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Analysis of Labour Welfare Schemes and Its Impact on Job Satisfaction. An Empirical Study with Special Reference to Baer Shoes (India) Pvt. Ltd

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ABSTRACT: This study aims to analyze the impact of labour welfare schemes on job satisfaction and employee motivation among employees of Baer Shoes India Pvt Ltd. The study collected data through a survey questionnaire administered to a sample of employees from different departments of the organization. The questionnaire included questions related to the different types of labour welfare schemes offered by the organization, employee satisfaction with these schemes, and factors that influence their effectiveness. The study found that the organization offers various labour welfare schemes, including health and safety measures, recreational activities, and social services. The results also indicate that the level of awareness of employees about these schemes is moderate, with some employees having limited knowledge of the schemes offered.

I. INTRODUCTION

The study aims to analyze the impact of labor welfare schemes on job satisfaction. The welfare of employees is a crucial factor in any organization, as it contributes to the productivity, efficiency, and overall success of the organization. Labor welfare schemes are a set of programs implemented by organizations to improve the working conditions and well-being of employees. This study will explore the different types of labor welfare schemes, such as health insurance, retirement plans, paid vacation days, and flexible work schedules, and analyze their impact on job satisfaction. The study will also investigate the factors that influence job satisfaction, such as salary, job security, working conditions, and opportunities for growth and development.

1.   STATEMENT OF THE PROBLEM
➢   The company may be facing challenges in attracting and retaining employees in a competitive job market.
➢   The current labour welfare schemes implemented by the company may not be effective in enhancing employee job satisfaction.
➢   The company may not have a clear understanding of the factors that influence employee job satisfaction and how these factors relate to labour welfare schemes.

2.   OBJECTIVE
➢   Identify the different types of labour welfare schemes offered by organizations.
➢   Identify the factors that influence the effectiveness of labour welfare schemes.
➢   To determine the level of awareness of employees about the labour welfare schemes offered by their organizations.

3.   SCOPE OF THE STUDY

➢   The study will analyze the various welfare schemes implemented by the company and their effectiveness in enhancing employee job satisfaction.
➢   Data will be collected through surveys, interviews, and focus groups to gather insights into employees'

perceptions of the welfare schemes offered by the company.

➢ The study will review relevant literature on labour welfare schemes and their impact on employee satisfaction to provide a broader understanding of the subject.

4. LIMITATION OF THE STUDY

➢ Causality: The study is correlational in nature, and it is challenging to establish a cause-and-effect relationship between labour welfare schemes and job satisfaction. There could be other factors that influence job satisfaction, which are not measured in this study.

➢ Variability in labour welfare schemes: The study does not account for the variability in labour welfare schemes across organizations. The effectiveness of the schemes could vary depending on the type of organization, size, culture, and industry.

5. LITERATURE REVIEW

➢ Labour welfare schemes have a positive impact on job satisfaction: A study conducted by A. Kumar and A. Singh (2019) found that labour welfare schemes had a significant positive impact on job satisfaction among employees in the Indian banking sector. Other studies have also found a positive correlation between labour welfare schemes and job satisfaction.

➢ Different types of welfare schemes have different impacts: The impact of different types of welfare schemes on job satisfaction and employee motivation varies. A study conducted by D. H. Greenberg and R. E. Renzetti (1981) found that while health and safety measures had a significant positive impact on job satisfaction, recreational activities and social services had no significant impact.

➢ Implementation is crucial: The effectiveness of labour welfare schemes depends on their proper implementation. A study conducted by R. Kaur and V. S. Mann (2016) found that the implementation of labour welfare schemes was a significant predictor of employee job satisfaction.

6. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making decisions. The methodology may include Publication research, Surveys and other Research techniques and could include both historical and present information.

7.1 Research Design

Research Design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the Research problem. It constitutes the blueprint for the collection, measurement and analysis of data.

7.2 Descriptive Research

Descriptive research refers to research that provides an accurate portrayal of characteristics of a particular individual, situation or group. These studies are a means of discovering new meaning, describing what exists, determining the frequency with which something occurs and categorizing information. In short, descriptive research deals with everything that can be counted and studied, which has an impact of the lives of the people it deals with.

7. DATA COLLECTION METHOD
➢ Primary Data Source
➢ Secondary Data Source

7.1 SIZE OF THE SAMPLE
The sample size is 150
8.2 STATISTICAL TOOLS USED
To analyze and interpret collected data the following statistical tools were used.

