A Study On The Analysis Of Employee Welfare In Ident Automation & Info Technologies Co

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Abstract: This study examines the employee welfare measures and their impact on employee satisfaction and productivity at Ident Automation and Info Technologies .Employee welfare entails everything from services , facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. The Study aims to identify the existing welfare schemes, assess employee perceptions, and analyze the relationship between welfare measures and employee outcomes . We collected data from 120 respondents through structured questionnaires, utilizing a descriptive research methodology. The analysis employs tools such as chi-square, and one way Anova to interpret employee welfare and the challenges they face. The Findings provide valuable recommendations for enhancing employee welfare and improving organizational performance.

Keywords : Employee welfare ,Employee Satisfaction, Productivity.

I.INTRODUCTION

Employee welfare encompasses the extensive array of services, benefits, and initiatives that organizations implement to promote the well-being of their workforce. This concept includes multiple dimensions of an employee's professional life, such as physical health, mental wellness, job satisfaction, and the balance between work and personal life. In today's highly competitive and ever-evolving business landscape, the significance of employee welfare has grown tremendously, as organizations acknowledge that a content and healthy workforce is crucial for attaining long-term success. Employee welfare initiatives encompass a variety of approaches, such as health and safety programs, mental health resources, flexible work arrangements, employee assistance services, and financial incentives like retirement plans and bonuses. These initiatives aim to meet the varied needs of employees, fostering not only their physical health but also their emotional and psychological well-being.

Objective:

To Analyse the Influence of employee welfare on employee Creativity and Innovation.

II. STATEMENT OF PROBLEM

In the current competitive landscape of business, the well-being of employees has become a vital element impacting organizational success. Employee welfare includes various services, benefits, and amenities offered by employers to improve the overall health and satisfaction of their staff. However, despite its importance, numerous organizations face difficulties in establishing effective employee welfare initiatives, resulting in numerous challenges that can negatively influence both the workforce and the organization itself. Employee welfare Concerns regarding equity and fairness are also raised by the differences in welfare programs between various organizations and sectors. While workers in some industries might be provided with extensive welfare benefits, others might only receive rudimentary assistance. Employees may feel unfairly treated as a result of this discrepancy, which could lower engagement and productivity. Additionally, as potential employees increasingly look for workplaces that value their well-being, companies that do not prioritize employee welfare may find it difficult to draw in and keep top talent.

III. RESEARCH METHODOLOGY

TOOLS AND TECHNIQUE USED

The analysis has been made through the questionnaire.

- Chi-Square Analysis
- One Way Anova Analysis

CHI-SQUARE ANALYSIS

Chi-Square is a statistical tool commonly used for testing the independence and goodness of fit. Testing independence determines whether two or more observations across two populations are dependent one another. Testing for goodness of fit determines If an observed frequency distribution matches a theoretical distribution.

FORMULA

Chi-Square = (Observed Value – Expected Value)^2 / Expected Value

Expected Value = Row Total * Column Total / Grand Total HYPOTHESIS

H0: There is no significant relationship between dependent variable and independent variable.

H1: There is significant relationship between dependent variable and independent variable.

Significance value for chi-square is 0.05. If the calculated value is less than the table value, it is accepted. Else in another situation it is rejected.

ONE- WAY ANOVA ANALYSIS

One- way ANOVA (Analysis of Variance) is a statistical technique used to compare the means of three or more groups to determine if there are significant differences between them.

LIMITATIONS OF THE STUDY

The research is geographically restricted to Coimbatore, and hence the findings may not be generalized to other regions. The study relies heavily on primary data collected through surveys , which may be influenced by respondent's personal biases, limited awareness, or willingness to share honest feedback. The sample size may not fully represent the diverse employees base of the company.

