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# A Study on Employee Welfare Measures and It's Influence on Performance in HLL Lifecare Limited

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**ABSTRACT:** Employee welfare measures play a crucial role in modern organizations by emphasizing the significance of workers and their well-being. These measures are designed to create a supportive environment that addresses employees' physical, emotional, and professional needs, thereby enabling them to excel in their roles. This paper investigates the correlation between employee welfare measures and performance, focusing specifically on challenges encountered by production plant employees, such as respiratory issues stemming from exposure to ammonia gas. The study employs a mixed-method approach, integrating quantitative and qualitative data collected from 287 employees. The primary objectives include assessing the impact of financial concerns, evaluating the quality of employer-employee relationships, and appraising existing welfare initiatives. Statistical tools are utilized to analyze the gathered data comprehensively, enabling the extraction of actionable insights. The findings of this research endeavor to offer practical recommendations for enhancing employee welfare strategies. By addressing issues related to respiratory health and other welfare concerns, organizations can foster a healthier and more productive workforce. Ultimately, this proactive approach is expected to contribute positively to organizational performance within the company. In conclusion, this study underscores the importance of prioritizing employee welfare measures as a means to empower workers and optimize organizational outcomes. By investing in comprehensive welfare programs, organizations can cultivate a motivated workforce that is better equipped to overcome challenges and achieve sustained success.

**KEYWORDS:** Employee Welfare Measures, Organizational Performance, Mixed-Method Approach, Welfare Measures Evaluation, Financial well-being.

## I. INTRODUCTION

Employee welfare measures encompass the initiatives and policies implemented by organizations to promote the well-being and satisfaction of their workforce. These measures extend beyond traditional benefits and compensation structures, addressing various aspects of employees' lives, including physical health, mental well-being, financial stability, and work-life balance. By prioritizing employee welfare, organizations aim to create a supportive and conducive work environment that fosters employee engagement, retention, and ultimately, organizational success. In today's dynamic and competitive business environment, the significance of employee welfare measures in enhancing organizational performance cannot be overstated. This paper explores the relationship between employee welfare measures and organizational success within the context of the healthcare sector. Specifically, it investigates how these measures impact performance at the company, a leading organization in the industry. This critical examination sheds light on the importance of prioritizing employee well-being for sustainable growth and competitiveness in the modern business landscape.

## OBJECTIVES OF STUDY

- To study about the existing welfare provided.
- To study about respiratory problems of the employees.
- To study about the employee and employer relationship.
- To analyze the financial issues faced by the employees.

## SCOPE OF THE STUDY

- This study will help the top management to improve their labor welfare measures unfavorable to the employees.
- This study also helps to improve the job satisfaction level of employees and productivity through welfare facilities.
- The study covers the whole organization is taken into consideration and the survey is taken among the workers through the questionnaire.

## LIMITATION OF THE STUDY

- Some of the employees are reluctant while answering the questions because of the busy work schedule.
- It is applied only to permanent employees and third-part contract employees.
- Due to shift arrangement, it is difficult to collect data from all employees.
- Data collected are totally depending on respondent's view, the information given by them is mostly positive.

## TYPES OF WELFARE MEASURES

- i) Statutory welfare measures
- ii) Non- Statutory welfare measures

### i) STATUTORY WELFARE MEASURES

#### • FIRST AID AND AMBULANCE ROOM

The First Aid Room is managed by a qualified Doctor assisted by Trained Nursing staff. An ambulance Van is kept in front of the Ambulance Room for 24 hours to meet the exigencies if any. Full-fledged Ambulance and First Aid Rooms in charge of Doctor and nursing staff have not been provided as the number of employees are below the limit specified by the Factories Act. However, first aid boxes with all requirements are provided.

#### • CANTEEN

Canteen facilities are provided for the benefit of the employees. Food at subsidized rate is given to the employees. Canteens are run at other places by contractors. Employees are given canteen subsidy per month along with their salary.

#### • LOCKERS FOR EMPLOYEES

At all the manufacturing unit's employees are given locker facility and change room facility.

#### • CRECHE

Creche under the supervision of an Ayah is provided in the Factory.

