



IMPACT OF EMPLOYEE WELFARE MEASURES ON JOB SATISFACTION: A STUDY ON EMPLOYEES OF IT COMPANIES IN MYSURU

Ms. Shivali M

Assistant Professor, Dept of MBA, GSSS Institute of Engineering and Technology for women, Mysore, Karnataka, India.

Ms. Ashwini R H

Assistant Professor, Dept of MBA, GSSS Institute of Engineering and Technology for women, Mysore, Karnataka, India

Ms. Harshitha M

Student Dept of MBA, GSSS Institute of Engineering and Technology for women, Mysore, Karnataka, India

ABSTRACT Employee welfare including variety of services, benefits to the employees and facilities for them by their top management. Every company's welfare work focuses on improving workers' working and living conditions. Employee welfare relates to their overall well-being at work and at home. The study is carried out to better understand management and to provide welfare measures as well as employee awareness and perception of welfare facilities. The Need of the study is to understand Welfare measures provided by the management, and its impact on employee job satisfaction. The objectives of the work is to study the employee welfare measures impact on the employee job satisfaction and to know the perception level of employees on employee welfare measures. The research is descriptive in nature. The current study made extensive use of both primary data. Structured questionnaire with closed ended questions were framed in this study. Total 150 respondents were collected. Correlation and Regression was carried out on the data to analyse. The main variables studied are intramural welfare, extramural welfare, safety provision and working environment in the company. The correlation between the variables and employee job satisfaction is studied. According to the findings, the variables intramural welfare, extramural welfare, safety provision, and working environment all have positive impacts on job satisfaction. These variables have a strong positive correlation with job satisfaction in this study. The welfare facilities have made them a happy employee in the company. After analysing the statistically significant relationship between employees and job satisfaction, three variables were found to be highly positive: intramural welfare, safety provision, and working environment.

KEYWORDS : Employee welfare, job satisfaction, intramural welfare, extramural welfare

Introduction:

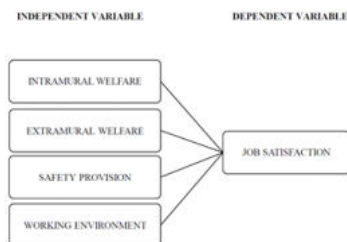
Employee welfare measure is a broad concept that refers to a person's physical, psychological, ethical, and sentimental well-being. Worker welfare refers to employers', unions', and governmental and non-governmental organisations' concern for employees' well-being.

The primary goal of giving social measures is to help employees develop their personalities, social, mental, ethical, cultural, and intellectual development, so that they can be a great employee, citizen, and family member. Welfare measures are an economic benefit which are available in regular wages and it is due to law provisions and collective bargaining workers have access to a variety of benefits. Welfare reforms are being implemented and established by employer and may be by government, social or employees and charitable agency.

Employees are provided various facilities like medical benefits, housing schemes and education and other various benefits to increase their standard of living.

Workplace welfare is a broad term that encompasses both social security and other activities such as medical care, childcare, housing, and trying to arrange transportation for employees to and from work. Work generally includes those elements of well-being that go beyond what the law provides for what workers expect of employers on the basis of a contract of service.

Conceptual Framework:



Literature Review:

Welfare measures include paying employees on a regular basis and providing them with a variety of benefits so that they are satisfied with their jobs (B R ManasaDr. C. N Krishnanaik). If employees are satisfied with their benefits, the organization's productivity will

increase (Dr. K. Lalitha T. Priyanka). Dhani Shankar Chaubey & Babita Rawat had similar saying in their work 'Analysis of welfare schemes and its impact on job satisfaction.' and inferred that employee welfare facilities enable workers to live a richer and more satisfying life. The study conducted by Vanishree Beloor, Chaya J Swamy demonstrated that welfare facilities are an important key component in ensuring employee job satisfaction leads to increased productivity. NADH Almedida GDN Perera found that the two variables welfare facilities and job satisfaction were found to have a significant positive relationship. This study done by Supriya Bhagat, Dr. Gajanan B shows a positive impact on employee welfare in the workplace. Cleanliness at workplace shall be improved. The end results of the study may help the organisation to develop effective welfare measure and to improve welfare facilities at workplace. Different researchers used different variables, which resulted in different outcomes and different recommendations. The important thing to remember is that the factors, outcomes, and recommendations differ from one organisation to the next. In this study, a conceptual framework that includes intramural measures, extramural measures, safety provisions, and a working environment that is implemented within the organisation to increase motivation and has an impact on job satisfaction.

Research Methodology:

The objectives of this research is to study whether the employee welfare measures have an impact on the employee job satisfaction and to know the perception level of employees on employee welfare measures. The research is descriptive in nature and a systematic method of collecting data is incorporated. The primary data is collected through questionnaire. Structured questionnaire was used which had closed questions with 5-point Likert Scale. The sampling unit considered for the study is employees of IT companies in Mysuru, Karnataka. The questionnaire was circulated online through google form among the friends and their network who are working as employees in IT companies in Mysuru. The sample size considered for analysis is 140. Hypothesis statements were framed to check the relationship between the variables. SPSS software was used to analyse the data collected.

Reliability test measures the consistency of the results done on the sample collected through questionnaire. Here this test has given an explanation of the variable, it is to check whether the variable is selected for the research are equivalent to each other by analysing the output. The value should be more than 0.5 than a variable selected is reliable. Here Cronbach's alpha method is used.

