

A Study on Employee Welfare With Reference To Tenneco Clean Air India Private Limited

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Abstract- This study examines the Employee Welfare in Tenneco Clean Air India Pvt Ltd. focuses on employee perceptions and motivation, job satisfaction and productivity impact. A sample of 210 employees was selected using a simple random sample, and data was collected by a structured questionnaire. Statistical tools like ANOVA, chi square test, regression, correlation have been applied for this study to analyze the fairness, transparency and efficiency of the evaluation process. Employee welfare includes both monetary and non-monetary benefits. Monetary welfare comprises health insurance, retirement plans, bonuses, and paid leave. Non-monetary welfare initiatives include wellness programs, workplace safety measures, recreational facilities, mental health support, flexible work arrangements, and career development opportunities. Together, these programs are designed to improve the quality of work life, reduce stress, and help employees achieve a balance between work and personal life.

Keywords- Employee Welfare, Job satisfaction, monetary benefits and non-monetary benefits

I. INTRODUCTION

Employees are one of the most important resources of the organization and it is important that the physical and mental well-being of the employees is ensured. This is essential as the profitability of the organization is directly linked with the productivity of the workforce. The productivity of the employees depends on the environment of the organization and the welfare measures taken by the organization. The main aim of undertaking employee welfare measures is to earn and retain the goodwill and loyalty of the employees.. In simple words, it means “the efforts to make life worth living for workmen”. Employee welfare has emerged as a vital aspect of modern organizational management. With the increasing recognition of the importance of human resources in achieving organizational goals, companies are now focusing on creating a supportive work environment that fosters employee well-being, job satisfaction, and productivity. Employee welfare encompasses a broad range of benefits,

services, and policies designed to promote the physical, emotional, and financial well-being of employees.

COMPANY PROFILE:

Tenneco Clean Air India Private Limited is an unlisted company, incorporated on 21/12/2018. It has its registered office in the State of Tamil Nadu, India. Company's corporate identification number (CIN) is U29308TN2018FTC126510 and registration number is 126510. The company is a manufacturing company, it is engaged in motor vehicles, trailers, semi trailers and other transport vehicles. As global experts in emissions control systems, Team Tenneco designs, engineers, and manufactures solutions that power the transportation industry, from light vehicles to commercial trucks and off-highway vehicles.

OUR BUSINESS SEGMENTS:



DRiV



Performance Solution



Clean Air



Powertrain

NEED OF THE STUDY:

Employees are the backbone of an organization who would provide value to the firm in various aspects. Also, the employee would expect a value to be provided in return. The employee welfare measures are an effective tool for increasing employee motivation and retention. This study helps the organization in analyzing the effectiveness of their current

employee welfare measures. Also, the organization could get to know any issues in the welfare measures and rectify it.

OBJECTIVES OF THE STUDY:

- To identify the various employee welfare initiatives implemented by organizations
- To study the employee's perception towards welfare measures.
- To examine the employee motivation derived from the welfare measures in the organization.
- To provide recommendations for organizations to improve their employee welfare initiatives.

LIMITATION OF THE STUDY:

- It is difficult to understand the different opinion of the employees.
- The workers were busy with their work therefore they could not give enough time for the Interview.

II. LITERATURE REVIEW:

Brown et al. (2025) highlighted the growing demand for mental health resources in the workplace, citing that 70% of employees report experiencing work-related stress and anxiety. The study underscores the necessity of implementing robust mental health support systems, such as Employee Assistance Programs (EAPs) and counseling services, to improve employee resilience and reduce burnout. Companies are now investing in mental health initiatives, recognizing their long-term impact on employee productivity and retention.

Davis & Thompson (2025) explored the role of mindfulness and mental wellness programs in enhancing employee productivity. They argue that organizations offering meditation sessions, stress-relief workshops, and access to digital mental health tools have seen a 25% increase in employee engagement. These programs are becoming a staple of employee welfare offerings, illustrating a shift toward a more holistic approach to well-being.

Patel Vidhi (2021), has undertaken the research on "A Study on Employee Welfare Measure" published in the "Journal of Emerging Technologies and Innovative Research". The total sample size taken for this study is 60. For this study Descriptive Research method has been used and the data has been analyzed using Chi-Square tests. The objective of the study is to analyse the impact of welfare facilities on employee satisfaction and to know the employees' opinion about the present welfare facilities. Finding of the study is that

Safety at work place, leaves of employees, canteen and other facilities are much to the satisfaction level of employees. In this research it is conducted that overall respondents are satisfied with the welfare measure of employee's performance method. It also increases the effectiveness and productivity of employees and organization as a whole.

RESEARCH METHODOLOGY:

A research methodology outlines the methods and processes employed to gather and analyze information related to a particular research topic.

DATA COLLECTION:

Primary Data: Primary data is collected from employees. This research was done with the help of questionnaire that proved to be effective in data collecting the relevant information.

Secondary Data: Secondary data is collected from journals, articles and secondary data is also collected from various website.