#### • SAFETY

The company provides utmost importance to safety aspects. Safety and Environment Department under Safety Officer looks after all aspects related to the safety in all the manufacturing Units. We have conducted safety training and awareness programmes with regularly conducted and the Company got Safety Awards more than once.

#### • COUNSELLING SUPPORT SERVICES

Mental health and emotional well-being are integral components of overall health and quality of life. So, there is a welfare officer to whom the employees can get mental guidance.

### ii) NON-STATUTORY WELFARE MEASURES

#### • EDUCATION

If the children of the members of the Fund secure State/University first, second or third rank in SSLC, Pre-degree, or equivalent Diploma and Degree Examinations of the University or its equivalent, such students will be paid cash awards of Rs. 1000/- (Rupees one thousand only). First, Second & Third winners of Sports & Games of the State/National Level Competitions (School/University level), the following prize money will be given from the fund.

#### • HEALTH AND WELLNESS PROGRAMS

Initiatives such as gym memberships, wellness workshops, nutrition counseling, and stress management programs aimed at promoting employee health and well-being.

#### • MEDICAL SHOP

There is medical shop where they get all type of paramedical products and they provide special discounts for the employees.

#### • CONSUMER STORE

In the consumer store they will get all products, the employees would get special discounts.

#### • SUMMER CAMP

There is special two-week summer camp for the children of the employees, only the children between 7-15 years old can join in the camp.

#### • PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Training programs, tuition reimbursement, mentorship initiatives, and career advancement opportunities to support employees' growth and development within the organization.

#### • HEALTH AND WELLNESS PROGRAMS

Initiatives such as gym memberships, wellness workshops, nutrition counseling, and stress management programs aimed at promoting employee health and well-being.

## II. REVIEW OF LITERATURE

**Bhambhani (2023)** In her study, "An Analysis of Labor Welfare Measures with Special Reference To L&T Case Equipment's Private Limited Pithampur", throws light on impact of welfare measures on the employees' performances



with respect to the construction industry. The primary data for the study was collected through a questionnaire. The sample size of the study was 80 and the sample design adopted was systematic random sampling technique.

**Gayathri (2022)** In her study, “Impact of Welfare Measures on The Employee Performance with Particular Reference of Solllys Consulting and Solutions Pvt Ltd” to determine the satisfaction levels of workers with regards to welfare services and to propose some measures for improving welfare measures in the organization. Research was sustained by stratified random sampling of 32 employees from various departments. Structured questionnaire was used for collecting the data. The data was analyzed through the percentage analysis and cross tabulation method by using SPSS software. The main findings of the study are the majority of employees were satisfied with the statutory and non-statutory welfare measures. Majority of employees were highly satisfied with social security training program facilities by identifying the needs of each employee.

**Devani (2020)** In her study, “The Study on Impact of Employee Welfare Measures in Dimond Industry” it was done with the objective of analyzing, safety and welfare measure of the company, Knowing the opinion and satisfaction level of employee about health measure, safety measure and welfares followed in the company and the measure followed to prevent from accident in the company. The labor health, safety and welfare are the measure of promoting the efficiency of labor. The various welfare measure provided by the employee will have immediate impact on the health and mental efficiency of the worker and thereby contributing the higher productivity. The sample size was limited to 100 data were analyzed using simple percentage analysis, based on the findings and interpretations, suitable suggestion was given of the company.

**Vinitha (2020)** In her study, “A Study on Employee Satisfaction Towards Welfare Measures” an attempt has been made to study the employee satisfaction towards the welfare facilities at Tamil Nadu Newsprint and Papers limited, Kagithapuram which helps to retain the employees working in an organization that leads to success of an organization. In this study, I used Descriptive research design. Totally 120 employees from various departments have been selected as respondents to fill the questionnaire for this study. Findings of this study are only related to the employees of Tamil Nadu Newsprint and Papers Limited.

