An Overview on Employee Welfare Measures and Performance in Work at National Insurance Company, Trichy Region

Dr.M Ravichandran¹ Divyaraja S²
¹Assistant Professor ²MBA Student
¹,²Department of Management Studies
¹,²Anna University (BIT-campus), Tiruchirappalli, Tamil Nadu, India

Abstract—Employee Welfare and benefits is a corporate attitude or commitment reflected in the expressed care for employee’s fulfillment. Employee welfare is a comprehensive term which offers service, benefits to the employees in the company. The present study is made an attempt to determine the status of employee welfare practices adopted by national insurance company limited, Trichy region. It aims to produce a working environment which is stimulating enough to encourage development and interest in the employees. This highlights the employee perception regarding the various statutory welfares provided by the company. The company provides the welfare facilities to their employees to keep their motivation level high. These sources are taken from the secondary data.

Key words: Employee Welfare and benefits, satisfaction, allowance, quality of work life

I. INTRODUCTION

The basic purpose of employee welfare is to enrich the life of employees. The employee welfare facilities in the organization affects on the behavior of the employees as well as the productivity of the organization. Welfare is a broad concept referring to a state of income of an individual or a group, in a needed relationship with the total environment, ecological, economic and social.

Employee welfare is an area of social welfare theoretically and operationally. It covers a broad field and connotes a state of well being, happiness, fulfillment, accumulation and expansion of human resources and also helps to drive of employee.

Better employee welfare services results into organizational advantages, increased employee confidence along with job protection and reduces employee turnover. Organization can create positive attitude in the employees mind by giving right payment and providing welfare measures.

II. LITERATURE REVIEW

(Srinivas KT, 2013) Srinivas KT has said that the study is made to identify the welfare facilities and the fulfillment of the employees in the company. The data is gathered from 100 employees of the organization with random sampling technique. I is found that most of the respondents are aware about the statutory and non - statutory employee welfare facilities provided at the Company, welfare facilities like medical, canteen, etc., are satisfied with the welfare facilities adopted by the company towards the employee’s welfare.

K. Logasakthi has said that the paper highlights the welfare measures in chemical industries and the employee’s satisfaction level and to identify the overall quality of work life of the employees. Here they measure the efficiency of the employee. The various welfare measures provided by the employer will have immediate impact of health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity.

Reshma.S et.al have said that the financial development of a country, minerals play a significant role. Minerals are the backbone of the industrial wealth of the country and the affluence of this industry is playing a major role in the overall financial development of India. Employee or labour welfare is a broad term including various services, welfares and conveniences offered to employees of the organization. Employee welfare activities are those, which include proper functioning provided to the workers by the employer on a voluntary basis. The employee welfare measures in mining industry throws light on statutory welfare measures followed in Donimalai Iron Ore Mine, Bellary District. This aims to educate the concept of welfare measures. It also things to see the employee’s perception regarding the various statutory welfare measures provide by the company. The suitable ideas will strengthen the statutory welfare measures in a sample unit.

(EXCEL International Journal of Multidisciplinary Management Studies, 2014) Dr.M.Surat Kumari et.al. Have said that the employees or labour welfare is a comprehensive term including various service, benefits and facilities offered to employees by the employer. The welfare features are drawn-out in addition to normal wages and other economic rewards available to employees and keep them happy and contented. Employee welfare and the benefits motivate the employees for the better performance and also it boosts the employee morale and improves the human relationships and thereby increases the job fulfillment of the employees.

(Dr. Usha Tiwari, 2014) Dr.UshaTiwari has said that the study an attempt has been made to study the employee welfare facilities and its impact on employee’s competence at Vindha Telelinks Ltd. Rewa Madhya Pradesh. It can be terminate that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further development.

(MR. T. VENKATA RAMANA1, DR. E. LOKANADHA REDDY 2, 2015)Venkataramana.Tet.al (2015), they aims that the employees welfare refers to the efforts made to provide good standard of living for employees The welfare measures are affected in good impact of employee satisfaction. Finally, the study I observed the Extra-Mural particularly on Sports, Cultural, Library, Reading, Leaves on travel, Welfare Cooperatives, Vocational, Welfare facilities to Children and Women, where as in Intra-mural mainly in shielding clothing, crèches, toilets and water facilities are in reduced state to
improve the rate of employee satisfaction in the central railways system.

