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## A Study on Effectiveness of Employee Welfare Measures With Reference To Synergy Green Industries Limited: A Review

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### Abstract

This study examines the effectiveness of employee welfare measures implemented at Synergy Green Industries Limited, with the aim of evaluating their impact on employee satisfaction, productivity and overall organizational performance. Employee well-being includes activities that enhance employee well-being, safety, and morale, which can increase engagement and loyalty. In this context, research evaluates specific welfare measures provided by Synergy Green Industries, such as health and safety programs, financial benefits, work-life balance initiatives, recreational activities and professional development opportunities.

Using a mixed-methods approach, this study collected data through employee surveys, interviews, and review of organizational records. Quantitative data from surveys provided a quantifiable perspective on employee satisfaction, while qualitative insights from interviews explored deeper understandings of well-being measures and their direct impact on work performance. Analysis of the data collected highlighted both strengths and areas for improvement in the company's welfare initiatives. Findings show a strong relationship between well-being measures and increased job satisfaction, reduced absenteeism and improved employee retention rates. In addition, employees who benefited from welfare programs reported higher levels of motivation and alignment with organizational goals.

This research highlights the importance of strategic well-being programs as a means of fostering a positive work environment and suggests that companies can achieve better results by prioritizing employee well-being. Recommendations for Synergy Green Industries include improving existing welfare measures, particularly in health and career development, and regular assessments to meet the emerging needs of employees. This study provides valuable insights for corporate policy makers, HR professionals and organizational leaders, illustrating that inclusive investment.

**Keywords:** Employee Welfare, Employee Benefits, Employee satisfaction, Employee engagement, Employee Retention, Work life balance

### Introduction

#### Meaning of Employee Welfare:

Employee welfare refers to "efforts to make the lives of workers more livable".



Fig. 1 Welfare Measures [24]

### **Definition of Employee Welfare:**

According to Todd "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.

The term "employee welfare" refers to various services, allowances and facilities provided by employers to their employees. Welfare measures can be of any type or size; No money required. This includes things like stipend, accommodation, transportation, health insurance and food. Employee welfare includes monitoring of working conditions, promotion of industrial harmony through development of health infrastructure, industrial relations and insurance against sickness, accident and unemployment for workers' families. The firm enriches the quality of life for its employees by providing such excellent benefits.

Employee welfare is defined as "efforts to make the lives of workers worthwhile". Employee welfare is a broad term that refers to various services, benefits and facilities provided to employees and companies. The employer enriches the quality of life for the employees by providing such extensive fringe benefits.

Employee welfare is an important aspect of industrial relations, an added dimension, giving satisfaction to the worker in a way that a better wage cannot. It has gained further importance due to the growth of industrialization and mechanization. Industrial workers cannot cope with the pace of modern life with minimum subsistence facilities. He needs extra stimulation to keep body and soul together. Employers have also realized the importance of their role in providing these additional facilities. And yet, no matter how reasonable the demands of the workers, they cannot meet them. They are primarily concerned with the viability of the enterprise. Although proven to contribute to employee welfare, manufacturing efficiency, it is costly. Each employer places varying degrees of importance on employee well-being depending on its priorities.

### **The basic features of Employee Welfare are as follows:**

- Employee welfare includes various amenities, services and facilities provided to workers to improve their health, efficiency, economic upliftment and social status.
- There are welfare measures in addition to regular wages and other financial benefits available to employees due to legal provisions and collective bargaining
- Employee welfare schemes are flexible and ever-changing. New welfare measures are added to those existing from time to time.
- Welfare measures can be implemented by employers, government, employees or any social or charitable organization.
- The objective of Employee welfare is to develop the whole personality of the workers.

### **Importance of Employee Welfare:**

**Enhanced Productivity:** When employees feel valued and supported, they are more motivated and engaged, which improves focus, efficiency and output in their work.