IV. ANALYSIS AND INTERPRETATION

TABLE 1

SHOWING THE RELATIONSHIP BETWEEN THE GENDER AND JOB ROLE OF THE ORGANIZATION

			What are the areas where you think the organization your job role could improve to better support employee welfare?				Software developed
			Automation engineer	IT specialists	Other	Project Manager	
Gender	Female	Count	9	11	18	13	8
		Expected Count	7.6	11.1	22.8	9.3	7.6
	Male	Count	4	8	12	3	5
		Expected Count	5.4	7.9	16.3	6.7	5.4
Total		Count	13	19	39	16	13
		Expected Count	13.0	19.0	39.0	16.0	13.0

			What are the areas where you think the organisation your job role could improve to better support employee welfare ?	
			Team Lead	Total
Gender	Female	Count	11	70
		Expected Count	11.7	70.0
	Male	Count	9	50
		Expected Count	8.3	50.0
Total		Count	20	120
		Expected Count	20.0	120.0

The table shows Female respondents had more responses in the "Other" category (18) than expected (22.8).Male respondents responded more in the "Automation Engineer" and "Software Developer" roles than expected. This comparison is likely meant for a Chi-square test to determine if gender has a statistically significant effect on job role perception about welfare support. There is no significant between the gender and job role.

TABLE 2

Chi- Square Tests					
Pearson Chi-Square		**Value**	**Df**	**Significance**	**Result**
		6.620	5	0.250	Accepted

The Pearson Chi-Square test results show a value of 6.620 with 5 degree of freedom and a p-value of 0.0250. Since the p-value is significantly greater than the commonly used significance level of 0.05, we fail to reject the null hypothesis. This suggests that there is no commonly used significant relationship between gender and job role by employee welfare at the 5% significance level. In other words, the data indicates that age do not significantly impact employee welfare by company.

TABLE 3

**TABLE SHOWING THE NUMBER OF THE RESPONDENTS JOB SATISFACTION AMONG ITS EMPLOYEES**

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	16.393	4	4.0698	8.5 5.8	.00 0
Within Groups	55.073	115	479		
Total	71.467	119			

A One- way ANOVA was conducted to examine whether there is a statistically significant difference in employee welfare programs and job satisfaction among different groups. The results indicate a significant difference, as the p-value is less than 0.05(p=.00). Therefore, we reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1). This means there is a statistically significant difference in employee welfare among across the groups being compared. The table concludes that there is a significant relationship between Employee welfare programs and the job satisfaction.

V.FINDINGS

The study explored the relationship between gender and job role with respect to their influence on employee welfare programs, as well as the impact of welfare initiatives on employee job satisfaction. From the total of 120 respondents, a majority reported awareness and participation in various employee welfare programs, with fairly equal representation of male (62) and female (58) respondents across different job roles such as administrative, technical, and managerial positions. A chi-square test was conducted to examine the association between gender and job role in relation to participation in welfare programs. The results showed no statistically significant association, with a p-value of 0.250, which is greater than the 0.05 threshold. This suggests that neither gender nor job role significantly influences employee engagement with welfare schemes. The study further examined whether the employee welfare program had a significant effect on job satisfaction using a one-way ANOVA. Respondents were categorized based on their satisfaction levels into low, moderate, and high groups. The one-way ANOVA results indicated no statistically significant difference in job satisfaction based on participation levels in welfare programs, as the p-value was 0.00. Therefore, the analysis concludes that gender and job role do not significantly impact employee welfare engagement, and employee welfare programs do not have a statistically significant effect on job satisfaction among the respondents.