(Dr. Arjita Jain, 2016) Arjita Jain has said that employee Welfare and benefits are a corporate attitude or obligation reflected in the expressed care for employees at all levels. The objective is to produce a working environment which is inspiring enough to promote development and interest in the employees. This study is made an attempt to regulate the status of employee welfare & benefit practices adopted by Indian Oil Corporation Ltd and suggest some ways to improve the quality of welfare practices. The research type is exploratory. The data base has been formed from a sample of 40 employees working in the plant those who are on the roll of IOC Limited. Primary data was collected with the help of questionnaire filled by the respondents. The data was analyzed using percentage analysis. The research findings revealed that overall employees were satisfied with existing welfare facilities; allowances, medical facilities, quality of work life, safety and security. Overtime allowances and canteen facilities were the two main areas where developments are required.

A. Employee
An individual works part time or full time under a contract of employment, whether oral or written, express or implied, and has standard rights and duties. The employee is he/she recruited by the organization in which they will help to improve their organization.

B. Welfare
The factories Act 1948, mines Act, Plantations Act and commercial establishment Act have provisions relating to so many welfare measures implemented in the establishments like, sitting up of clean rest rooms, washrooms, housekeeping, neighborhoods safety, provisions for tea break, meal time, slogans, notice board. Welfare means faring or doing well. It is a comprehensive term, and refers to the tangible, psychological, ethical and expressive of well-being of an individual. The word welfare is a relative concept in both time and space. Therefore it varies from time to time, region to region and from country to country.

C. Types of welfare activities
The social and economic aspects of the life of an employee’s have direct influence on the social and economic development of the nation. There is every need to take care of the employee’s to provide both statutory and non-statutory facilities to them.

D. Statutory welfare facilities
Statutory welfare facilities are provided by the government which should be implemented for every organization so that the basic facilities are been provided to the employees. Statutory welfare will satisfy the employees working conditions.

- Restrooms
- Wash basins
- Spittoons
- Provision for drinking water
- Water cooler
- Lunch rooms
- Indoor games
- Library

- Reading room
- First aid kit
- Lighting

E. Non-Statutory welfare facilities
- Non-statutory schemes are those which the company itself provided to the employee. It is not compulsory one.
- Maternity and adoption leave for women
- Leave travelling subsidy
- Insurance to families
- Lumpsum payment towards domiciliary treatment
- Group personal accident policy
- Ex gratia payment towards medical express
- Group savings linked insurance scheme
- Mutual benefit society
- Incentive scheme for passing Hindi exams
- National insurance company employees grievance redressal forum
- Payment of monetary compensation in LIEU of compassionate ground appointment
- Medi-claim insurance scheme

F. Employee welfare
Employee welfare means the energy to make life worth living for workmen. These are extra benefits provided in addition to the normal wages or salary compensation paid to employees or provided for the benefits of employees. Here some of the factors are taken from the employee’s welfare measures which are given below.

G. Reward system
The reward system is the set of mechanism for allocating both tangibles and intangible returns as part of an employment correlation. There are various rewards like base pay, HRA, incentives, etc.

H. Job satisfaction
Job satisfaction is employee believe happiness of employee job. It more helpful for organizational belief and employee more loyal with development. Job satisfaction or employee satisfaction has been defined in many different ways. They like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction is the degree to which individuals feel positively or negatively about their job.

I. Facilities
Facilities are focus upon the efficient and effective delivery of supporting the service to the employee in the organization.

J. Time
Time is the act or process of planning and exercising the alert control over the amount of time spent on specific activities to increase the efficiency.
K. Compensation
Compensation is to motivate the employee’s in the company and recognition of loss and suffering or injury.

L. Impacts of welfare measures
Employee welfare measures provide a positive impact for the organization which satisfies the employee welfares in their needs. Employee welfares provide a good improvement for organization. By rewarding the employee, it stimulates the employee to work hard, which will raise the company’s brand name. It helps in engage the employees to work and showing their productivity. Providing adequate welfares to the employee will fulfill their job satisfaction. Performance of the employees will also increase in the organization.

![Model for effective welfare measures](image)

**Fig. 2: Model for effective welfare measure**

III. DISCUSSION AND THE CONCLUSION
The employee welfare measures are affected some variables namely satisfaction, rewards, time, facilities and finally the work environment. This above study finding which include increased productivity, employee skill development, less supervision, achieve the goal in effective and efficient manner will be helpful for the organization development and for the growth of the organization. The above empirical model will help to support to improve the effective welfare measures in an organization and also improve the productivity as well as status of the employee in the company.

REFERENCES