

Ensuring Employee Well-Being: A Study on Contractual Workforce Benefits

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Abstract: This study examines the welfare measures provided by organizations to contract employees, focusing on their awareness, effectiveness, and satisfaction levels. Organizational welfare programs play a crucial role in supporting employees' well-being by offering benefits such as health coverage, financial security, paid leave, career development opportunities, and a safe work environment. These initiatives contribute to employee satisfaction, productivity, and retention by fostering a positive work culture and demonstrating the organization's commitment beyond just work performance. The research aims to assess the awareness of contract employees regarding available welfare facilities, evaluate the effectiveness of the welfare programs provided by the organization, and measure the level of satisfaction among contract employees with these welfare measures. Data for this study was collected through a structured questionnaire from 321 contract employees within the organization. The findings reveal that the majority of contract employees are well aware of the welfare facilities and express a high level of satisfaction with the support provided by the organization.

Keywords: Welfare Programs, Employee Well-being, Contract Employees, Employee Satisfaction

I. INTRODUCTION

Employee welfare measures encompass a range of programs and practices implemented by organizations to enhance the overall well-being of their employees, addressing their physical, mental, and emotional health. In today's competitive business environment, investing in employee welfare is recognized as a strategic imperative that can lead to increased productivity, job satisfaction, and reduced turnover rates. These measures include health and safety programs, mental health support, flexible working arrangements, financial assistance, and recreational activities, all aimed at fostering a sense of belonging and loyalty among the workforce. The Factories Act, 1948, specifically Sections 42 to 50, outlines statutory welfare measures to ensure a safe and healthy working environment, including provisions for washing facilities, clothing storage, seating, first-aid, canteens, rest areas, crèches, welfare officers, and the ability for state governments to customize rules based on specific needs. As organizations adapt to changing workforce dynamics, understanding and implementing effective welfare measures remain crucial for attracting and retaining talent while promoting a positive organizational culture.

II. LITERATURE REVIEW

Higher employee welfare correlates positively with innovation performance, particularly in the quality of innovations as measured by patent applications [2]. Five specific areas: occupational health, succession plans, training and development, employee referral schemes, and remuneration policies. Welfare program variables positively influenced employee performance, with remuneration policies having the strongest effect, followed by occupational health and training and development [3]. The primary goal of employee welfare is to enrich employees' lives and promote happiness, as they spend a considerable amount of time at work. When organizations support employees, especially during challenging times, it fosters greater productivity and engagement. Acknowledging employees as whole individuals with personal needs and aspirations is crucial for creating a supportive work environment. [5]

III. SCOPE OF THE STUDY

Identifying various welfare initiatives such as health benefits, financial security, and career development opportunities, as well as assessing contract employees' awareness and satisfaction regarding these measures. Evaluate the effectiveness of the welfare programs in enhancing employee well-being and may include a comparative analysis with permanent employees. Additionally, it will explore the impact of these measures on organizational culture and provide recommendations for improving welfare programs to better support contract employees.

IV. RESEARCH OBJECTIVES

- To determine the awareness among Contract Employees regarding the available Welfare Facilities.
- To Evaluate the Effectiveness of the Welfare Programs provided by organization.
- To Evaluate the Level of Satisfaction among the Contract Employees regarding the Welfare measures provided by organization.

V. RESEARCH METHODOLOGY

This study has a descriptive approach. This study comprises respondents who are contract employees. Sample Size equals to 321. Primary and secondary data are the types of data used. The primary data could be obtained by a structured questionnaire.

VI. ANALYSIS AND DISCUSSION

6.1 Awareness among Contract Employees Regarding the Available Welfare Facilities

Opinion	Frequency	Percentage
Strongly Agree	268	83.5
Agree	53	16.5
Total	321	100

Fig -1 aspect showing frequency and percentage

6.2 Effectiveness of the Welfare Programs Provided by Organization

6.2.1 First Aid Facilities

S.No	Statements	Average	Rank
1.	I am satisfied with the first aid support available at organization to all employees.	4.58	1
2.	First aid kits are well stocked with all necessary medical supplies such as bandages, antiseptics and pain relievers.	4.56	2
3.	The First aid facilities are easily accessible to me, ensuring I can quickly reach them in case of an emergency.	4.51	3
4.	The support and treatment advice provided by the doctor and nurses are helpful and reliable.	4.48	4

6.2.2 Working Conditions

S.No	Statements	Average	Rank
1.	The ventilation and lighting in work area are adequate, ensuring a comfortable working environment	4.66	1
2.	I feel supported by supervisors when I need to take leave for personal or medical reasons.	4.63	2
3.	The food served in the canteen is of quality and meets my expectations in terms of taste and nutrition	4.58	3
4	Organization ensures the overall safety of women at the workplace.	4.52	4
5.	I am satisfied with the cleanliness, hygiene, and overall environment of the canteen.	4.50	5
6.	The restrooms and lunchrooms are conveniently located, making it easy for me to access them during breaks.	4.49	6
7.	Organization supports work-life balance by providing adequate benefits that cater to the personal and family needs of contract Employees.	4.43	7
8.	The Organization ensures a safe working environment, free from any hazards that might cause harm.	4.37	8

