

A Study on Employee Welfare Measures in Information Technology Industry in India

S. Priyalakshmi^{1*}, R. Deemagi², Sabari³

Abstract

The existing look at is made and tries to findout the employee welfare measures adopted in IT agency. Worker welfare technique for few things perform for the development of the personnel over and above the wages paid which was not always a need of the employer. The simple motive of employee welfare is to beautify the existence of employees and maintain them glad. Personnel spend as a minimum half of their time at work or attending/leaving to it. The present study deals with employee welfare measures in Information technology Industry. Human beings are entitled to be dealt with as complete human beings with personal dreams, hopes and anxieties. Study on employee welfare is very important for the growth of the organization. Information technology industry plays a major role in the growth of the economy as everything is made as system based in all the sectors. The development of any sector lies in the individual improvement and it is a great thing to take care of welfare measures of the employees. The present study is made and tries to findout the worker welfare measures adopted in IT enterprise. They know that they contribute to the agency when they are fairly unfastened from worry and that they feel that when they are in trouble/problems, they are because of get something returned from the corporation. Humans are entitled to be dealt with as full human beings with non-public wishes, hopes and anxieties.

Keywords: Welfare, wages, organization, improvement, IT

INTRODUCTION

Worker welfare is a term which includes exceptional administrations, blessings and offices proposed to representatives through the companies. The government assistance estimates need not be monetary but in any sort/systems. This carries things like stipends, lodging, transportation, medical protection and meals. Representative authorities assistance likewise includes checking of working

*Author for Correspondence

S. Priyalakshmi
E-mail: deanjsrsm@gmail.com

¹Assistant Professor, School of Management Studies, Jai Shriram Engineering College, Avinashpalayam, Tiruppar, Tamil Nadu, India

^{2,3}Student, School of Management Studies, Jai Shriram Engineering College, Avinashpalayam, Tiruppar, Tamil Nadu, India

Received Date: July 01, 2022

Accepted Date: July 30, 2022

Published Date: August 20, 2022

Citation: S. Priyalakshmi, R. Deemagi, Sabari. A Study on Employee Welfare Measures in Information Technology Industry in India. NOLEGEIN Journal of Information Technology & Management. 2022; 5(1): 28–35p.

situations, making of present day congruity thru framework for wellness, present day family members and protection against contamination, mishap and joblessness for the worker's and their families [1]. Via such liberal advantages the business makes ordinary routine well worth experiencing for workers. Authorities assistance contains something is finished for the solace and development of representatives and is given nicely beyond the wages. Authorities assistance enables in maintaining the remedy and suggestion of the workers high to maintain the representatives for longer duration [2]. The authorities assistance estimates need now not be in monetary phrases simply but in any type/systems. Representative

authorities assistance contains watching of running occasions, manufacturing of current settlement thru framework for wellbeing, current family members and protection against illness, mishap and joblessness for the experts and their families [3].

Associations provide authorities help places of work to their workers to preserve their notion degrees excessive. The representative government help plans can be grouped into two training viz. Prison and non-criminal government assistance plans. The felony plans are the ones plans which might be obligatory to offer by an association as consistence to the rules administering consultant wellbeing and safety, those consist of: bottle workplaces, drinking water, suitable and adequate lighting fixtures, workplaces for sitting, converting rooms, emergency treatment apparatuses, lavatories and urinals, washing places, spittoons, rest rooms. Non-legal government help plans might encompass: character scientific services, flexi-time, representative help packages, provocation strategy, employee reference plot, medi-guarantee are the proportions of advancing the proficiency of employee. The distinct authorities help estimates given through the enterprise will quickly have an effect on the wellbeing, bodily and mental proficiency readiness, resolve and by means of and huge effectiveness of the laborer and on this manner adding to the higher performance [4]. A part of the workplaces and administrations which fall in the see of consultant authorities assistance comprise best bottle places of work, convenience game plans, and sporting places of work, clinical workplaces transportation workplaces for venturing out from and to the work surroundings. Representative government assistance covers an extra than adequate discipline and implies a situation of prosperity, pleasure, achievement, insurance and broadening of HR and furthermore serves to idea of specialist. The crucial propose of employees authorities help is to enhance the lifestyles of representatives and to stay them happy and directed that serves to development of association [5].

