

A Study on The Impact of Employee Welfare Measures At Vaidyamadham Vaidyasala And Nursing Home, Mezhathur

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Abstract- The study title “A STUDY ON THE IMPACT OF EMPLOYEE WELFARE MEASURES AT VAIDYAMADHAM VAIDYASALA AND NURSING HOME, MEZHATHUR”. The study's primary goal is to determine the effects of staff welfare initiatives at Nursing Home Mezhathur and Vaidyamadham Vaidyasala. Descriptive research design is used in this study. There are 59 employees in the study's sample. Questionnaires are used to gather primary data. Percentage analysis, chi square, correlation, and anova are used to examine the gathered data. This survey reveals that the majority of workers are happy with the welfare measures and are aware of them.

Keywords- Welfare measures , Employee satisfaction, Work satisfaction.

I. INTRODUCTION

Employee welfare means anything then for the comfort and (intellectual or social) improvement of the employees, over and above the wage paid.

A variety of services, perks, and amenities provided by businesses to their workforce are collectively referred to as employee welfare. Any type of welfare policy is acceptable; money is not a requirement. This covers things like stipends, lodging, and transportation. food and health insurance In addition, employee welfare involves keeping an eye on working conditions, fostering workplace harmony via health and safety infrastructure, and providing workers and their families with unemployment, accident, and illness insurance. Employees' lives are made worthwhile by their employer's great perks. Welfare goes beyond a person's salary. In order to retain employees for a longer period of time, welfare helps to maintain the morale and moEmployee welfare entails all those activities of the employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. The objectives of employee welfare are to improve the life of the working class, to bring about holistic development of the worker's personality and so

on. Employee's welfare is in the interest of employees, employers and the society as a whole.it enables workers to perform their work in a healthy and favourable environment. Hence, it improves efficiency of workers and keeps them content, thereby contributing to high employee morale. It also developed a sense of responsibility and dignity amongst the workers and thus made them good citizens of the nation.

Ayurveda is regarded as the life science. This likely makes it the oldest branch of medicine, with a positive view of health as something that can be obtained by combining medical care with creative aspects of life and prevention in a most comprehensive way. It also bears a striking resemblance to the modern WHO definition of health. India has 5000 years of cultural legacy in Ayurvedic medicine, making it a treasure trove of information in the field of medicinal plants.

India has a treasure of knowledge in ancient medicinal herbs and plants. It has 3000 years of cultural heritage in Ayurvedic medicine. Around 500 varieties of medicines are in the shop for sale prepared by experienced physicians. Most of the centers of Ayurveda, called Ayurveda Sala are in Kerala on the south coast. As in the other fields of applied sciences. Modern medicinal science also has failed to resist the onslaught of corruption. consumerism, and utilitarian motives. The deterioration in medical ethics coupled with the limitations of modern scientific medicine in curing any disease has prompted many westerners to find alternatives in the eastern traditional methods of therapeutics, with the globalization of economy, easy exchange of scientific knowledge and big leap in information technology have helped the spread of scientific medicine. It is equally true that eastern ideas and culture have also made their impact on certain sections of western community.

Vaidhyamadham is one of the famous Ashtavaidya groups of families in Kerala. As said before, they are the only family belonging to the Bharadwajiya group. It is believed that this family was brought here as SalaVaidya 1700 years ago by none other than the famous MezhathurAgnihotri who

conducted 99 Soma yagas to re-establish the Vedic Karma and Yaga culture of our country. SalaVaidya is a special status conferred on the vaidyas who are responsible for the health of the participants of Vedic Yaga. The name of Vaidyamadham means the abode of physicians. The position of Vaidyamadham among other Ashtavaidya families in a unique one due to several reasons, they are the only family who do not perform surgery since the act of surgery considered unholy, only members of this family were allowed to enter the sacred yagashala when the yaga was performed. The lord Pakshinamoorthy and the lord Pamwanthiri are considered as the paradevatha of Ashtavaidya.

