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# A Study on “Employee Welfare Measures” at HUL Pvt. Ltd., Bangalore

Sandhya T, Prajna P Sharma, Dr. Roopa Temkar V

PG Student, Department of MBA, SJBIT, Bangalore, Karnataka, India

PG Student, Department of MBA, SJBIT, Bangalore, Karnataka, India

Associate Professor, Department of MBA, SJBIT, Bangalore, Karnataka, India

**ABSTRACT:** The study on “Employee welfare” has been taken at HUL Pvt..Ltd., Bangalore. It is one of the largest FMCG manufacturing and sales company. “Employee welfare procedures are very important in organization because it helps to improve the standard of living in working class, and it also improves the loyalty and morality of employees. This will reduce the labour turnover of absenteeism. This will helps to improve employee productivity. Employee welfare helps to improve industrial relations and industrial peace.

The data has been collected through primary and secondary sources and has been analysed using different methods and by using SPSS. The study is Descriptive in nature and a sample size of 100 is considered. The major findings are, the Majority of the respondents are females ,Most of the respondents are having an experience of is less than 5 years, Majority of the respondents are aged between 30-40 years, respondents in organization give a feeling of safety and improves The organisation thought to be to realize the issues of workers confronting in and furthermore deal with the issues. Performance respondents turned into satisfied with the subsequent facilities supplied via the enterprise. This organisation need to attempt to enhance the transportation canters ,The employer may provide quality lights provide to the employees, The employer need to be provide a few proficient instructions, while employer extra focus on supplying welfare centres that time more attracting employees. Based on the study, the enterprise has to be improving some part of welfare facilities due to the fact when company improve welfare facilities that point attracting or motivating to employees in work. Inside the business enterprise the canters are satisfied with the seventy five personnel however corporation adopting all welfare centres within the industry.

**KEYWORDS:** Employee welfare, industrial relations, Performance, welfare centres

## I. INTRODUCTION

Employee welfare means anything done for the comfort and improvement, intellectual or social of the employees over and above the wages paid which is not a necessity of the industry.

According to Todd “employee welfare means anything done for the comfort and improvement, intellectual or social of the employees over and above the wages”.

## II. REVIEW OF LITERATURE

JOSEPH ET AL (2009) considered inside the article calls interest to that shape of a welfare country lays on its standardized savings texture. government, bosses and change unions have performed a remarkable deal to enhance the improvement of labourer’s situations. SABARIRAJAN et al.,(2010) well-known shows that 15% of the sellers are drastically content with their welfare measures. 22% of the specialists are content material with their welfare measures. 39% of the employees are everyday with their welfare measures. sixteen% of them are in incredibly baffled level. Welfare measures anticipate simple element in agent satisfaction and it realizes upgraded nature of labor existence. This survey hurls light at the effect of welfare measures on QWL a number of the retailers of cloth plant life in Salem district. MOHAN and PANWAR (2013) exhibit the retail locations at Udaipur are giving intramural workplaces as well as extramural welfare workplaces. it's far extending its fingers to provide pleasantries that could enhance wellness and expectancies for regular comforts of the people. The possible and talented preparations and welfare workplaces make the worker to play out the profession better, which prompts to viability of the affiliation. LOGASAKTHI and RAJAGOPAL (2013) delighted the employees recognize the achievement of their employments in addition to distinctive workplaces given by means of the organizations. The works expand their maximum extreme guide for the alternate of the enterprise. The character department deal with the aggregate HR inside the organization. MICHEL AMSTRONG(2006) this text focuses a gap for the proposed research which gives scope for nicely based



theoretical technique inside the area of agency welfare from banking enterprise, the examiner of the above researches has guided a manner to behaviour a fresh have a look at of research has guided a way to behaviour a clean study to pick out the depth effect of worker welfare on banking offerings industries. SABARIRAJAN.A. MEHARAJAN T(2010) It observed that extra murural, intramural gain leads to great of existence .some research have been targeted on voluntary welfare and satisfaction level of employee and its impact on working.

