

# Productive Employment through Employee Welfare Measures in Sustainability Business

G. Purushothaman

*Assistant Professor & Head, PG Department of Commerce (General), S.A. College of Arts & Science, Thiruverkkadu, Chennai, Tamil Nadu, India (Affiliated to the University of Madras)*

*Corresponding Author Email: [profpurusg@gmail.com](mailto:profpurusg@gmail.com)*

## **Abstract**

*The 2030 Agenda for Sustainable Development was endorsed by every nation in the UN. There are 169 targets within its 17 goals. These broad and aspirational objectives are interrelated. Encouraging everyone, regardless of age, to live healthy lives is the third goal. However, it is also cross-cutting, meaning that advancements in its execution lead to advancements in other objectives, which in turn lead to the achievement of Goal 3. Additionally, the majority of the goals have specific health objectives. They all have indications that can be used to gauge their progress. "The term "employee welfare" encompasses a wide range of services, perks, and facilities provided to both employers and employees. The employer makes employees' lives worthwhile by providing them with such substantial perks. Welfare encompasses all actions taken to improve the comfort and well-being of workers and are given over and above the wages. Monitoring working conditions, fostering workplace peace through health and industrial relations infrastructure, and providing insurance against illness, accidents, and unemployment for employees and their families are all examples of employee welfare. Creating a productive, healthy, devoted, and contented workforce for the company is the basic rationale underlying welfare programs.*

**Keywords:** *Sustainable Development, Employee welfare, industrial harmony & motivation*

## **Objectives of Study**

1. To identify the various welfare measures in the organization.
2. To analyze the employee's view on the provided welfare measures.

## **Need for the Study**

Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. Employee 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.

### **Scope of the Study**

The scope of employee welfare is their family wide and is not limited to any one country, one region, one industry as occupation. The scope of employee welfare has been “described by writers and institutions of different shades in different ways and from different angles”. The time of demarcation cannot be very precise, but what should be the common characteristic in that welfare measures should ameliorate the workers and living conditions of the workers and their families and make their lives meaningful. In the final analysis, labor services should enable workers to live a richer and more satisfactory life.

### **Limitations of the Study**

1. The findings of the study are subjected to bias and prejudice of the respondents.
2. Area of the study is confined to the employees in **E-EDIT Infotech Pvt Ltd, CHENNAI** only.
3. One major constraint is the time factor.

### **Research Methodology**

The methodology adopted to study the welfare amenities of E-EDIT Infotech Pvt Ltd has been research oriented. The analyzed information has been collected from the HRD Officials of the Organization. Additionally, data gathered from staff members and observations of their working conditions when visiting different locations inside the company. The approach in research of the article is of Primary data and Secondary data.

#### **Primary data:**

Primary data includes collection of data from the employees and management Staff through well designed questionnaire, observation and interview.

#### **Secondary data**

Brief introduction and information has been provided by Officers to who reported for studying this topic. Further information has been gathered from the reports, journals from the records maintained by the concerned departments, websites, internet etc.

## Sampling Methods

**Population Size** : Employee of E-EDIT INFOTECH PVT. LTD, Chennai.

**Sample Size** : 100 Employees of E-EDIT INFOTECH PVT. LTD, Chennai.

**Sampling Method** : Sampling was done on the basis of Random sampling.

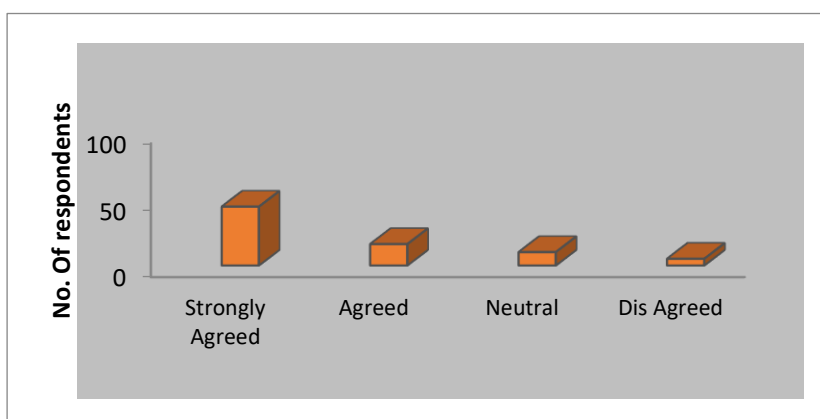
## Data Analysis and Interpretation

**Table: 1 Recreational Facilities**

Opinion	No. of respondents	Percentage
Strongly Agreed	59	59%
Agreed	21	21%
Neutral	13	13%
Disagreed	7	7%
Total	100	100%

## Interpretation

From the above figure it shows that most of the employees agree that all necessary safety equipment's are provided to the employees while some of the employees commented that the safety equipment's provided by the company are not provided in time.