**Employee Retention and Loyalty:** Welfare measures encourage employee appreciation, which reduces turnover rates. A supportive environment can increase loyalty, reduce the costs and disruptions associated with frequent employee turnover.

**Better health and safety:** Health and safety measures, such as access to medical facilities, safe working conditions and wellness programs, prevent workplace accidents and reduce absenteeism, ensuring a healthier, more reliable workforce.

**Higher job satisfaction:** Employee wellness programs including recreational activities, educational support, and flexible work arrangements to improve employee job satisfaction by helping employees maintain a healthy work-life balance.

**Positive Work Culture:** A strong wellness program contributes to a supportive and inclusive organizational culture, where employees feel their well-being is a priority. This creates team spirit and collaboration, enhancing the overall workplace environment.

**Enhanced Company Reputation:** Organizations known for their strong employee welfare policies attract top talent and gain a positive reputation. It helps create a brand that people want to work for and do business with.

**Legal Compliance:** Implementing welfare measures also ensures that organizations comply with labor laws, reducing the risk of legal issues and fines.



### Scope of Employee Welfare Measures:

The scope of employee welfare includes statutory and non-statutory welfare facilities. These facilities which are also increasing day by day and most of the employee Welfare facilities are widely accepted by society. The overall employee welfare's aim is to reduce the stress and strain of industrial workers.



Fig. 2 Employee Benefits [25]

### Type of Employee welfare

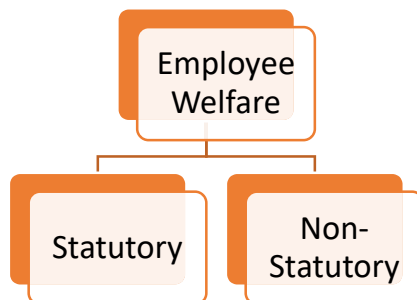


Fig. 3 Types of Employee Welfare

### Statutory (Intra-Mural) Welfare Measures

These are welfare measures required by law to ensure the basic health, safety and well-being of employees at the workplace. They usually include:

- Health and safety facilities: safe working conditions, first aid kits, fire protection and emergency exits.
- Clean drinking water: Providing safe and clean drinking water on site.
- Toilet and Sanitation Facilities: Access to clean and hygienic toilets and washrooms.
- Workplace ergonomics: proper seating, ventilation, lighting and reduced exposure to workplace hazards.
- Maternity and paternity benefits: leave and benefits for pregnant and new parents.
- Regulation of working hours: Adherence to rules for working hours, overtime and break time.

### Non-Statutory (Extra-Mural) Welfare Measures

These are additional, optional benefits offered by organizations based on goodwill, industry standards, or competitive practices. They vary from company to company and may include:

- Medical Benefits: Health insurance, wellness program and regular health checkups.

- Housing facilities: Assistance with accommodation, including company accommodation or rent allowances.
- Transportation Services: Travel options such as company buses, carpooling services or travel allowances.
- Educational Assistance: Scholarships, training programs or skill development courses for employees or their children.
- Recreational facilities: Access to gyms, sports facilities or social clubs.
- Financial Assistance: Loans, advance payments or support during financial emergencies.
- Childcare Support: On-site crèche or daycare services for employees with children.
- Career growth opportunities: mentoring, leadership programs and internal promotions.
- Employee Assistance Program (EAP): Counseling services, mental health support and stress management workshops.

#### **About Company (Synergy Green Industries Limited)**

One of India's leading state-of-the-art foundries installed with the country's largest semi-automated fast loop moulding line for large size castings, produces SG Iron, Grey Iron and Steel castings for wind turbines, wind gear box and general engineering industries like mining, pumps & plastic injection parts in the weight range of 3 to 30 metric tons with a capacity of 30,000 MT.

#### **Objectives:**

- To study effectiveness of welfare facilities amongst employees.
- To study satisfaction level of the employees about the welfare facilities.
- To study the impact of employee welfare on employee's performance.
- To analyze the welfare measures and its relationship with employee's commitment to Synergy Green Industries Limited.
- To study opinion about the various welfare measures provided to the employees.