Every association should give prison and non-legal government help gauges but a few affiliation gives a few more government help offices to the representatives and their nature of work life. The amazing point of our us of a is to perform maximum extreme workable financial flip of events to accomplish higher pleasant of dwelling for employees within the United States of America. Notwithstanding all of the superior innovation and each one of the frameworks of controls getting into a long way accomplishing use, guy simply stays the primary take into account creation method. To paintings, it is far outdoor the realm of possibilities for every affiliation to acquire its objectives. Accordingly, on this association authorities assistance measures is one of the a part of public software towards running on the improvement of the enterprise state of the specialist and pay of most of the people [6].

Arising subsequent are the highlights of consultant government help:

- Representative authorities help is a far accomplishing term such as distinct administrations, places of work and conveniences gave to employees to their improvement.
- Authorities help measures are notwithstanding ordinary wages and other monetary benefits handy to representatives underneath valid arrangements and aggregate haggling.
- The important motivation at the back of consultant government help is to paintings on the part of the not unusual people and subsequently make a consultant a first rate employee and a cheerful resident.
- Worker authorities assistance is a fundamental piece of social government help. It consists of change of a representative's work life and regular lifestyles to the nearby place or public activity.
- Authorities assistance measures is probably both willful and criminal.

Evaluation of Literature

- Authorities, employers, exchange unions have accomplished loads to sell the betterment of workers conditions.

- David, A. Decenzo (2001) and Stephen P. Robbins in their eBook, “Personnel/Human useful resource control explained the various advantages and offerings supplied with the aid of the organizations to their personnel. In keeping with them, the legally required blessings and services consist of social safety rates, unemployment compensation, workers reimbursement and nation disability applications [7].
- Michael (2001) in his book, “Human useful resource control and Human family members” stated that the availability of intra-mural and extra-mural welfare facilities assist in enhancing the satisfactory of labor existence of employee’s thereby accurate human members of the family will broaden amongst distinct cadres of personnel.
- Punekar, Deodhar and Sankaran (2004) of their eBook, “hard work Welfare, change Unionism and commercial members of the family” said that exertions welfare is whatever carried out for the consolation and development, highbrow and social-wellbeing of the personnel over and above the wages paid which is not always a necessity of the enterprise [8].
- Aswathappa (2010) in his eBook, “Human useful resource management” mentioned the various varieties of advantages and offerings furnished to worker’s in terms of fee for time not worked, coverage blessings, compensation benefits, pension plans and so on. He additionally mentioned the approaches to administer the benefits and offerings in a better way [9].

To realize that whether or not government assistance workplaces count on a sizeable part on the running of representatives, And to realize therefore the representatives are disappointed authorities help workplaces will assist them with getting persuaded. Representatives assume a full-size component within the modern-day advent of the country. Therefore, associations want to tie down the collaboration of employees to extend the introduction and you got better blessings. The collaboration of representatives is viable simply when they may be completely glad with their supervisor and the functioning occasions at paintings. Before, industrialists and the businesses customary that their foremost responsibility toward their representatives became to pay them true wages and pay quotes [10].

RESEARCH TECHNIQUE

The facts has been accumulated from wellsprings of information that is essential and optional facts. Critical facts Questionnaire techniques are utilized to evoke information from representatives of different order divisions. Vital records are those which might be assembled specially for the modern-day task is straightforwardly via survey and individual collaboration. Essential records is accumulated via coping with the questionnaire and man or woman connection. Elective facts has been collected from diverse books and business enterprise statistics and placement. The non-compulsory statistics has been accrued by means of a person from diverse resources. Analyzing length: The evaluate became taken on a hundred respondents. Statistics display facts turned into given the assistance of tables, outlines; translation and perception have been mentioned beneath each table/diagrams. Records exam information was dissected by using fundamental subjective research for the overview.

