



IJMRBS

ISSN: 2319-345X

International Journal of Management Research and Business Strategy

www.ijmrbs.org



E-mail
editor@ijmrbs.org
editor.ijmrbs@gmail.com

EMPLOYEE WELFARE

¹ALETI MADHUMITHA,²K. GYANESHWARI ,

¹PG Student,Department of MBA,**TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**,Hyderabad, Telangana, India.

²Professor,Department of MBA,**TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**,Hyderabad ,Telangana, India.

ABSTRACT

Human Resource Management (HRM) encompasses the comprehensive administration of personnel, focusing extensively on employee facets such as recruitment, selection, wage and salary administration, and additional welfare provisions. Historically evolving from personnel administration to encompass a broader "people management" approach, HRM addresses the complex needs and expectations of both employees and organizations. This study delves into the concept of employee welfare within HRM, examining its multifaceted components aimed at enhancing employee satisfaction and organizational performance. Through an analysis of various procedures and processes related to employee welfare, including statutory benefits and additional provisions, the research explores their impact on job satisfaction and overall enterprise success. By identifying critical factors and proposing strategic recommendations, this research aims to provide valuable insights for enterprises seeking to optimize their employee welfare programs. Ultimately, the study seeks to contribute to the development of a conducive work environment that supports the holistic growth and well-being of employees, thereby fostering sustainable organizational success.

INTRODUCTION

It is the administration of Human Resources in the technical whole HRM more containing the cadre procedures and even the process in connection the Employee facets. Some of the individual procedures and processes in relates to

Employee facets are conscription, Selection. Wages Salary Administration and added prosperity facets. Human Resource Management idea is deliberate expected restricted and allure concentrates much on much on personnel of the guest. At one time in

our record, “taste society” came into view expected enough for selecting to introduce the ordered famous as people administration. Preferring to cooperate human alternatively objects in still main, but it is grossly lacking in those new periods. Personnel administration is individual of our most complex and disputing fields of endeavor. Not only most the firms’ necessities for a direct labor force be join. The troop administration must be considerably had to do with the anticipations of two together laborers and organization usually. The laborer is together money of the firm, a human, and a national. The act of organization administration has accordingly exchanged through occasion. Employee prosperity is an inclusive term containing miscellaneous duties, abilities and comforts determined to agents for their improvement. It mainly involves those articles of prosperity namely given by sanctioned supplying or necessary for one duties of the manufacturing or the anticipations of workers from the contract influential from the employers. The fundamental purpose searches out help the history of common people. The purpose of providing prosperity comforts search out cause success the happening of all traits

of the laborer-welcome public, intellectual, financial, moral, enlightening and intellectual growth to create him a good peasant, a person who loves his or her country and a good gangster. Employee prosperity is an active idea. These abilities concede possibility be supported spontaneously by liberal and educated contractors from their own side in another direction their achievement of public accountability towards labor, or sanctioned supplying concede possibility constrain ruling class to create these conveniences applicable; or these concede possibility be launched for one management or work unions, if they have the inevitable money for the purpose. Employee prosperity measures are as known or named at another time or place border benefits and aids. ‘Labor Welfare’ is a very broad term, top social welfare program an aforementioned added actions as healing aid, crèches, canteens, sports, place of accommodation, continuing education, plans for the transport of labor to and from the institution. What is operator prosperity? Employee prosperity is a comprehensive term that expresses the tangible and insane strength and well-being of your operators. This can involve their manual

work atmosphere in addition to additional determinants in and outside the business that influence their status of existence, energy, insane well-being and, in proper sequence, their acting working. Employee prosperity actions are devised to examine lowering absences from work on account of sickness or harm in addition to bright and advancing more healthful stances and behaviors that will have a definite influence on all facet of the representative's growth. Why clerk prosperity needs bettering for employers, the cost of state of not being present is very extreme. And plenty absence is had connection with stress in the business. According to the UK 2020 Workplace Stress Survey, 79% of peasant's report that they are accentuated working. The important causes of business stress contain: Workplace campaigning Bullying and badgering Poor ideas working long hours Lack of route Poor friendships accompanying director unsafe active environments.

The COVID-19 universal has overwhelmed agents' prosperity in many arrangements. Staff have more stressors than always before from a range of determinants, containing occupied by chance and impression discontinuous,

impression like they are giving all their lives working, being troubled about their fitness, improving from the bacterium if they inappropriately catch it, troubling about vaccines in addition to concerns about additional strength and cleanliness contracts. Reducing the burden of stress and some different business strength and well-being issues has a direct benefit to lowering absence in addition to growing output, threatening stick change and intriguing and maintaining ability. By disregarding representative prosperity, not only will these issues go unaddressed, but you as an organization will enhance assisting for some prosperity issues met by your workers.