#### **Brief Review of Literature:**

Jayashree et al. (2023), [1] study gave information about an in-depth analysis of employee welfare programs in a specific corporate entity. Research examines the relationship between well-being measures and employee satisfaction, productivity and overall organizational performance. The authors employ a mixed methods approach combining quantitative surveys and qualitative interviews to evaluate the effectiveness of these measures. Strength of the study is the detailed exploration of various welfare initiatives such as health benefits, work-life balance programs, and career development opportunities and their impact on employee morale and retention. Findings indicate that the implementation of such welfare measures positively affects employee engagement, which in turn improves productivity and loyalty. However, this study could have benefited from a larger sample size and the inclusion of comparative data from other companies in similar industries. The scope of the research is limited to one institution, which may affect the findings. Additionally, while the paper is clear and well-organized, few areas may have explored the broader implications of these welfare measures on company culture and long-term sustainability. Overall, this paper provides valuable insights into the role of employee well-being in organizational success and provides actionable recommendations for companies looking to enhance their HR practices.

Nagkumari and Pujitha (2021) [2] article analysis provides a comprehensive analysis of welfare measures in the manufacturing sector. How various welfare initiatives affect employee satisfaction, motivation and overall productivity? Article mainly focuses on manufacturing firms as the primary subject of study. The authors present an in-depth review of the types of welfare measures implemented in manufacturing industries, including health and safety programs, financial benefits, work-life balance initiatives, and professional development opportunities. Research emphasizes the importance of these measures in enhancing both individual employee well-being and organizational performance. Using a survey-based approach, the study collects data from employees at various manufacturing companies to assess their perceptions and experiences of these welfare programs. Article is its empirical approach, which provides substantial evidence supporting the positive correlation between employee well-being measures and improved job satisfaction and productivity. The authors also discuss how such programs contribute to reducing absenteeism and turnover rates, highlighting their strategic importance for manufacturing



firms aiming to retain skilled workers in highly competitive markets. This article could benefit from further exploration of the economic implications of implementing comprehensive welfare programs in manufacturing firms, particularly for smaller organizations with limited resources. In addition, while the study included a range of well-being measures, a deeper examination of how these programs are tailored to different employee populations (eg, gender, age, and experience level) would have added value to the findings. Finally, Nagkumari and Poojita's study makes a valuable contribution to the literature on employee well-being, providing insights into how manufacturing firms can optimize their HR practices for enhanced employee engagement and organizational performance. This article is a useful resource for HR practitioners and researchers interested in understanding the effectiveness of welfare programs in the industrial sector.

Nawaz's (2019) [4] study undergoes examining the impact of employee welfare measures in a specific manufacturing sector in Adugodi, India. This paper focuses on understanding how various welfare facilities, including health care, safety measures, housing and recreational activities, contribute to employee satisfaction, motivation and overall productivity. The study uses a survey-based approach to collect data from employees working in manufacturing units, to assess their perceptions of the welfare measures provided by their employers. Nawaz highlighted that effective welfare measures are positively correlated with job satisfaction, lower turnover rates and employee morale. Findings indicate that employees who feel supported by welfare facilities show higher engagement and are more likely to stay with their employers for a long time. The study is its focus on a specific geographical and industrial context, which focuses on the reality of welfare measures in the Indian manufacturing sector. This study could benefit from a larger sample size and comparable data from other regions or industries for more effective results. Study additional provides information about deeper exploration of the financial impact on businesses will provide a more holistic understanding of the cost-benefit balance of employee welfare initiatives. Nawaz's paper provides valuable insights for business and human resource professionals seeking to optimize employee well-being in manufacturing industries, particularly in emerging economies.