8.3 Simple Percentage Analysis
Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

8.4 Chi-Square Test

The chi-squared test is used to determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. As depicted in the formula, the Chi-Square statistic is based on the difference between what is actually observed in the data and what would be expected if there was truly no relationship between the variables.

$$\chi^2 = \sum_i \frac{(O_i - E_i)^2}{E_i}$$

Where, **χ 2** = Chi-Square value, **O$_i$ =** Observed frequency and **E$_i$** = Expected frequency

8.5 Simple Ranking Method

Selection of the items to be ranked: The first step is to select the items or concepts to be ranked. The items should be relevant to the research question or objective and should be clearly defined.

2. Identification of the criteria for ranking: The second step is to identify the criteria or factors to be used for ranking the items. The criteria should be relevant to the research question and should be clearly defined.

3. Assigning a score to each item: The third step is to assign a score to each item based on each criterion. The score should be based on a predetermined scale, such as a Likert scale or a numerical scale.

4. Ranking the items: The fourth step is to rank the items based on the total score they received across all criteria. The items with the highest score are ranked higher than those with lower scores.

5. Validation of the ranking: The final step is to validate the ranking by comparing it with other sources of information, such as expert opinions, literature reviews, or empirical data.

8.   ANALYSIS AND INTERPRETATION OF THE STUDY
TABLE NO 1: AWARE OF WELFARE MEASURES OF THE RESPONDED

AWARENESS OF WELFARE MEASURES		Frequency	Percent
Valid	No	75	50.0
	Yes	75	50.0
	Total	150	100.0

INTERPRETATION

From this table evident that 50% of respondents are No, and 50% of respondents are Yes in awareness of welfare measures

9.   CHI SQUARE TEST

The relationship between GENDER of respondents and the AWARENESS OF THE WELFARE MEASURES.

NULL HYPOTHESIS:

H0: There is no significantrelationship between GENDER of respondents and the AWARENESS OF THE WELFARE MEASURES.

ALTERNATIVE HYPOTHESIS:

H1: There is a significant relationship between GENDER of respondents and the AWARENESS OF THE WELFARE MEASURES.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.441[a]	4	.014
Likelihood Ratio	12.585	4	.013
N of Valid Cases	150		

INTERPRETATION:

Based on the chi-square tests , we can conclude that the p-value associated with the Pearson chi-square test is 0.870, and the p-value associated with the likelihood ratio test is also 0.870. These p-values are both greater than the commonly used threshold of 0.05, which suggests that we cannot reject the null hypothesis that there is no significant relationship between the GENDER of the respondents and their AWARENESS OF WELFARE MEASURES.

10.   SIMPLE RANKING METHOD

Question	Mean Total	Rank
Drinking Water	470	5
Seating	436	4
First Aid	434	3
Restroom	431	2
Canteen	427	1

INTERPRETATION:

➢   The canteen received the highest overall rank, The restroom received the second-highest overall rank, First aid received the third-highest overall rank, Seating received the fourth-highest overall rank, Drinking water received the lowest overall rank.

FINDINGS

➢   50% of respondents are No, and 50% of respondents are Yes in awareness of welfare measures

➢   26.7% of respondents no opinion, 26.% of respondents are always, 25.3% of respondents are sometimes, 22.0% of respondents are never in the welfare helps to the problems

➢   There is no significant relationship between the educational qualification of the respondents and their opinion on present welfare facilities

➢   The canteen received the highest overall rank, The restroom received the second-highest overall rank, First aid received the third-highest overall rank, Seating received the fourth-highest overall rank, Drinking water received the lowest overall rank.

SUGGESTION

➢   Conduct surveys to understand the specific needs and preferences of your workforce, and tailor your welfare schemes accordingly.

➢   Provide a range of benefits, such as health insurance, retirement plans, and paid time off, to ensure that workers feel valued and supported.

II. CONCLUSION

This study has shown that labor welfare schemes have a significant impact on job satisfaction. The various types of schemes, such as health insurance, retirement plans, paid vacation days, and flexible work schedules, can improve employees' overall well-being, reduce stress levels, and increase job security. The study has also highlighted the importance of factors such as salary, job security, working conditions, and opportunities for growth and development in determining job satisfaction. Organizations that provide labor welfare schemes in addition to meeting these factors are likely to have a more satisfied and motivated workforce. Implementing labor welfare schemes can help organizations to attract and retain talented employees and lead to a more productive and satisfied workforce

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