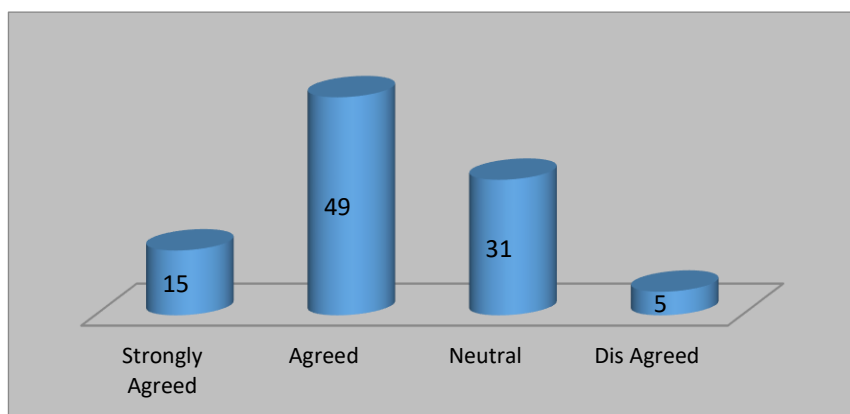


**Table: 2. Transportation**

Opinion	No. of respondents	Percentage
Strongly Agreed	15	15%
Agreed	49	49%
Neutral	31	31%
Disagreed	5	5%
Total	100	100%

### Interpretation

From the above figure it shows that most of the employees agree that all necessary safety equipment's are provided to the employees while some of the employees commented that the safety equipment's provided by the company are not provided in time

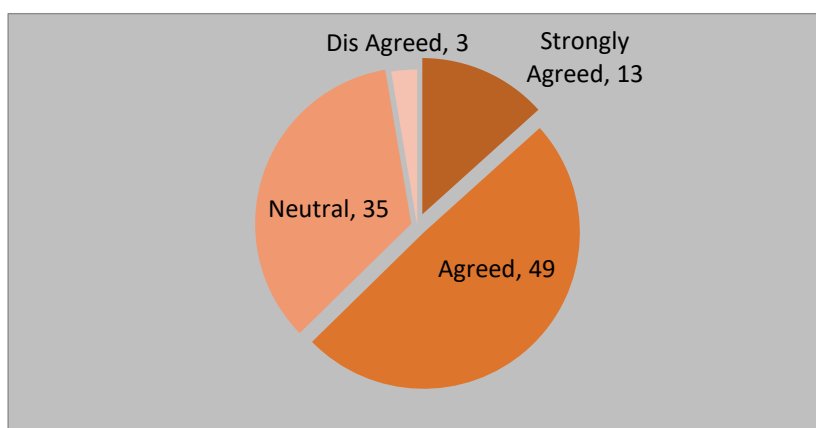


**Table: 3 Infrastructure**

Opinion	No. of respondents	Percentage
Strongly Agreed	13	13%
Agreed	49	49%
Neutral	35	35%
Disagreed	3	3%
Total	100	100%

### Interpretation

From the above figure it shows that most of the employees agree that all necessary safety equipment's are provided to the employees while some of the employees commented that the safety equipment's provided by the company are not provided in time.

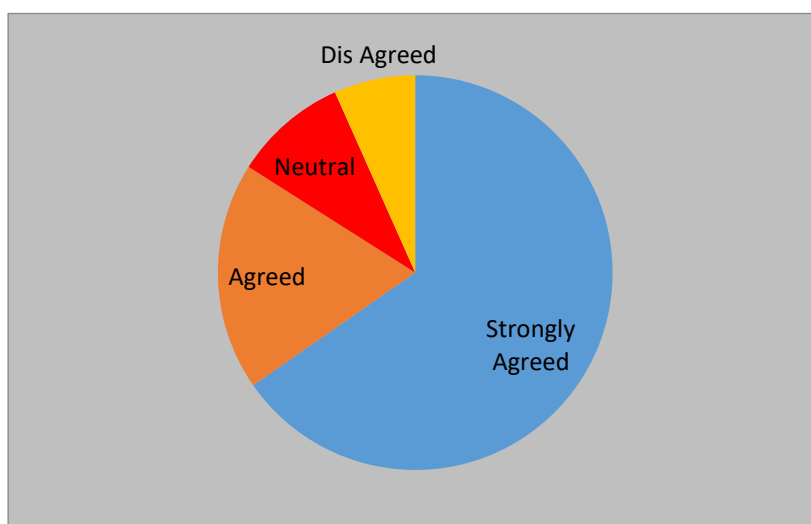


**Table: 4. Provisions For First-Aid Boxes Where Ever They Are Necessary**

Opinion	No. Of respondents	Percentage
Strongly Agreed	65	65%
Agreed	19	19%
Neutral	9	9%
Disagreed	7	7%
Total	100	100%

**Interpretation**

From the above figure it shows that most of the employees strongly agreed that the company is providing provisions for first aid boxes however some are not in a position to comment about this as a first aid facility are provided to the workers, and moreover first aid equipment are not provided in time.