**III. OBJECTIVES OF THE STUDY**

1. To study welfare facilities provided at HUL.
2. To identify different welfare measures followed in the company.
3. To analyze the relationship between welfare measures and satisfaction of the employees.
4. To suggest measures on how the organization can enhance its welfare programmes.

**IV. RESEARCH METHODOLOGY**

The present research is on descriptive type of research which speaks about natural occurrences like status, behaviour and attitude. The primary and secondary sources of data have been utilized for the purpose of collecting data. Sampling Size: sample size comprises of 100 respondents from all the departments of the company. Sampling type: simple random sampling technique is used for the study to select the sample from the population. Here every respondent will have equal probability. Research Instrument: designed a well structured questionnaire which was instructed by the company’s HR department and my internal guide from the college was used to collect the primary data.

**HYPOTHESIS**

H0: Different welfare facilities of the organization will not increase the satisfaction of the employee

H1: Different welfare facilities of the organization will increase the satisfaction of the employee

**V. ANALYSIS AND INTERPRETATION**

**TABLE: - 1.1**Table showing gender distribution

Particulars	Respondents	Percentage (%)
Male	35	35
Female	65	65
Overall	100	100

Analysis:-

The above table showing gender of respondents 35 % of respondents are male and sixty five % of respondents are female.



Table: 1.2 Table showing years of experience of employees

Experience	respondents	percentage	Chart Title	
< Five years	35	35		
6-10 years	15	15		
11-15 years	30	30		
15 years >	20	20		
<b>Overall</b>	<b>100</b>	<b>100</b>		

**Analysis:**

This shows 35 % of respondent are less than 5 years, 15% are between 6-10 years, 30% are between 11-15 years, and 20% are above 15 years

**TABLE: - 1.3**Do you think worker welfare sports of the enterprise provide a feeling of safety and improves your overall performance

Particulars	Respondents	percentage	
yes	85	85	
No	15	15	
General	100	100	

**ANALYSIS:-**

This shows that 85% of workers respond as Yes and 15% of workers said No

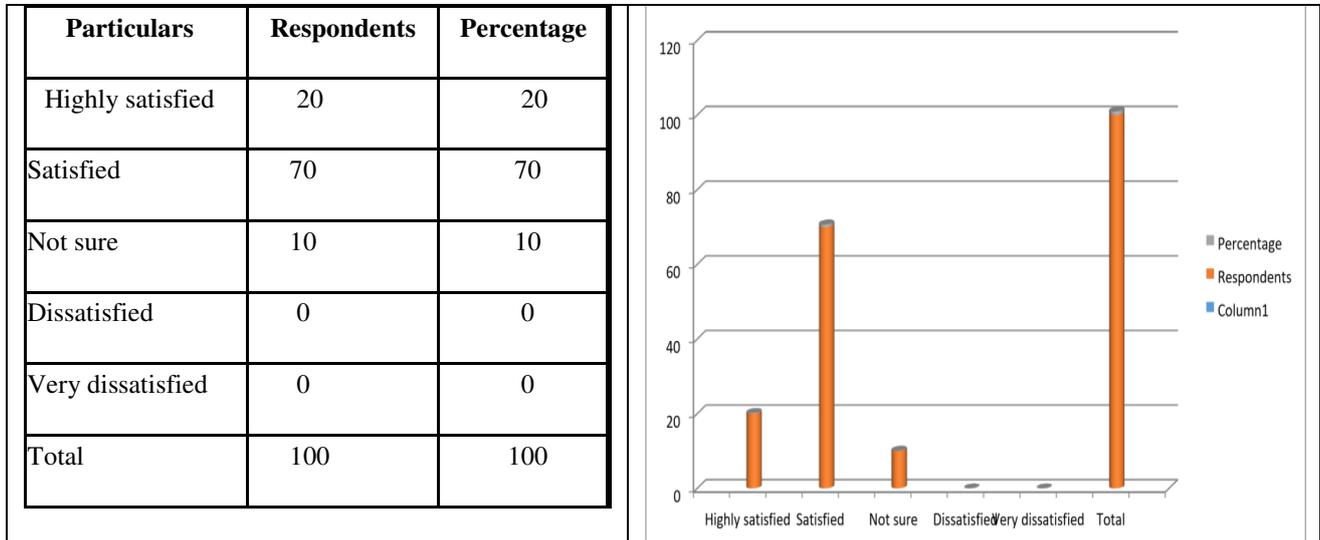
**Table: 1.4**Types of welfare benefits beneficial to the employees.

