

A Study on Employee Welfare Measures At Rajiv Gandhi Co-Operative Multispeciality Hospital, Kallekkad.

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Abstract- *The study looks at how welfare policies affect workers' performance, concentrating on things like retention, job satisfaction, and organisational efficacy. Welfare policies cover a range of perks and programs, including health care, flexible work schedules, and chances for professional growth, that are intended to improve the well-being of employees. Organisations looking to boost overall productivity and foster a positive work environment must comprehend the connection between welfare policies and employee performance. It is critical to investigate the ways in which welfare policies influence employee engagement and satisfaction, as prior research has demonstrated the critical role these factors play in accomplishing corporate objectives. The study intends to shed light on this relationship in order to create and implement welfare programs that are efficient and customised to the requirements of businesses and workers.*

Keywords- Welfare Measures, Employee Satisfaction, Welfare Policies.

I. INTRODUCTION

Employee wellness is an important component of any organisation's success. It includes a range of programs and directives designed to guarantee workers' health, safety, and happiness at work. First and foremost, it's crucial to make sure the workplace is safe. Employers are required to follow safety guidelines, offer required training, and put safety precautions in place to avoid mishaps and injuries. This improves morale and productivity in addition to protecting the workforce. Second, providing competitive pay and benefits shows that a company cares about the financial security of its workers. Job satisfaction and loyalty are influenced by benefits such as retirement plans, health insurance, and fair salaries, among others. Promoting work-life balance is also crucial for the wellness of employees. Employees may better balance their personal and professional life with flexible work schedules, telecommuting choices, and paid time off, which lowers stress and burnout. Additionally, providing training courses, chances for professional growth, and mentorship to staff members

encourages engagement and progress. Employees are more driven and effective when they feel encouraged to further their careers. In addition, cultivating an environment at work that values inclusiveness, respect, and acknowledgment is essential. Colleagues develop a feeling of community and camaraderie via open communication, team-building exercises, and employee recognition initiatives. In summary, placing a high priority on employee wellbeing is both a moral duty and a wise commercial move. Organizations may increase productivity, lower attrition, and eventually succeed in the long run by making investments in the happiness and well-being of their workforce.

INDUSTRY PROFILE

The health care and social assistance sectors comprise the medical, diagnostic, and therapeutic services provided by hospital subsectors, which also include physician offices and nursing homes. The healthcare sector is one of those with the fastest growth rates in both developed and developing countries. Based on the framework's references to the essential success factors of private hospitals, a competitive profile matrix has been created to provide an overview of these institutions' performance. The hospital's service areas include acute care, cancer treatment, cardiovascular, neurorehabilitation, and psychiatric treatments, as well as pathology lab diagnostics, imaging, obstetrics, and gynaecology. Every service area monitors serious diseases or ailments with a high prevalence and addresses a significant issue for a particular group. The healthcare sector is one of those with the fastest growth rates in both developed and developing countries. Based on the framework's references to the essential success factors of private hospitals, a competitive profile matrix has been created to provide an overview of these institutions' performance. The hospital's service areas include acute care, cancer treatment, cardiovascular, neurorehabilitation, and psychiatric treatments, as well as pathology lab diagnostics, imaging, obstetrics, and gynecology. Every service area monitors serious diseases or

ailments with a high prevalence and addresses a significant issue for a particular group.

COMPANY PROFILE

The Rajiv Gandhi Co-operative Hospital is located at Kallekkad, which is just 6 kilometres from Palakkad Town on the Palakkad – Ottapalam Road, on 9 acres of land out of the 34 acres owned by the Hospital. This location is served by public transportation, automobiles, and taxis, making it easily accessible to the general public. Water, electricity, drainage, telephone, and other infrastructure are all provided on site. The Palakkad District Co-operative Hospital and Research Centre will have the following fully operating departments when the Rajiv Gandhi Co-operative Hospital is completed. This was accepted by the Hospital's General Body on November 1, 2008. In a public occasion held on November 10, 2008, the Honourable Sri. Oommen Chandy, former Chief Minister of Kerala and current Opposition Leader of the Kerala Legislative Assembly, lay the foundation stone for the building complex.

II. REVIEW OF LITERATURE

Lenah Morori, Dr. Ogoti Evans, and Dr. Munyai Jennifer (2018) The study explores the impact of employee welfare facilities on performance, highlighting a positive relationship between welfare practices and employee performance. It concludes that continuous enhancement of welfare facilities leads to improved employee performance.

K. PRABHA KUMARI R. KANNAN (2018) The study focuses on statutory labour welfare measures with the objective of determining the significant relationship between age and welfare facilities. It aims to identify the various welfare schemes provided by the organisation and concludes that staff and workers desire greater cooperation with the management.