The VaidyamadhamVaidyasala is one of the main firms in the Palakkad District for the manufacturing of the ayurvedic products. The firm is located at Mezathur about 2.5 km away from Kootanad. There are about three areas of land held by the firm for its operation within this area: office building, factory building, laboratory, nursing home, workers rest room, canteen etc...are located..

II. REVIEW OF LITERATURE

Seetha and Aruna (2019): Has conducted a study on “Employees welfare Measures Importance, Statutory Provisions and Various Agencies Properting the welfare of Employees” The Study explains about the employee welfare includes various facilities, services and amenities provided for improving their health, efficiency, economic betterment and social status of workers Welfare measures may be introduced by the employer’s, government, employees or by any social or charitable agency. Welfare measures may be both statutory and non-statutory, laws requiring the employer to extend certain benefits to employees in addition to wages or salaries. In the study it can be concluded that the employee welfare facilities provided by the company to employees are satisfied but still there is a scope for further improvement.

Thiruvankatra and Tangapandian (2017): Has conducted a study on “Employee satisfaction on welfare facilities. This study aims to find out the satisfaction of the employee, whether the company is providing welfare facilities. The welfare scheme in every organization facilitates employee and employer relations. It’s besides removing dissatisfaction to develop loyalty in workers towards the organization welfare facilities help in motivating and retaining employees within the organization.

Ramamoorthy, thooyamani, et al.(2017) a study on effectiveness of welfare measures and employment, to assess the impact of welfare measures on employee morale findings are employees were satisfied by the company. The study did

not include the effect of employee welfare measures on productivity.

Peter, Thomas, et al.(2017): Effect of employee welfare programmes on employee performance. To identify the impact of employee welfare schemes Findings workers were happy with the well-being actions taken by the corporation The study is limited to heal, remuneration, T & D Succession strategy.

III. OBJECTIVES

PRIMARY OBJECTIVES

- To study the impact of employee welfare measures in the organization.

SECONDARY OBJECTIVES

- To study various welfare measures provided to the employees inVaidyamadhamvaidyasala and nursing home, Mezathur.
- To know the level of satisfaction of employees
- To provide suggestions based on employees current welfare increase measures.

IV. RESEARCH METHODOLOGY

Research design is the arrangement of activities for the collection and analyses of the data in a manner that aims to combine relevance to the purpose with economy in procedure For this study the design used was descriptive Descriptive design as the name itself implies, is conducted to describe something. For this study, simple random sampling is used.

Employees of Vaidyamadham Vaidyasala and Nursing Homes are considered as the population of the study. Sample size chosen for the study is 59.A Convenient sampling method is used in this research. It is a non-probability sampling method where the sample is taken from a group of people easy to contact or to reach. Surveys and questionnaires are employed as a data collecting tool. The questionnaire's questions are designed to find out each person's point of view and use that information to evaluate theories.

DATA ANALYSIS

H₀: There is no significant relationship between age and year of experience.

H_a: There is a significant relationship between age and year of experience

Let x =year of experience

Y = age

CORRELATION BETWEEN AGE AND YEAR OF EXPERIENCE

x	y	xy	x ²	y ²
14	0	0	196	0
20	14	280	400	196
16	21	336	256	441
19	24	456	361	576
69	59	1072	1213	1213

r= 0.614
 DF = n-1 =4-2=2
 Critical value = 0.950

INTERPRETATION

The r=0.614 is less than 0.950, we fail to reject the null hypothesis. There is no significant relationship between age and year of experience at the 0.05 significance level.

TABLE SHOWING THE RELATIONSHIP BETWEEN GENDER AND SATISFACTION WITH THE INCREMENT IN THE SALARY SCALE.

H0: There is no significant relationship between gender and satisfaction with the increment in the salary scale.

Ha: There is a significant relationship between gender and satisfaction with the increment in the salary scale.

GE ND ER	HIGH LY SATI SFIE D	SATI SFIE D	NEU TRA L	DISSA TISFIE D	HIGHL Y DISSA TISFIE D	TO TA L
MA LE	5	20	7	5	2	39
FE MA LE	3	10	3	3	1	20
TOT AL	8	30	10	8	3	59

THE RELATIONSHIP BETWEEN GENDER AND SATISFACTION WITH THE INCREMENT IN THE SALARY SCALE.