The government assistance estimates need not be financial however in any sort/structures. This incorporates things like stipends, lodging, transportation, clinical protection and food. Consultant government assistance likewise consists of checking of working circumstances, making of present day support by framework for wellbeing, present day relations and protection towards illness, mishap and joblessness for the worker’s and their families. Through such liberal advantages the commercial enterprise makes everyday ordinary really worth experiencing for workers.

Government assistance incorporates whatever is finished for the solace and improvement of representatives and is given well beyond the wages. The government assistance estimates need not be in financial terms just however in any sort/structures. The representative government assistance plans can be grouped into two classes viz. legal and non-legal government assistance plans. The legal plans are

those plans that are mandatory to give by an association as consistence to the regulations administering representative wellbeing and security, these include: bottle offices, drinking water, appropriate and adequate lighting, offices for sitting, changing rooms, emergency treatment apparatuses, lavatories and urinals, washing places, spittoons, rest rooms. Non-legal government assistance plans might include: individual medical services, flexi-time, representative help programs, provocation strategy, worker reference plot, medi-guarantee are the proportions of advancing the proficiency of worker.

The different government assistance estimates given by the business will quickly affect the wellbeing, physical and mental proficiency readiness, resolve and by and large effectiveness of the laborer and in this manner adding to the higher efficiency. A portion of the offices and administrations which fall inside the see of representative government assistance incorporate satisfactory bottle offices, convenience game plans, and sporting offices, clinical offices transportation offices for venturing out from and to the work environment. Representative government assistance covers a more than adequate field and implies a condition of prosperity, joy, fulfillment, insurance and broadening of HR and furthermore serves to inspiration of specialist. The essential propose of workers government assistance is to improve the existence of representatives and to remain them happy and directed that serves to advancement of association.

Each association ought to give legal and non-legal government assistance gauges however some association gives some more government assistance offices to the representatives and their nature of work life. The excellent point of our country is to accomplish most extreme conceivable financial turn of events to accomplish better quality of living for laborers in the country. Notwithstanding all the advanced innovation and every one of the frameworks of controls coming into far reaching use, man actually stays the main consider creation process. To work, it is outside the realm of possibilities for each association to achieve its objectives. Thus, in this association government assistance measures is one of the part of public program towards working on the development of the business state of the specialist and pay of the general public.

Coming up next are the highlights of representative government assistance:

- Representative government assistance is a far reaching term including different administrations, offices and conveniences gave to workers to their improvement.
- Government assistance measures are notwithstanding ordinary wages and other financial advantages accessible to representatives under legitimate arrangements and aggregate haggling.
- The essential motivation behind representative government assistance is to work on the part of the common laborers and subsequently make a specialist a decent worker and a cheerful resident.
- Worker government assistance is a fundamental piece of social government assistance. It includes change of a representative's work life and everyday life to the local area or public activity.
- Government assistance measures might be both willful and legal.

REVIEW OF LITERATURE

- Binoyjoseph, josephinjodey (2009), studies inside the article factors out that, the structure of welfare states rests on a social protection fabric. Government, employers, alternate unions have accomplished lots to promote the betterment of people conditions [11].
- David, A Decenzo (2001) and Stephen P. Robbinsin their eBook, Personnel/Human useful resource control explained the numerous blessings and offerings supplied by means of the agencies to their personnel. In keeping with them, the legally required benefits and services include social protection charges, unemployment repayment, people reimbursement and country incapacity applications. They felt that the cost of the voluntary advantages appears to be growing [7].

- Michael (2001) in his book, “Human aid control and Human relations” said that the supply of intra-mural and extra-mural welfare facilities help in enhancing the pleasant of labor life of worker’s thereby appropriate human members of the family will expand amongst distinctive cadres of employees [8].
- Puneekar, Deodhar and Sankaran (2004) of their book, “labor Welfare, exchange Unionism and industrial family members” said that labor welfare is whatever achieved for the comfort and improvement, intellectual and social-wellbeing of the personnel over and above the wages paid which is not always a need of the industry [9].
- Aswathappa (2010) in his eBook, “Human aid control “discussed the numerous types of advantages and services supplied to employee’s in phrases of payment for time no longer worked, insurance benefits, compensation blessings, pension plans etc. He additionally mentioned the approaches to administer the blessings and offerings in a higher manner [10].