**Venkatesh and et al (2020)** In their study, “A Study on Employee Welfare Measures with Reference to Kawman Pharma Private Limited” the Co-Operation of the employees, provision of better conditions of work like suitable temperature, adequate lighting and in general a pleasant atmosphere is very necessary to get them to realize that the management thinks of their welfare. Such welfare activities benefit not only the workers but also the management to increase the productive efficiency. Today progressive managers realize that these welfare facilities pay a good dividend in the long run, in which they contribute in a large degree towards the health and efficiency of the workers and towards a high morale. Labor welfare defined as efforts to make life worth living for workmen. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

### III. HYPOTHESIS OF THE STUDY

**H0:** There is no significant difference between gender of employees and factors of welfare measures provided.

**H1:** There is significant difference between gender of employees and factors of welfare measures provided at HLL Lifecare Ltd.

### IV. RESEARCH METHODOLOGY

#### Population of the study

The total employees in this organization are 1015.

#### Sample size

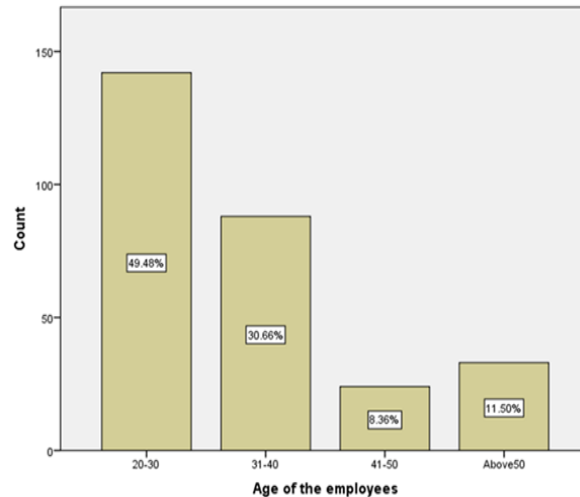
There are 287 respondents.

#### Data collection

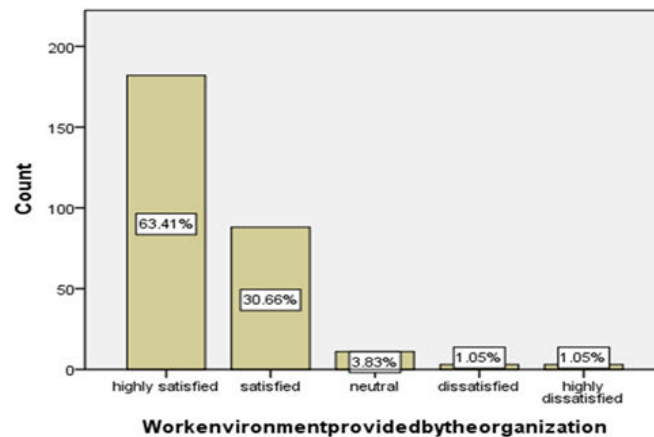
- Primary data was collected through survey from the employee using the questionnaire designed in the five-point scale. The respondents have to rank or tick the alternatives according to their choice.
- Secondary data needed for conducting this research work were collected from brochures of the company and various journals.

**Period**

The study was done from 26/03/2024 to 27/06/2024.

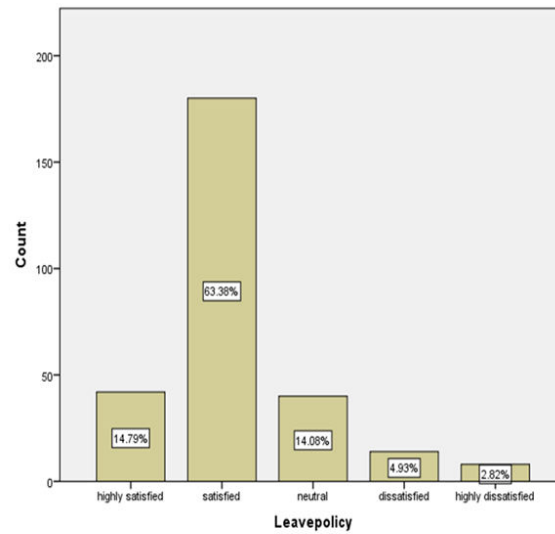
**V. DATA ANALYSIS & INTERPRETATION****1.1 Chart showing the age group of the respondents****INFERENCE**

The chart 1.1 shows that 49% of respondents comes under the age group 20-30, 31% of respondents comes under to 31-40 age group ,8% of respondents comes under 41-50 age group and 12% of respondents comes under above 50 age group.As per this finding the majority of respondents are under 20-30 age group.