O(observed value)	E(expected value)	O-E	(O-E) ² /E
5	5.28	-0.28	0.0159
20	19.83	0.17	0.0015
7	6.61	0.39	0.0230
5	5.28	-0.28	0.0159
2	1.98	0.02	0.0002
3	2.71	0.29	0.0310
10	10.16	-0.16	0.0028
3	3.38	-0.38	0.0449
3	2.71	0.29	0.0310
1	1.01	-0.01	0.0004
TOTAL			0.167

X²=0.167
 Df = 2-1*5-1=4
 Critical value= 9.488

INTERPRETATION

χ²= 0.167 is much less than 9.488, we fail to reject the null hypothesis. It concludes that there is no significant relationship between gender and satisfaction with the increment in the salary scale at the 0.05 significance level.

HYPOTHESIS

H0: There is no significant relationship between gender and work environment.

Ha: There is no significant relationship between gender and work environment.

Source of Variation	SS	df	MS	F	P-value	F-critical
Between groups	116.0333	1	116.0333	0.4138	0.5658	10.127
Within groups	841.1667	3	280.3889			
Total	957.2	4				

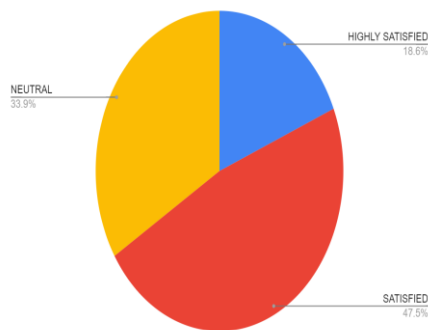
INTERPRETATION:

The F-value (0.4138) is less than the critical F-value (10.127) and the P-value (0.5658) is greater than 0.05, we fail to reject the null hypothesis. It concludes that there is no significant relationship between gender and work environment at the 0.05 significance level.

● **WORKING HOURS**

A significant proportion of respondents are satisfied with their working hours. Combining the "Highly Satisfied" and "Satisfied" categories, we find that 39 out of 59 respondents (66.1%) express some level of satisfaction. A notable number of respondents (20 out of 59, or 33.9%) are neutral about their working hours. The current working hours are satisfactory for the majority, there is still room to potentially increase satisfaction levels by addressing the concerns or preferences of those who are currently neutral.

● **WORKING HOURS**



V. CONCLUSION

Employees are considered an organisation's most valuable asset in the present business landscape. There are

specific goals in mind while creating an organisation. The concept of employee well-being is dynamic. Its broad perspective and topic matter might change in reaction to changes in the socioeconomic landscape. The nation's prosperity and economic growth are largely dependent on the workforce's capacity to generate and add to society's material wealth. Employee welfare is the provision of various amenities and facilities for the benefit of employees both within and outside the workplace. Therefore, everything that goes above and beyond the remuneration received for the comfort and (intellectual or social) advancement of the employees is considered employee welfare.

Vaidyamadham Vaidyasala and Nursing Home, Mezhatthur, Thrithala is one of the best Ayurvedic hospitals in Kerala. The main aim of this project is to analyze the impact of employee welfare measures by Vaidyamadham. The study of welfare measures taken by the organization is done to improve the work condition and create a fair complete effort of their full potential. Some of the suggestions are given to improve employees. Welfare measures like rest rooms and housing facilities which help to build the morale and increase the productivity of the employees. The study reveals that Vaidyamadham is able to provide maximum facilities to their employees. so employees are highly satisfied. They are also providing better facilities for their inpatients and outpatients. In this study 66.1% of respondents are male, 33.9% are female. 29% respondents have 5-10 years of experience, 27.5% have more than 15 years of experience. There is no significant relationship between age and year of experience. There is no significant relationship between gender and work environment. 13.6% are highly satisfied in their salary increment scale, 50.8% of respondents are satisfied, 16.9% have neutral opinion, 13.6% are dissatisfied and 5.1% are highly dissatisfied. There is no significant relationship between gender and satisfaction with the increment in the salary scale at the 0.05 significance level.

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