NEED FOR THE STUDY

To know that whether government assistance offices assume a significant part on the working of representatives, And to realize consequently the representatives are disappointed government assistance offices will assist them with getting persuaded. Representatives assume a significant part in the modern creation of the country. Consequently, associations need to tie down the collaboration of workers to expand the creation and to procure higher benefits. Before, industrialists and the businesses accepted that their main obligation towards their representatives was to pay them good wages and pay rates.

OBJECTIVES

1. To study the prevailing welfare facilities supplied to the employees.
2. To realize the employees opinion approximately the existing welfare centers.
3. To examine the delight of people towards the prevailing welfare facilities.

LIMITATIONS OF THE STUDY

This study plans to figure out the fulfillment of the representatives, whether the organization is giving important wellbeing, security and government assistance estimates in IT industry. The extent of the ongoing review named “Employee government assistance measures” is restricted exclusively to IT ventures.

RESEARCH METHODOLOGY

The information has been gathered from two wellsprings of information that is essential and optional information. Essential information Questionnaire techniques are utilized to evoke data from representatives of different order divisions. Essential information are those which are assembled particularly for the current task is straightforwardly through survey and individual collaboration. Essential information is gathered by managing the questionnaire and individual connection. Optional information has been gathered from various books and company records and site. The optional information has been gathered by a person from various sources. Information show Data was given the assistance of tables, outlines; translation and perception were noted underneath each table/diagrams. Information examination Data was dissected by basic subjective investigation for the review.

DATA ANALYSIS AND INTERPRETATION

The study on the employee welfare schemes and its impact on the employees of IT Industry are shown in Tables 1 and 2. Table 3 shows categories wise items of Employees welfare schemes and its Impact on employee’s efficiency at IT industry. The results are shown for 22 items on employee welfare in the study and the impact on employee efficiency. The results of the study are shown in Figures 1 and 2. The results of mean score and the percentage score of the selected 22 items is calculated and it is shown as 3.64 (66%).

Table 1. Item wise mean score, percentage score and categories of employees welfare schemes and its impact on employee's efficiency at IT industry.

Statement	MS	%	CAG
Voluntary benefits (Housing and Educational loans) provided by company.	3.21	55.25	AV
Company provides accommodation facilities.	3.46	61.50	G
Company provides educational facility to your children.	3.87	71.75	FG
Company/management provide traveling facilities to you and your family.	4.12	78.00	FG
Company/management provide canteen facility.	3.98	74.50	FG
Company/management provide the health care facility.	3.78	69.50	G
Revision is done in your payment.	4.07	76.75	FG
Satisfied with the payment, bonus, allowances etc.	3.56	64.00	G
Voluntary benefits provided by company	3.35	58.75	AV
Company/management have taken insurance coverage against accidents on work place.	3.85	71.25	FG
Company/management provide any other facilities.	3.32	58.00	AV
There clean urinals provide for you by management.	3.68	67.00	G
There clean and safe drinking water is available in the workplace.	3.85	71.25	FG

Table 2. Item wise mean score, percentage score and categories of employees welfare schemes and its impact on employee's efficiency at it industry (contd....).

Statement	MS	%	CAG
Dustbin available in the workplace.	3.65	66.25	G
Primary health care facility is given to you.	3.89	72.25	FG
Satisfied with recreational facilities.	3.18	54.50	AV
Necessary measure to taken to prevent the accident.	3.88	72.00	FG
Interest of organization regarding welfare of the employees.	3.38	59.50	AV
Management welcomes suggestion on the welfare activities.	3.1	52.50	AV
Whether the canteen food is hygienic or not.	3.68	67.00	G
Shelter and rest rooms provided by the company.	3.31	57.75	AV
Satisfied with the proper ventilation and lighting provide by the company at work place.	3.95	73.75	FG
Average	3.64	66.00	Good

Table 3. Categories wise items of employees welfare schemes and its impact on employee's efficiency at it industry.