Subhasish Chatterjee, Medha Wadhwa, Ms Darshana Patel, (2018) A cross-sectional descriptive study on employee welfare and its influence on performance at private hospitals and research centres highlighted the pivotal role of employee welfare in organisational productivity. Over the past few decades, adequate welfare facilities have consistently motivated workers and reduced attrition rates. Various statutory and non-statutory welfare measures, including ensuring industrial harmony, monitoring working conditions, and disease prevention, contribute to fostering a positive work environment.

Manasa Vadnala, P Buela Prasanna Kumari (2017) The study analyses the operational function of the human resource department at Bharat Heavy Electricals Limited (BHEL), Ramachandrapuram, Hyderabad, by assessing employee contributions and opinions regarding HR performance. Direct interviews and questionnaires were used to collect relevant data from employees. The study aims to understand the impact of employee welfare facilities on work satisfaction, as welfare ensures a minimal level of well-being and social support for employees, thereby maintaining high motivation levels

Saravanakumar & DR. S Akilandeswari (2017) A study conducted on the health, safety, and welfare of employees within a private sector setting in Coimbatore revealed the presence of adequate health and safety procedures within the organisation. However, it identified a discrepancy where certain staff members are satisfied with current welfare measures, while others are not. The concept of welfare encompasses individuals' physical, mental, and emotional wellbeing, highlighting the importance for management to explore avenues for enhancing employee wellbeing in the future.

OBJECTIVE OF THE STUDY

Primary objective:

To study the employees welfare measures in Rajiv Gandhi Co-operative Multispecialty Hospital, Kallekkad .

Secondary objective:

- Objectives To study about different Welfare Measures and Factors affecting it.
- To know The Different welfare Measures adopted in organisation.
- To analyse the impact of Welfare activities and productivity of Employees.

III. RESEARCH METHODOLOGY

Research Design : For this study the research design is descriptive in nature.

Sample Size : The sample size selected is 96.

Sampling Method: The simple random sampling technique is used.

Method Of Data Collection :

Primary Data: Primary data is the type of data that is collected for the first time and is original in character. The primary data is collected with the help of a questionnaire .

Secondary Data: The secondary data comprises information through brochures, books, journals, company website, newspaper and samples.

IV. DATA ANALYSIS

THE WEIGHTED AVERAGE OF WELFARE MEASURES

STAT EME NTS	H I G H L Y S A T I S F I E D (5)	S A T I S F I E D -4	N E U T R A L -3	DISSATISFI ED -2	HIGH LY DISS ATIS FIED(1)	WE IG HT ED AV ER AG E	RA N K I N G
Health insura nce	1 2	5 9	2 0	3	2	3.7 9	1
Paid time off (PTO)	1 6	4 8	2 7	4	1	3.7 7	2
Flexib le worki ng hours	1 6	4 1	3 1	6	2	3.6 5	4
Childc are faciliti es	1 9	4 3	2 7	6	1	3.7 6	3

INTERPRETATION

The above table shows the satisfaction level towards the welfare measures.in this Health Insurance is ranked as 1st, Paid time off (PTO) is ranked as 2nd, Childcare facilities is ranked as 3rd and Flexible working hours is ranked as 4th.

CORRELATION ANALYSIS

HYPOTHESIS

H0: There is no significant relation between income and service.

Ha: There is a significant relation between income and service.

X	Y	XY	X ²	Y ²
7	67	469	49	4489
20	26	520	400	676
35	3	105	1225	9
24	0	0	576	0
10	0	0	100	0
96	96	1094	2350	5174

r= -0.0518931

The p-value associated with $t=-0.0899$ and $df=3$

INTERPRETATION

The calculated t-value is within the range of the critical values and the p-value is greater than 0.05, we fail to reject the null hypothesis. There is no significant relation between income and service.

ANOVA SHOWING RELATION BETWEEN THE SATISFACTION OF WORK LIFE BALANCE OF EMPLOYEES WELFARE MEASURES AND ADEQUACY OF CURRENT WELFARE MEASURES PROVIDED.

HYPOTHESIS

H0: There is no significant relation between the satisfaction of worklife balance of employees welfare measures and adequacy of current welfare measures provided.

Ha: There is a significant relation between the satisfaction of worklife balance of employees welfare measures and adequacy of current welfare measures provided

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	307.2	1	307.2	0.505984	0.503585	5.987378
Within Groups	3642.8	6	607.1333			
Total	3950	7				

INTERPRETATION

The calculated F-value (0.505984) is less than the critical F-value (5.987378), we fail to reject the null hypothesis, the P-value (0.503585) is greater than the significance level ($\alpha=0.05$), further indicating that we fail to reject H_0 . It concludes that there is no significant relation between the satisfaction of work-life balance of employees' welfare measures and the adequacy of current welfare measures provided.