Chatterjee, Wadhwa and Patel's (2018) [6] study examine the role of employee welfare initiatives to improve job performance in the healthcare sector. This cross-sectional descriptive study focuses on private hospitals and their research centers, investigating how welfare programs, such as health benefits, work-life balance policies, and professional development opportunities, influence employee motivation, job satisfaction, and productivity. A significant positive correlation was found between well-structured well-being measures and improved staff performance, with hospital staff reporting higher levels of engagement and effectiveness when providing comprehensive well-being support. A notable strength of this study is its focus on the health care sector, which is often underexplored in well-being-related research. However, the scope of the study is limited by its reliance on a single industry and sample size, which may not fully represent broader employee well-being trends. Additionally, while studies highlight the importance of employee well-being in improving organizational outcomes, employers may benefit from a more detailed analysis of the financial implications. Overall, this paper provides useful insights for hospital administrators and human resource professionals who seek to increase employee satisfaction and performance through targeted well-being initiatives.

Vadnala, M. and Kumari, P.B.P., (2017) [8] This study examines the functioning of the Human Resource (HR) Department at Bharat Heavy Electricals Limited (BHEL), Ramachandrapuram, Hyderabad, by examining the contribution of employees and their views on HR activities. Employees were directly interviewed and data was collected through questionnaires. The main focus of the study was to understand how employee welfare programs affect job satisfaction. Employee welfare refers to basic welfare and support provided by the organization to keep the employees motivated. The objective of this study was to assess employee satisfaction with welfare facilities and to suggest improvements. The research involved 100 employees from various departments and the data was analyzed using percentage analysis and correlation methods.

Nithyavathi, K., (2016) [9] Most workers in the textile industry feel safe at work and believe that safety measures help reduce the impact of accidents. The study also shows that many employees are satisfied with the welfare measures offered, such as support programs and facilities. However, there are areas that can be improved to further satisfy employees. Some workers were not satisfied with the transport facilities, rest house conditions and time arrangements. Management can focus on these issues to increase satisfaction levels. This study suggests that, in the future, researchers can explore textile safety and welfare in the state at large to find ways to improve these measures for employee satisfaction.

Manasa, B.R. and Krishnanaik, C.N., (2015) [10] Employee welfare includes various efforts by employers to improve the quality of life of their employees, beyond just paying wages. These welfare measures aim to keep employees relaxed, motivated and happy. Welfare schemes can be divided into two types: intra-mural and extra-mural. Intra-mural plans are required by law and focus on employee health and safety, such as safe working conditions. Extra-mural plans are optional and vary by institution; May include additional benefits based on the employer's generosity and willingness to support employees. The main objective of employee welfare is to

improve the overall well-being and job satisfaction of employees. This paper analyzes both types of welfare schemes and their impact on employee satisfaction in Thandur and Adilabad units of Cement Corporation of India, with special focus on layoff benefits and welfare measures for temporary employees.

Patro, C.S., (2015) [11] Employees are essential for the success and growth of any organization, so their welfare is very important. In recent years, both public and private organizations have offered benefits to help employees and increase their productivity. Employee welfare services may include housing, free medical care, retirement benefits, education support for employees and their families, and loan options. If organizations expect high performance from employees without taking care of their needs, it can lead to poor results. Providing these benefits helps motivate employees. This study compares how satisfied employees are with welfare measures in both the public and private sectors and examines how these benefits affect their work performance.

Ramana, T.V. and Reddy, E.L., (2015) [12] Employee welfare is an effort to provide the employees with comfort, intellectual growth and social needs beyond just their wages. Organizations provide these benefits to keep employees motivated and satisfied. Welfare programs are divided into two types: intra-mural and extra-mural. Intra-mural programs are legally required benefits related to employee health and safety, such as safe working conditions. Extra-mural programs are optional and vary by institution, including extra benefits such as sports, cultural events, library and travel leaves. These benefits show the care and generosity of the organization towards the employees. Welfare programs aim to improve the quality of life of employees and make them feel valued. This study examines both the types of welfare programs and their impact on employee satisfaction in South Central Railway. These findings show that extra-mural programs such as sports and cultural activities are generally positive, while some intra-mural facilities such as protective clothing, crutches, toilets and drinking water, need to be improved to better satisfy employees.