Reliability Test:**Table 4.32.1 Reliability Statistics**

Variables	No. of Items	Cronbach's Alpha
Intramural Welfare	5	.769
Extramural Welfare	5	.807
Safety Provision	6	.825
Working Environment	5	.838
Job satisfaction	4	.759
Total	25	.935

Table 4.30.1 Correlation

	IM	EM	SP	WE	JS
IM	1	.583**	.583**	.571**	.622**
Pearson Correlation		.000	.000	.000	.000
Sig (2-tailed)	140	140	140	140	140
N					
EM	.583**	1	.673**	.595**	.587**
Pearson Correlation	.000	.000	.000	.000	.000
Sig (2-tailed)	140	140	140	140	140
N					
SP	.583**	.673**	1	.720**	.676**
Pearson Correlation	.000	.000	.000	.000	.000
Sig (2-tailed)	140	140	140	140	140
N					
WE	.571**	.595**	.720**	1	.692**
Pearson Correlation	.000	.000	.000	.000	.000
Sig (2-tailed)	140	140	140	140	140
N					
JS	.622**	.587**	.676**	.692**	1
Pearson Correlation	.000	.000	.000	.000	.000
Sig (2-tailed) N	140	140	140	140	140

** Correlation is significant at the 0.01 level (2-tailed).

The relationship between intramural welfare and job satisfaction is moderately positive ($r=0.622$, $p<0.00$ less than 0.05). The test was significant at 5% level. At the 5% level of significance, there is a moderately positive correlation between intramural welfare and job satisfaction. The relationship between Extramural welfare and job satisfaction is moderately positive ($r=0.587$, $p<0.00$ less than 0.05). The test was significant at 5% level. At the 5% level of significance, there is a moderately positive correlation between extramural welfare and job satisfaction. The relationship between safety provision and job satisfaction is moderately positive ($r=0.676$, $p<0.00$ less than 0.05). The test was significant at 5% level. At the 5% level of significance, there is a moderately positive correlation between safety provision and job satisfaction. The relationship between Working environment and job satisfaction is moderately positive ($r=0.692$, $p<0.00$ less than 0.05). The test was significant at 5% level. At the 5% level of significance, there is a moderately positive correlation between working environment and job satisfaction.

4.31 REGRESSION ANALYSIS**Table 4.31.1 Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.769	.592	.580	1.57533

a. Predictors: (Constant), WE, IM, EM, SP

Interpretation:

From the above model summary, we got 'r' esteem 0.769 and 'r' square esteem as 0.592.

Here, the 'r' square worth is more net worthy than 0.50 and under 0.70, it is considered as a moderate impact.

Table 4.31.2 ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	486.119	4	121.530	48.971	.000
Residual	335.024	135	2.482		
Total	821.143	139			

a. Dependent Variable: JS

b. Predictors: (constant), WE, IM, EM, SP

From the above table, it is observed that the regression model is significant since $p<0.05$. It tells that the P value is smaller than the alpha level that is 0.05, which means the independent variable reliably predict the dependent variable.

Table 4.31.3 COEFFICIENTS

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (constant)	1.806	1.031		1.751	.082
IM	.194	.058	.243	3.333	.001
EM	.060	.052	.091	1.156	.250
SP	.154	.058	.235	2.630	.010
WE	.271	.068	.329	3.960	.000

1. Dependent variable: JS

According to the above table, Intramural welfare factors beta coefficient value is 0.194 with an insignificant value of 0.001 which is less than 0.05. So, Intramural welfare is found to have positive relationship between Job satisfaction. Next, Extramural welfare beta coefficient value is 0.060 with an insignificant value of 0.250 which more than 0.05. Further, Extramural welfare is found to have no positive relationship between extramural welfare and job satisfaction. Safety provision factors beta coefficient value is 0.154 with an insignificant value of 0.010 which is less than 0.05. So, Safety provision is found to have positive relationship between Job satisfaction. Working environment factors beta coefficient value is 0.271 with an insignificant value of 0.000 which is less than 0.05. So, working environment is found to have positive relationship between Job satisfaction.

Findings:

According to the findings, the variables intramural welfare, extramural welfare, safety provision, and working environment all have positive impacts on job satisfaction. Furthermore, employee welfare measures are critical in the workplace for all employees.

The majority of respondents are extremely satisfied with their company's welfare services. In this study, the variables chosen are "intramural welfare, extramural welfare, safety provision, and working environment." These variables have a strong positive correlation with job satisfaction in this study. The welfare facilities have made them a happy employee in the company.

This result shows that Intramural welfare facilities have a moderately positive correlation with job satisfaction ($p = 0.622$) and a coefficient value of (0.001). Extramural welfare facilities have a moderately positive relationship with job satisfaction, with a p value of (0.587) and a coefficient of (0.250). The provision of safety has a strong positive correlation with job satisfaction; the p value is (0.676) and the coefficient value is (0.10). The working environment has a moderately positive correlation with job satisfaction, with a p value of (0.692) and a coefficient of (0.000). Those chosen welfare facilities have a positive impact on job satisfaction and encourage employees at work. This study discovered the employee satisfaction level and perception about the company's welfare facilities.

Conclusion: This study looks into the connection between employee welfare facilities and job satisfaction. The study was conducted to examine the relationship between the study variables welfare and job satisfaction analysing the statistically significant relationship between employees and job satisfaction, three variables were found to be highly positive: intramural welfare, safety provision, and working environment. All three variables were significantly satisfied, with the exception of one, which was extramural. However, we can conclude that even though the organisation does not provide extramural welfare services, the employees are satisfied because the other three variables are met.