CHI SQUARE SHOWING RELATIONSHIP BETWEEN GENDER AND SATISFACTION TOWARDS THE WORKPLACE ENVIRONMENT AND CULTURE OF THE HOSPITAL.

HYPOTHESIS

H0: There is no significant relation between gender and satisfaction towards the workplace environment and culture of the hospital.

Ha: There is a significant relation between gender and satisfaction towards the workplace environment and culture of the hospital.

GEN DER	High ly Satis fied	Satis fied	Neut ral	Diss atisfi ed	Highly Dissati sfied	TOT AL
Fem ale	14	25	24	6	1	70
Male	8	13	5	0	0	26
TOT AL	22	38	29	6	1	96

O	E	O-E	(O-E) ² /E
14	16.04	-2.04	0.25
25	27.7	-2.7	0.26
24	21.14	2.86	0.38
6	4.37	1.63	0.6
1	0.72	0.28	0.1
8	5.95	2.05	0.7
13	10.29	2.71	0.71
5	7.85	-2.85	1.03
0	1.62	-1.62	1.62
0	0.27	-0.27	0.27
			5.92

$\chi^2 = 5.92$

DF=4

The critical value of χ^2 at $\alpha=0.05$ and $DF=4$ is 9.488.

INTERPRETATION

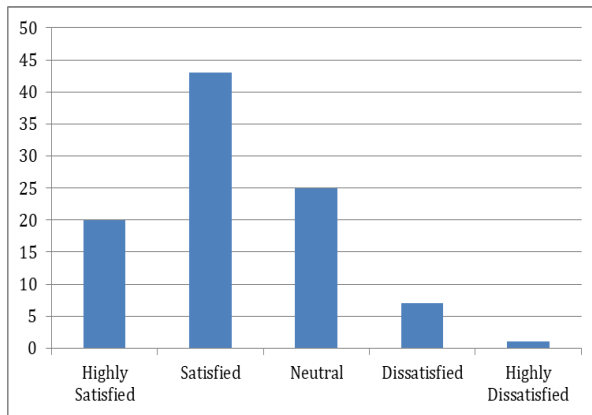
The calculated χ^2 value (5.92) is less than the critical value (9.488), we fail to reject the null hypothesis. There is no significant relation between gender and satisfaction towards the workplace environment and culture of the hospital at the 0.05 significance level.

PERCENTAGE ANALYSIS OF THE SATISFACTION TOWARDS THE EMPLOYEE WORK LIFE BALANCE

TABLE SHOWING THE SATISFACTION TOWARDS THE EMPLOYEE WORK LIFE BALANCE

PARTICULAR S	NO OF RESPONDENT S	PERCENTAGE
Highly Satisfied	20	20.8
Satisfied	43	44.8
Neutral	25	26
Dissatisfied	7	7.3
Highly Dissatisfied	1	1

CHART SHOWING THE SATISFACTION TOWARDS THE EMPLOYEE WORK LIFE BALANCE



INTERPRETATION:

44.8% are satisfied by the work life balance, while 1% are highly dissatisfied with the work life balance at this organisation.

V. FINDINGS

The results of the correlation test show that there is nothing significant between an employee's compensation and their length of service with the company. Using the chi square test, it was discovered that there is no significant relationship between gender and satisfaction with the organisational culture and work environment. It is clear from the Anova table that there is no meaningful correlation between the degree to which employees are satisfied with the work-life balance offered by their welfare measures and the sufficiency of the welfare measures that are now in place. By using a percentage analysis, it was determined that, at this business, 44.8% of employees are content with their work-life balance, while 1% are extremely unsatisfied.

VI. SUGGESTIONS

The organisation has to work on enhancing the welfare programs. Better employee welfare programs might be offered by the organization. The organisation may focus more on enhancing employee wellbeing inside the firm. The organisation must take the necessary actions to ascertain the workers' timely welfare requirements. The organisation has to interact with its staff in a professional manner.

VII. CONCLUSION

The study on the effect of welfare programs on employee performance fills a critical need in current organisational management. It is crucial to comprehend the efficacy of welfare programs in the changing work environments of today, when employee well-being is

acknowledged as a significant factor in determining overall company performance. In order to offer insights that might guide strategic decision-making, the study looks at how welfare policies affect variables including job satisfaction, retention, and overall organisational success. Plus, appealing welfare programs may be a great way to draw in and keep top talent at a time when there is fierce competition for talent.

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