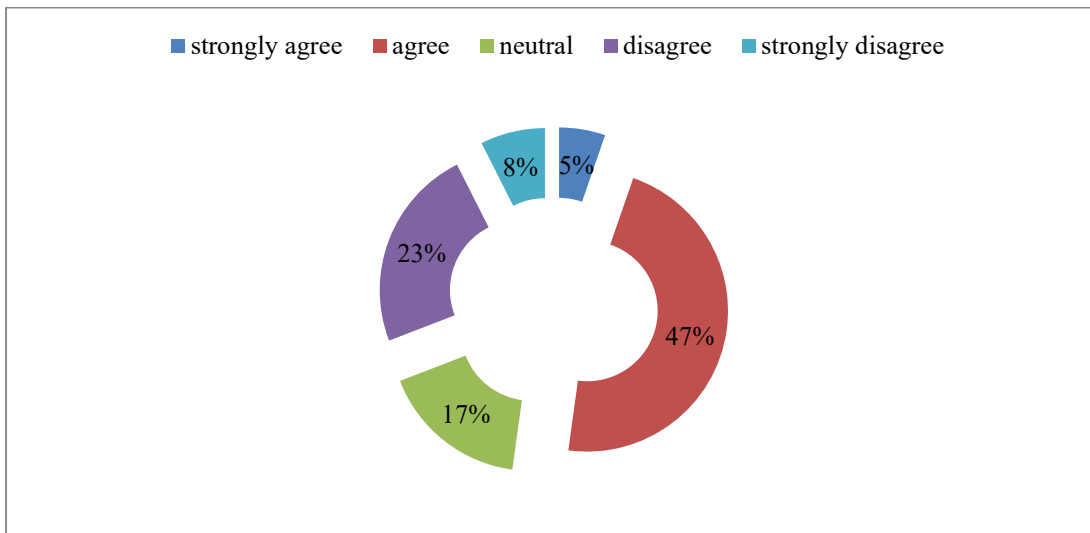
**Based on recreation facilities**

Attributes	No. of respondents	Percentage
Strongly agree	5	5.31
Agree	44	46.8
Neutral	16	17
Disagree	22	23.4
Strongly disagree	7	7.44
<b>Total</b>	<b>94</b>	<b>100</b>

***Inference:***

From the above table which is clearly shows that 46.8% of the respondents are said agree, 23.4% of the respondents are said disagree, 17% of the respondents are said neutral, 7.44% of the respondents are said strongly disagree, 5.31% of the respondents are said strongly agree.

**Figure: 3**



**Conclusion**

The study reveals that the organization is providing good welfare facility. Quarters facilities and the relaxation room which will motivate the employees to work for the organization.

**Reference**

- S. Prabakar: Employees satisfaction & welfare measures: Journal of Asia pacific, reengineering of Indian economy opportunities and chalanges, Oct. 2013, pp. 2320.
- K. Logasakthi & K. Rajgopal Employees health, safety and welfare measures, International journal of research in business, management (IJRBM), Vol. 1, Issue 1, June 2013, pp. 4-7.