**1.2. Factors under the profile of the existing welfare measures provided****1.2.1. Chart showing how many respondents are comfortable with the work environment provided by the organization****INFERENCE:**

The chart 1.2.1 shows the comfort level the respondents feeling in their work place 63% respondents are highly satisfied, 31% respondents are satisfied, 4% is neutral, 1% is dissatisfied and 1% is highly dissatisfied.

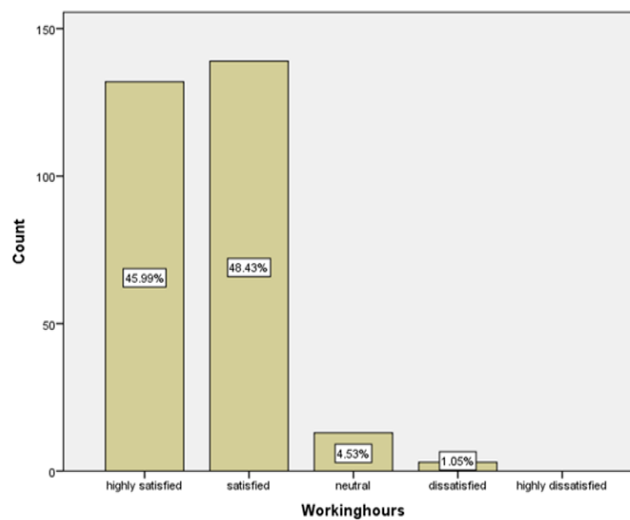
### 1.2.2. Chart showing the satisfaction level of leave policy in the organization



#### INFERENCE

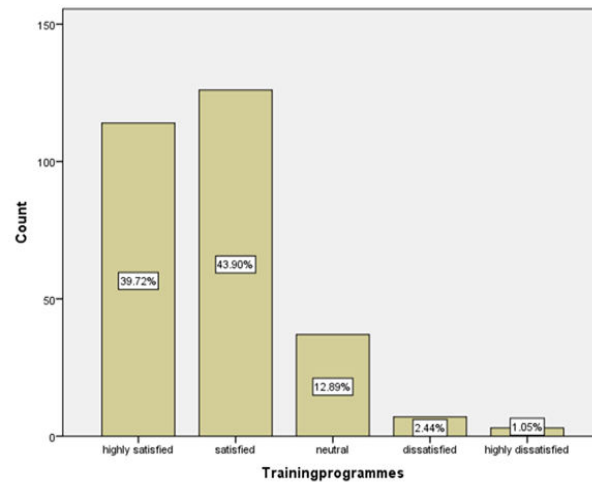
The chart1.2.2 shows the satisfaction level of leave policy in the organization 15% respondents are highly satisfied, 63% respondents are satisfied, 14% is neutral, 5% is dissatisfied and 3% is highly dissatisfied.

### 1.2.3. Chart showing the level of rating the working hours of the organization

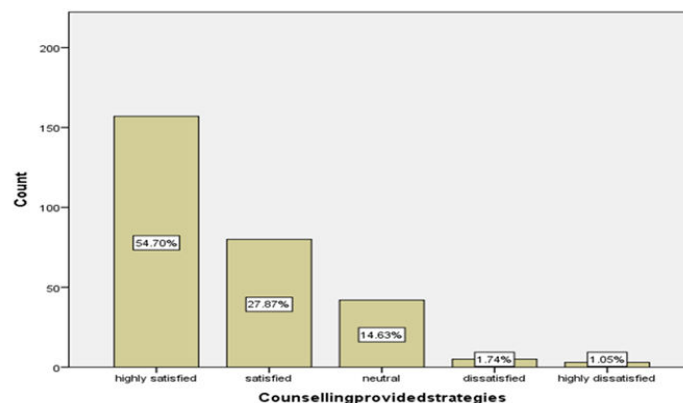


#### INFERENCE

The chart1.2.3 shows the rating of working hours in the organization 46% respondents are highly satisfied,

**1.2.4. Chart showing the respondents opinion about training programmes provided****INFERENCE**

The chart 1.2.4 shows the opinion about training programmes 40% respondents are highly satisfied, 44% respondents are satisfied, 13% is neutral, 2% is dissatisfied and 1% is highly dissatisfied.