VI.SUGGESTIONS
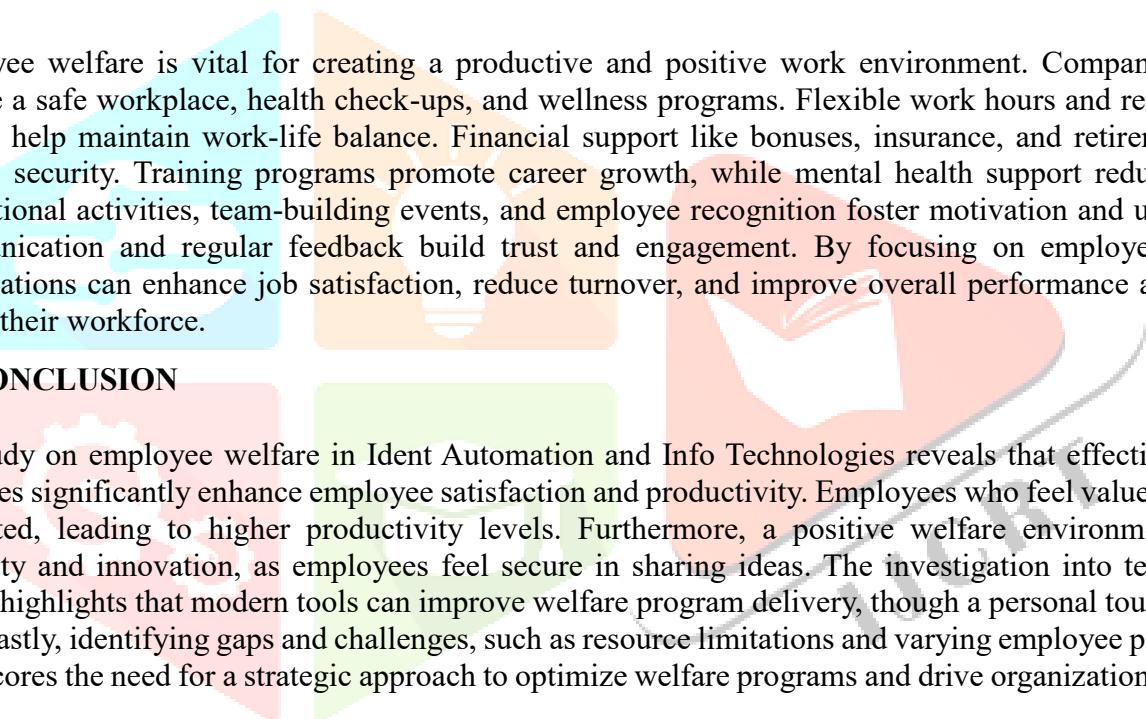
Employee welfare is vital for creating a productive and positive work environment. Companies should provide a safe workplace, health check-ups, and wellness programs. Flexible work hours and remote work options help maintain work-life balance. Financial support like bonuses, insurance, and retirement plans ensures security. Training programs promote career growth, while mental health support reduces stress. Recreational activities, team-building events, and employee recognition foster motivation and unity. Open communication and regular feedback build trust and engagement. By focusing on employee welfare, organizations can enhance job satisfaction, reduce turnover, and improve overall performance and loyalty among their workforce.

VII.CONCLUSION
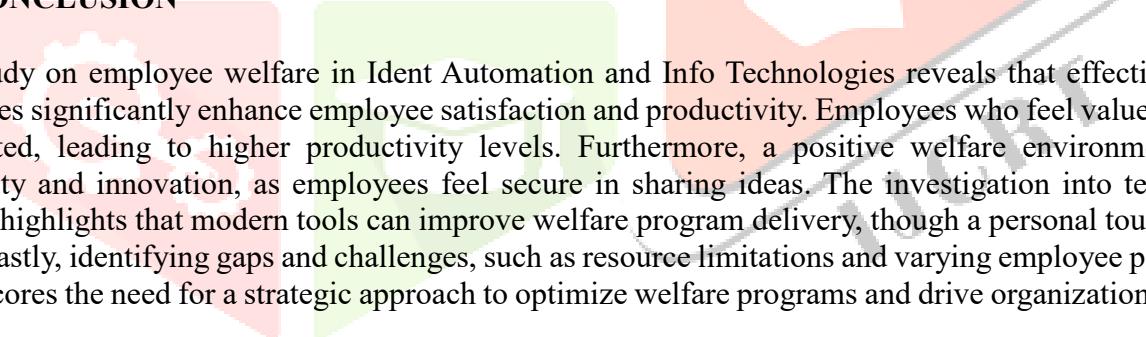
The study on employee welfare in Ident Automation and Info Technologies reveals that effective welfare measures significantly enhance employee satisfaction and productivity. Employees who feel valued are more motivated, leading to higher productivity levels. Furthermore, a positive welfare environment fosters creativity and innovation, as employees feel secure in sharing ideas. The investigation into technology's impact highlights that modern tools can improve welfare program delivery, though a personal touch remains vital. Lastly, identifying gaps and challenges, such as resource limitations and varying employee perceptions, underscores the need for a strategic approach to optimize welfare programs and drive organizational success.

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