6.3 Variable Analysis Using Regression

It is clear from the above table that the independent variable first aid facilities provided to the contract employees is 0.179 which is greater than 0.05. So the null hypothesis is accepted. ($F=8.884$). Here, we reject the null hypothesis that there is significance impact for crèche, working condition, transport facilities provided by organization because the significance value is less than 0.05, and we accept the alternative hypothesis. The F-statistics illustrates how much more likely the null hypothesis is to be correct. When the null hypothesis is correct, F-statistics typically falls around 8.884, but it increases when the alternative is correct. The F value in this instance is exceptionally high, indicating that the alternative hypothesis is very strong.

Analysis of Variables Using Chi-Square

• Chi square test is used to show the relationship between the Demographic factors of respondents and the Overall Satisfaction of the employees

Null Hypothesis: There is no association between the Gender of the Employees and the Overall Satisfaction of the Contract Employees.

Alternate Hypothesis: There is a association between the Gender of the Employees and the Overall Satisfaction of the Contract Employees.

Relationship between Gender and Overall Satisfaction

Factors	SIG	Null Hypothesis
Gender and overall satisfaction	0.001	Rejected

While observing the results of the chi square test shown in the table, the Asymptotic Significance is less than 0.05 ($p>0.05$), the null hypothesis is rejected. There is an association between Overall Satisfaction of the Contract Employees and the Gender.

VII. FINDINGS

To determine the awareness among Contract Employees regarding the available Welfare Facilities

By Performing Chart and Frequency table it is found that among the 321 Contract Employees 268 Employees Strongly Agree that they are well informed about the welfare programs and benefits provided by the Organization and so they are aware about the available welfare facilities and 53 Employees Agree that they are well informed about the welfare programs and benefits provided by the Organization.

To Evaluate the Effectiveness of the Welfare Programs provided by Organization First Aid:

- The satisfaction with the first aid support available at organization has the high effectiveness among the contract employees and it is ranked as 1st.
- Next First aid kits are well stocked with all necessary medical supplies such as bandages, antiseptics and pain relievers has the 2nd rank.
- After that The First aid facilities are easily accessible to me, ensuring I can quickly reach them in case of an emergency
- In the 4th rank the support and treatment advice provided by the doctor and nurses are helpful and reliable.

Working Condition:

- The ventilation and lighting in working area are adequate, ensuring a comfortable working environment has the highest Effectiveness in working condition and was ranked in 1st.
- Next the support by supervisors when employees need to take leave for personal or medical reasons was ranked 2nd rank.
- Next the statement the food served in the canteen is of quality and meets expectations in terms of taste and nutrition is ranked 3rd.
- In the 4th rank organization ensures the overall safety of women at the workplace.
- In the 5th rank the satisfaction with the cleanliness, hygiene, and overall environment of the canteen.
- In the 6th rank the restrooms and lunchrooms are conveniently located, making it easy to access them during breaks.
- After that organization supports work-life balance by providing adequate benefits that cater to the personal and family needs of contract Employees.
- In the 8th rank organization ensures a safe working environment, free from any hazards that might cause harm.

To Evaluate the Level of Satisfaction among the Contract Employees regarding the Welfare measures provided by organization.

- By Performing the Multiple Regression analysis it is found that the welfare programs Crèche, Working Condition, Transport Facilities has positively impacted the Overall Satisfaction of the Contract Employees towards the Welfare Programs provided by the Organization.
- By Performing the Chi Square test it is found that there is an association between Overall Satisfaction of the Contract Employees and the Gender.

VIII. CONCLUSION

The welfare programs provided by the organization significantly contribute to the well-being of contract employees. The welfare programs offered by the organization play a crucial role in enhancing the overall well-being of contract employees. These programs, which include First Aid Facilities, Crèche Facilities, Working Condition, Transport Facilities, essential services, have been positively received by Contract employees, contributing to a better work-life balance and a sense of security. The availability of these welfare measures not only helps in meeting the immediate needs of contract workers but also fosters a sense of loyalty and commitment to the organization. By addressing the personal and professional needs of contract employees, the organization demonstrates a strong commitment to their welfare, ultimately creating a more motivated and engaged workforce. The positive impact of these programs reflects the organization's dedication to maintaining a supportive and inclusive work environment for all employees, regardless of their employment status. The initiatives promote a culture of trust and mutual respect, contributing to better morale and engagement among contract workers. This, in turn, positively affects their productivity and commitment to the organization. By offering these comprehensive welfare facilities, the organization demonstrates its dedication to creating an inclusive and supportive workplace that prioritizes the welfare of all employees. Overall, the programs have a significant and lasting positive effect, ensuring that contract employees feel recognized, motivated, and well-cared-for.

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