**1.2.5. Chart showing the rate of counselling provided strategies in the company****INFERENCE**

The chart 1.2.5 shows the rating of counselling provided strategies in the company of 55% respondents are highly satisfied, 27% respondents are satisfied, 15% is neutral, 2% is dissatisfied and 1% is highly dissatisfied.

**INDEPENDENT SAMPLE T-TEST:**

The independent samples t-test is used to compare the means of two unrelated groups on the same continuous, dependent variable to determine if there are statistically significant differences between these means.

**Null Hypothesis (H0):** There is no significant difference between gender of employees and factors of welfare measures provided.

**Alternative hypothesis (H1):** There is significant difference between gender of employees and factors of welfare measures provided.

Factors of Role Description	Gender				t value	P value
	Male		Female			
	Mean	SD	Mean	SD		
Comfortable with the work environment	1.40	0.791	1.48	0.679	0.305	0.581
Satisfied with the leave policy	1.91	0.670	2.31	0.889	9.370	0.002**
Rate the working hours	1.48	0.562	1.67	0.650	0.481	0.489
Opinion about training programmes	1.85	0.934	1.79	0.771	2.800	0.095
Rate the counselling provided strategies	1.81	1.104	1.59	0.710	27.999	0.000**

**Note:**1.\*\*denotes significant at 1%level

2.\*denotes significant at 5%level

- There is no significant difference between gender and comfortable with the work environment, since P value is greater than 0.05. Hence the null hypothesis is accepted at 5% level with regard to gender of employees and comfortable with the work environment.
- Since P value is less than 0.01 the null hypothesis is rejected at 1% level with regard to factors of welfare related and satisfied with the leave policy. Hence there is significance difference between male and female with regard to factor of welfare related and satisfied with the leave policy.
- There is no significant difference between gender and rate the working hours, since P value is greater than 0.05. Hence the null hypothesis is accepted at 5% level with regard to gender of employees and rate the working hours.
- There is no significant difference between gender and opinion about training programmes, since P value is greater than 0.05. Hence the null hypothesis is accepted at 5% level with regard to gender of employees and opinion about training programmes.
- Since P value is less than 0.01 the null hypothesis is rejected at 1% level with regard to factor of welfare related and rate the counselling provided strategies. Hence there is significance difference between male and female with regard to factor of welfare related and rate the counselling provided strategies.

## VI. FINDINGS

The overall questionnaire score is 2. The results show that most respondents were satisfied towardsexisting welfare measures. There are more female respondents. Employees have shown positive feedback regarding the welfare measures implemented by the company.

## VII. SUGGESTIONS

- Menstrual health support and flexible working hours during menstruation.
- Create dedicated lactation rooms equipped with comfortable seating to support nursing mothers returning to work.





- Offer career development mentorship programs, leadership training to support the career advancement of female employees, addressing barriers to promotion and leadership roles.
- Enhance workplace safety measures to address the specific needs and concerns of female employees, including adequate lighting in parking lots and pathways, security escorts for late shifts.

### **VIII. CONCLUSION**

Labour welfare services is an important personnel function in a business. Effective utilization of other factors of production depends on the efficiency of human factor. The worker spends more than a quarter of his life in his working place. Therefore, the worker has every right to demand that the condition under which he works should be reasonable and provides proper safeguards for life and health. Today, welfare has been generally accepted by the employer depending on its priorities gives varies degrees of importance to labour welfare. Human resource plays an important role in any organization. Employees welfare facilities are concern to this department, if the employees happy with welfare facilities, then only the productivity of that organization can be increased.

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