Lalitha and Priyanka's (2014) [15] paper provides an insightful examination of welfare measures in the IT sector. The authors explore mandatory and voluntary welfare measures and evaluate their impact on employee satisfaction and productivity. This study is its focus on the specific needs of IT employees, who often face high stress and long work hours. Analyzing welfare schemes such as health benefits, work-life balance initiatives and recreational facilities, the authors show the positive effects of these measures on reducing burnout and increasing job satisfaction. Their findings show that when organizations invest in comprehensive wellness solutions, employees tend to show higher engagement and loyalty, which is critical in a fast-paced industry like IT. The study also highlighted areas where IT companies could improve, such as more flexible work options and mental health support. However, one limitation is that the research relies heavily on surveys, which may not capture the full depth of employee experiences. The paper provides valuable recommendations for IT companies in terms of enhancing employee well-being and ultimately organizational performance.

Pawar, I.A., (2013) [18] VSP is one of the top steel producers in the country. For any organization, employees are the key to growth and success, so the HR department should focus on meeting their essential needs. Welfare measures include two types: statutory measures (required by law) and non-statutory measures (additional facilities provided for the comfort and support of employees). The main objective of these welfare measures is to help the organization achieve its objectives. When employees feel supported by these benefits, they feel more committed and perform their best work. This article examines how effective these welfare measures are in VSP through a detailed case study.

Van De Voorde, K., Paauwe, J. and Van Veldhoven, M. (2012) [22] There is a lack of consensus on the role of employee well-being in the human resource management-organizational performance relationship. This review examines which of the competing approaches—'mutual gains' or 'adversarial effects'—is more appropriate to describe this role of employee well-being. In addition, this review examines whether study quality, such as measurement of key variables, level of analysis, and study design, affects study outcomes. The author included 36 reviews quantitative studies published from 1995 to May 2010. Employee well-being is described using three dimensions: happiness, health, and relationships. The main findings are that employee happiness and relational well-being are congruent with organizational performance (mutual benefit perspective), but health-related well-being appears to act as a conflicting effect. Directions for future research and theoretical development are suggested.

Venugopal, D., Bhaskar, T., Principal, V.I.C.E. and Usha, P., (2011) [23] In research authors found that employees in industrial cluster of Chittoor district are availing statutory welfare measures like recreational, medical, educational, housing, transport, sanitation, safety and workers compensation, ESI, sickness, P.F and maternity benefits. But these industries have to provide some more welfare facilities like gratuity, pension, welfare fund to their employees, so that they can retain the employees and the quality of their working life. They also identified that organizations maintain a smooth relationship between employees and management, which leads to success in the efforts of the organization.

**Conclusion:**

The study of the effectiveness of employee welfare measures at Synergy Green Industries Limited highlights the important role that welfare programs play in increasing employee satisfaction, motivation and productivity. Research has shown that employees generally respond positively to both statutory and non-statutory welfare measures, which create a supportive work environment and strengthen an organization's culture. On the other hand, the study also identified specific areas for improvement, such as upgrading existing health and safety facilities and expanding recreation and support services to better align with employee needs. For this paper researcher identified twenty five different articles/papers and reviewed thirteen amongst those for study. Findings suggest that by investing in comprehensive wellness initiatives, Synergy Green Industries can increase employee morale and commitment, which are critical to long-term organizational success. The study highlights the importance of periodically reviewing and adapting welfare measures to ensure relevance and effectiveness. Future research could build on this foundation by examining the impact of advanced welfare programs and comparing them to industry benchmarks. Overall, this study emphasizes that effective employee welfare measures are key to creating a motivated workforce and a resilient organization.

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