S.N.	Statement	Percentage (range)	Item no.	Total no. of item
1.	Very good	80 and above	Nil	Nil
2.	Fairly good	70 and above	3, 4, 5, 7, 10, 13, 15, 17, 22	09
3.	Good	60 and above	2, 6, 8, 12, 14, 20	06
4.	Average	50 and above	1, 9, 11, 16, 18, 19, 21	07
5.	Poor	Less than 40	Nil	Nil

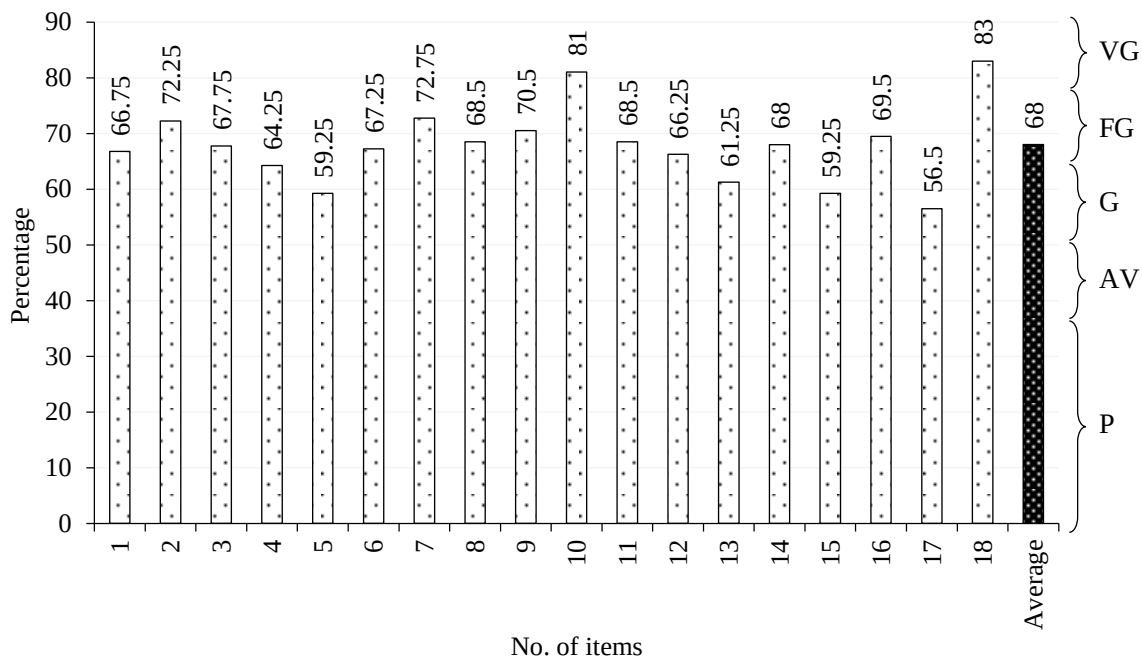


Figure 1. Item wise percentage score and categories of employee morale and its impact on efficiency at it industry.