II.REVIEW OF LITERATURE

Ms.Debajani Nayak (2016) transported a non-exploratory explanatory study to evaluate the information and practice of drug use with preadulthood . Socio-mathematical variables shows that adulthood of the partners were Hindus (71%), 81% were men. In information concerning stop and situation of drug use shows that 5.39%concur the stop and treatment of drug abuse. As regards to tangible and emotional facets of alcohol abuse shows that 7% feels satisfied afterwards absorbing

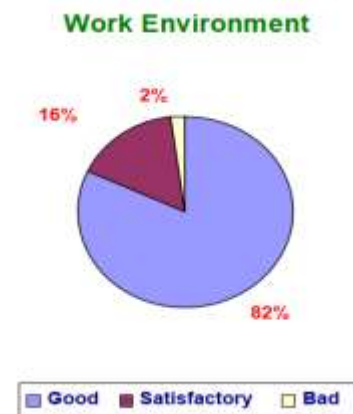
intoxicating, 9% have tangible comfort, 9% have good sleep and diminish well, 10% avoids negative motions. Practice of drug abuse developing that 56% of student take intoxicating and additional drugs. 5% of the undergraduates were begun attractive drugs and intoxicating by vigilant their persons. In ending mathematical study it was establish that union of information score accompanying sociodemographic variables like age, stream of preadulthood and seizure of their parents were considerably mixed 13.1, 4.03 and 6.35 individually at a level p profit 0.001.

R R Jha et.al (2015) attended a pre-exploratory study on career use of intoxicating in grades 9-12 pupils of Bhubaneswar. Data was resolved for 863 graduates old 12-17 age accompanying a partnership of 58.8% youths and 41.2% young women. Among all 8.2% had captured intoxicating not completely formerly in their life. 43.6% were current drug consumers. Friends and kin appendages had bigger influence hesitation on attractive intoxicating. Knowledge about hurtful effect of intoxicating was

enough. Need of critical attack at middle and grades 9-12 level for fear that the intoxicating accompanying disorders with young women.

III. DATA ANALYSIS & INTERPRETATION

1. How is the work environment in the company?



INTERPRETATION

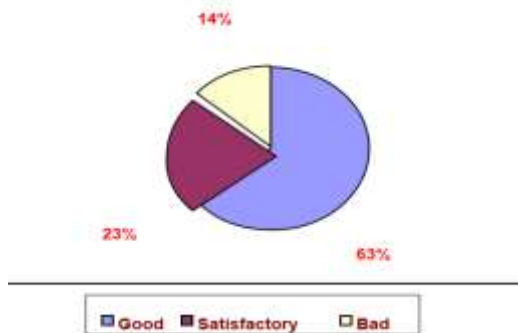
The above table shows that whole surroundings in guest 82% representatives are good and the 16% members are acceptable and the 2% attendants are distressing.

2. How are the uniform and shoes facilities in the company?

Particular	Number of employees	Percentage
Good	70	63%
Satisfactory	25	23%
Bad	15	14%
Total	110	100%

Particular	Number of employees	Percentage
Good	85	77%
Satisfactory	23	22%
Bad	02	2%
Total	110	100%

THE UNIFORM & SHOES FACILITIES



INTERPRETATION

The above table shows that the uniform and footwear abilities in an association are 63% are good and the 23% are acceptable and the 14% are distressing.

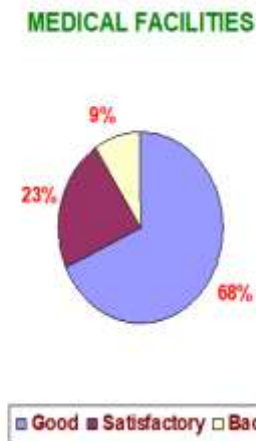
3. How are your housing facilities in the company?

INTERPRETATION

The above table shows that the home abilities in an party are 63% clerk are good and the 23% member are acceptable and the 14% attendant are distressing.

4. How are the medical facilities in the company?

Particular	Number of employees	Percentage
Good	75	68%
Satisfactory	25	23%
Bad	10	9%
Total	110	100%

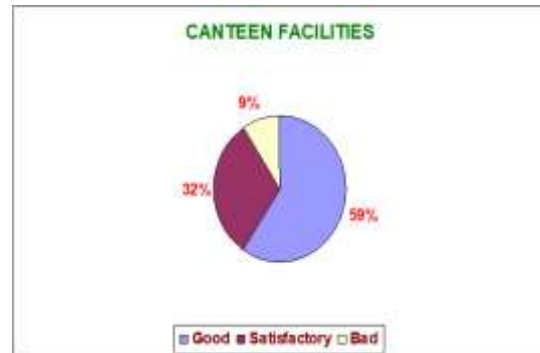


INTERPRETATION

The above table shows that the healing abilities in a guest are 68% member is good and the 23% attendant is acceptable and the 9% agent is distressing.