Welfare benefits	Respondents	Percentage	
Crèches benefits	10	10	
Medical benefits	35	35	
Refreshment	25	25	
Maternity leave	30	30	
<b>TOTAL</b>	<b>100</b>	<b>100</b>	



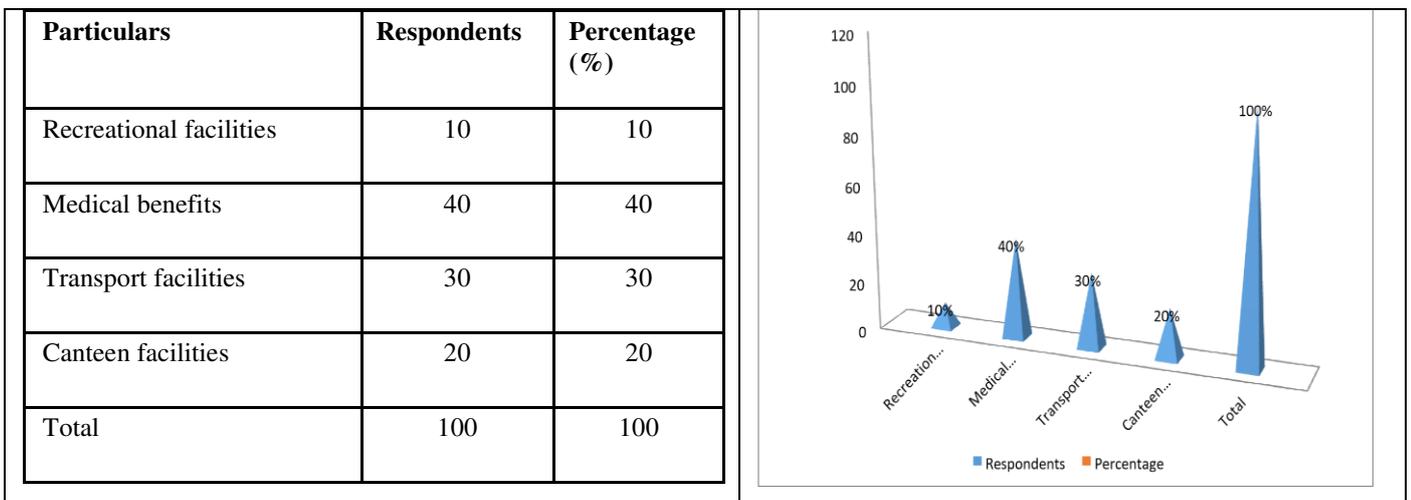
**ANALYSIS:** This shows that 10% said crèches, 35% said that medical benefits, 25% said refreshment, and 30% said medical benefits

**Table: 1.5** Table showing employee satisfaction towards the facilities provided



**ANALYSIS:** This shows that 20% respondent are highly satisfied, 70% are satisfied, and 10% not sure

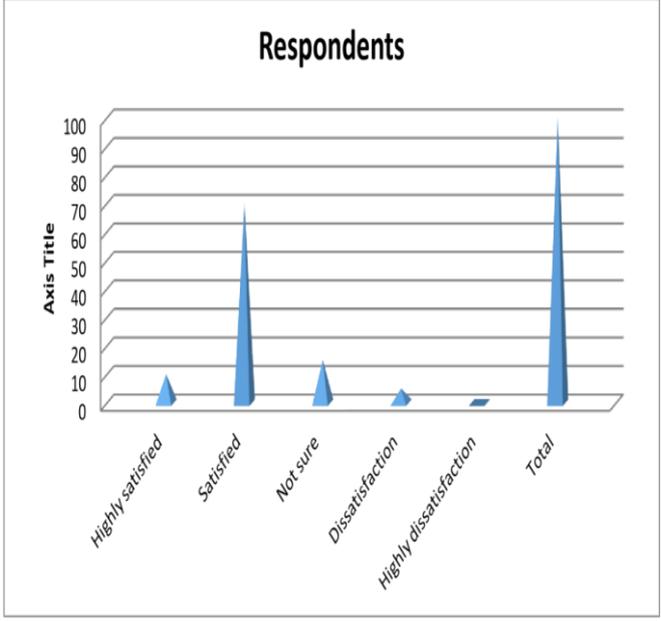
**Table: - 1.6** what kind of facilities will be attractive for employees?