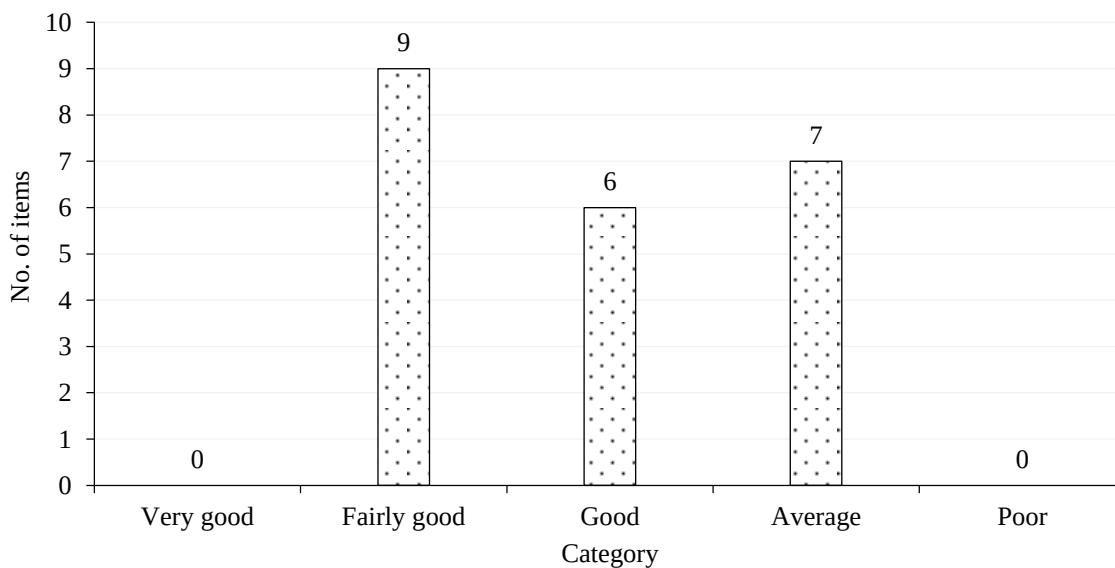


Figure 2. Categories wise items of employees welfare schemes and its impact on employee efficiency.

SUGGESTIONS

The following are the some of the suggestions for further improvement:

- Amusement workplaces must take delivery of to the representatives to cause them to sense advocated and produce little redirection from their regular recurring work and to avoid strain of the people.
- Complete clinical offices ought to be given to limit the non-attendance and to keep the workers more inoculated and sufficiently fit.
- Organization ought to be more dedicated to advance government assistance offices as it makes greater efficiency which thus helps the organization.

- Wellbeing exam, representative guiding, different wellbeing camps, hospitalization offices ought to be significantly more improved by leading the wellbeing camps no less than once in a month.
- The quantity of clinical specialists or doctors ought to be expanded.
- Better workplace ought to be given.

CONCLUSION

Human resource a good sized element in any affiliation. Consultant government assistance offices are worry to this department, inside the event that the employee content with authorities assistance offices, just the efficiency of that association may be expanded. In mild of the research of employee Welfare facilities in IT enterprise it seems that the groups are surprisingly sharp within the advancing all the government help places of work given with the aid of IT ventures.

REFERENCES

1. Kudchelkar, D.L.S. "Aspects of Personnel Management and Industrial Relations", Excel Books, New Delhi, 1979, p.10
2. Tyagi, B.P. "Labour Economics and Social Welfare", Educational Publishers, Meerut, 1982, pp. 595-613.
3. PramodVarma, "Labour Economics and Industrial Relations", Tata McGrawHill Publishing Company Limited, New Delhi, 1987, p. 381.
4. Ahuja, K.K. "Labor Welfare and Social Security" in Personnel Management, Kalyanipublishers, New Delhi, 1988 pp. 935-947.
5. ArunMonappa, "Labour Welfare and Social Security" in Industrial Relations, Tata McGraw-Hill Publishing Company Limited, New Delhi, 1990, pp. 243-271. Tripathi, P.C. "LabourWelfare and Social Security", Personnel Management and Industrial Relations", Sultan Chand & Sons, New Delhi, 1998 pp 325-363.
6. Aquinas P.G, "Human Resource Management", Vikas Publishing House Pvt. Ltd, New Delhi, 2007, pp. 184-191.
7. David, A Decenzo (2001). A study on Labour Welfare Measures. International Journal of Engineering Technology, Management and Applied Sciences. Vol 3 Issue 7.
8. Michael (2001). Human Resource Management and Human Relations. Vol 1
9. Punekar, Deodhar (2004). Labour Welfare, Trade unionism and Industrial relations. Vol 1.
10. Aswathappa, K. "Human Resource Management", Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 378-392.
11. Binoyjoseph, Josephinjodey (2009). A study on employee welfare measures. International Journal of Engineering Technology, Management and Applied Sciences. Vol 2 Issue 7