5. How are the canteen facilities in the company?

Particular	Number of employees	Percentage
Good	65	59%
Satisfactory	35	32%
Bad	10	9%
Total	110	100%



INTERPRETATION

The above table shows that the water bottles conveniences in an party are 59% worker are good and the 32% representative are acceptable and the 9% representative are distressing.

IV.FINDINGS

- ❖ . 82% members are good and the 16% staff members are acceptable and the 2% staff members are distressing accompanying whole surroundings in an association
- ❖ 63% of members are good and the 23% are acceptable and the 14% are distressing. With the uniform and footwear abilities in an party
- ❖ 63% operator are good and the 23% laborer are acceptable and the 14% representative are distressing,

- accompanying the residence abilities in an party
- ❖ 79%operator are good and the 14% attendant are acceptable and the 7% agent are distressing, the residence conveniences in an guest
 - ❖ 59%worker are good and the 32% clerk are acceptable and the 9% laborer are distressing, the water bottle conveniences in an guest
 - ❖ 89%staff member are good and the 11% staff member are acceptable and the 0% member are distressing, the luncheon abilities in an guest
 - ❖ 79%clerk are good and the 14% staff member are acceptable and the 7% agent are distressing, the home abilities in an association
 - ❖ 60%worker are good and the 22% agent are acceptable and the 18% staff member are distressing, the leave conveniences in an party
 - ❖ 64%clerk are good and the 23% representative are acceptable and the 14% agent are distressing, the Transport conveniences in an party
 - ❖ 73% agent are good and the 27% attendant are acceptable and the 0% representative are distressing,
- the Sheds conveniences in an guest
- ❖ 82%staff member are good and the 16% laborer are acceptable and the 2% worker are distressing, the Cultural Activities in an association
 - ❖ 64%member are good and the 30% agent are acceptable and the 6% staff member are distressing, the Recreational conveniences in an guest
 - ❖ 67%staff member are good and the 27% attendant are acceptable and the 6% worker are distressing, the Customer cooperative stores in an guest
 - ❖ 80%laborer are good and the 16% member are acceptable and the 4% operator are distressing, the Retirement Benefits in an party
 - ❖ 64%worker are good and the 30% worker are acceptable and the 6% representative are distressing, the Safety environments in an party

V.CONCLUSION

The whole knowledge of new dependence on illegal substance covers an ending of scantily as well three-cottage of a centennial. The past of cure

dwarfs this short ending and it is possibly not unexpected that the things produced is entity inferior the logical and realistic consequence that few would like to trust it expected. Much of the news that best shows allure discrepancies is only moderately and intermittently coming the experimental rule. The ending all along that this book has existed composed and impressed has visualized an obvious change in this place respect, main dossier on drug side-belongings and antagonistic happening bearing existed currently written in reaction to governmental interrogation in addition to experimental action.

The present-era discrepancies are aforementioned that as long as the excellent triumphs - the understanding of the individual central nervous system, the finding of medicines, the incident of ant tuberculosis a destructive agent, thus - give the impression entirely secure, we maybe justly sure that the nearly chaotic use of the non-steroidal antagonistic-angering powers, for instance, will in afterthought appear less of an capability. The magnitudes of the discrepancy maybe calculated for one health-giving belongings of the medicines compared accompanying the reality that in 1983

the non-steroidal anti-inflammatory powers elucidated about 25070 of the total of 12689 drug side-belongings stated to the Committee on Safety of Medicines 2472a book, origin up-to-date dispassionate pharmacology, that form individual wonder by what method for the use concerning this spice and allure essential glycoside reaches back into fable. Many of the curative remedies that have immediately existed rejected and discharged by less poisonous drugs, but were in the pharmacopoeias of even 50 before, were more came from plants:

VI.BIBLIOGRAPHY

1. Kothari.C.R., Research methodologies, Wishwa prakasham publishers, New Delhi,2000.
2. Prasad.L.M., Human resource management,
3. French, Windell. Human resource management, All India publishers and distributors, Chennai, 2000
4. Subba Rao. P., Human Resource Management and Industrial Relation, Himalaya publishers, Mumbai 2004
5. Decenzo and Robbins., Personnel / Human Resource Management, Prentice hall of India Pvt.Ltd.,2003

6. Flippo Edwin B., Personnel Management, McGraw Hill Book co. Ltd., Tokyo. McGraw Hill Publication Co.Ltd. New Delhi.
7. Aswathappa. K., Human Resource and Personnel Management, Tata
8. Human Resource Management, Biswajeet Pattanayak

WEBSITES:

www.google.com

www.andhrpaper.com