**Analysis:** This shows that facilities attract 10% said Recreational facilities, 40% said that Medical benefits, 30% said that Transport facilities, 20% said Canteen facilities.

**Table: - 1.7** are you satisfied with existing welfare facilities providing in the company?

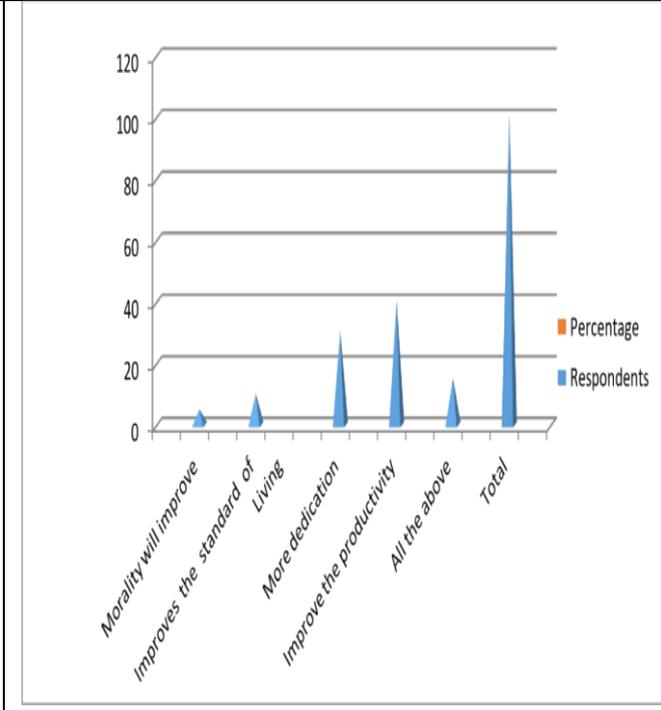
Particulars	Respondents	Percentage (%)
Highly satisfied	10	10
Satisfied	70	70
Not sure	15	15
Dissatisfaction	5	5
Highly dissatisfaction	0	0
Total	100	100



Analysis: As per this table workers response was, 10% were highly satisfied, 70% are satisfied 15% are not sure and 5% were dissatisfied.

**Table: - 1.8** in what way your performance will improve with regard welfare facilities

Particulars	Respondents	Percentage
Morality will improve	5	5
Improves the standard of Living	10	10
More dedication	30	30
Improve the productivity	40	40
All the above	15	15
Total	100	100



Analysis: Employees expressed their view as, 5% said Morality will improve, 10% said Improves the standard of Living, 30% said More dedication, 40% said Improve the productivity and 15% said All the above.

**CORRELATION:**

H0: Different welfare facilities of the organization will not increase the satisfaction of the employee

H1: Different welfare facilities of the organization will increase the satisfaction of the employee



	Employee satisfaction towards the facilities provided by HUL	Are you satisfied with existing welfare facilities provided by the company
Employee satisfaction towards the facilities provided by HUL	1	.900**
Pearson Correlation	100	.000
Sig. (2-tailed)		
N		
Are you satisfied with existing welfare facilities provided by the company	.900**	100
Sig. (2-tailed)	.000	1
N		
	100	100

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

INTERPRETATION: From the above analysis it can be inferred that, the value 0.000 is < 0.05, hence H0 is rejected and p value (0.900) is > 0.5, hence there is a strong relationship between the two factors.

### VI. CONCLUSION

The above findings and inspiration on the premise that enterprise have to be improve some part of welfare facilities due to the fact when company improve welfare facilities that point attracting or motivating to employees in work. Inside the business enterprise already imparting centres have satisfied 75% employees, however if company adopts all welfare centres, satisfaction level can be improved.

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