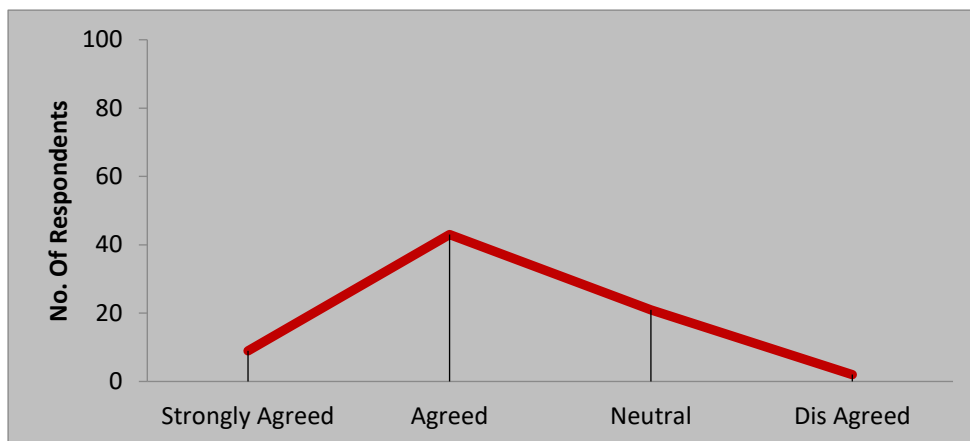


**Table: 5. Management Takes Good Care about the Safetymeasures of the Employees**

Opinion	No. Of respondents	Percentage
Strongly Agreed	12	12%
Agreed	57	57%
Neutral	28	28%
Disagreed	3	3%
total	100	100%

### Interpretation

From the above graph it shows that most of the employees agreed that the management is taking care about the safety measures of the employees. While some have natural opinion as safety measures taken by the company are not up to satisfaction of the employees.

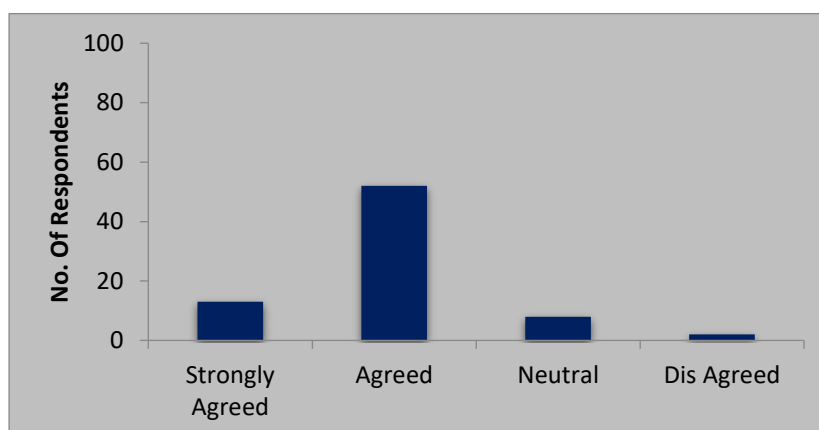


**Table: 6 Necessary Measures Are Taken To Prevent The Accidents**

Opinion	No. Of respondents	Percentage
Strongly Agreed	17	17%
Agreed	69	69%
Neutral	11	11%
Disagreed	3	3%
Total	100	100%

### Interpretation

From the above figure it shows that most of the employees agree that all necessary safety equipment's are provided to the employees while some of the employees commented that the safety equipment's provided by the company are not provided in time.



## Suggestions

On the basis of analysis and observation made I can conclude that the management should take certain effective measures to improve employee welfare facilities.

- ✓ The canteen committee members should taste the food provided to the employees as they are facing problems due to it, the committee members should take action on the caterer to improvise the quality of food or change the caterer.
- ✓ The canteen menu should be revised regularly so that the workers work enthusiastically. Daily one fruit should be provided which gives strength to them.
- ✓ Separate and well-facilitated rest rooms should be provided to each and every department so that the employees can relax for some time from their busy schedules.

## Conclusion

As per the survey conducted at E-EDIT INFOTECH, it can be concluded that the employee welfare facilities is standardized and carried in a systematic manner by the supervisors. From the survey we were able to know the requirements of the employees. Almost all the employees are satisfied with the welfare measures taken at E-EDIT INFOTECH.

## References

<http://www.editinfotech.in/>