SAMPLING TECHNIQUE :

In this study probability sampling was used. The type of probability sampling used here in this study is "simple random sampling", where the samples are drawn by generating random members.

SAMPLE SIZE:

210 samples were collected from the employees of Tenneco Clean Air India Private Limited.

TOOLS FOR ANALYSIS:

- Percentage analysis
- Chi square
- One way ANOVA
- Correlation

III. DATA ANALYSIS AND INTERPRETATION OF THE STUDY

1. Table showing Age of the respondents

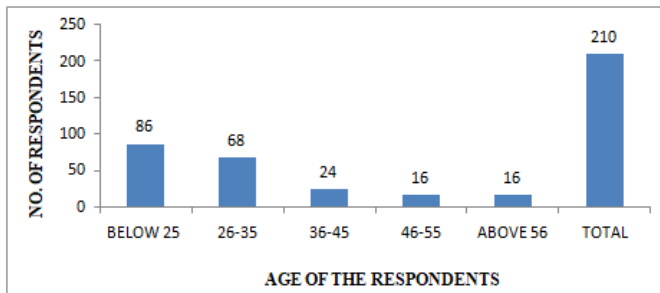
S.N O	AGE OF THE RESPONDEN TS	NO.OF RESPONDEN TS	% OF THE RESPONDEN TS
1	BELOW 25	86	41%

2	26-35	68	32.40%
3	36-45	24	11.40%
4	46-55	16	7.60%
5	ABOVE 56	16	7.60%
	TOTAL	210	100%

INTERPRETATION

From the above table, it is observed that 41% of the respondents are in the age group of below 25 years, 32.40% of the respondents are in the age group of 26-35 years, 11.40% of the respondents are in the age group of 36-45 years, 7.60% of the respondents are in the age group of 46-55 years and 7.60% of the respondents are in the age group of above 56 years,

Chart showing Age of the respondents



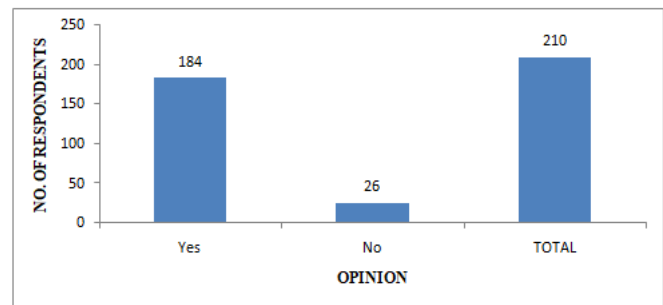
2.Table showing Gender of the respondents

S.N O	GENDER OF THE RESPONDEN TS	NO.OF RESPONDEN TS	% OF THE RESPONDEN TS
1	Male	162	77%
2	Female	48	23%
	TOTAL	210	100%

INTERPRETATION

From the above table, it is observed that 77% of the respondents are Male and 23% of the respondents are Female.

Chart showing Gender of the respondents



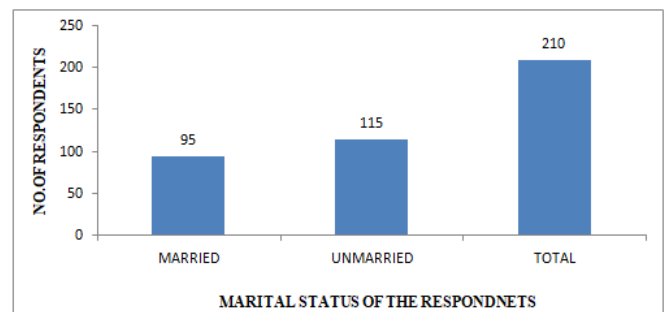
3.Table showing Marital Status of the respondents

S.N O	MARTIAL STATUS OF THE RESPONDEN TS	NO OF RESPONDE NTS	% OF RESPONDE NTS
1	Married	95	45.20%
2	Unmarried	115	54.80%
	TOTAL	210	100%

INTERPRETATION

From the above table, it is observed that 54.80% of the respondents are Unmarried and 45.20% of the respondents are married.

Chart showing Marital Status of the respondents



4.Table showing Department of the respondents

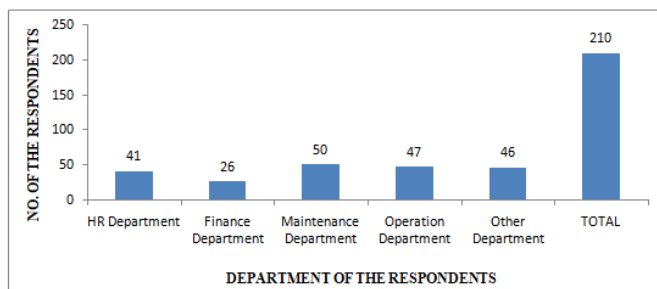
S.N O	DEPARTMEN T OF THE RESPONDEN TS	NO.OF RESPONDEN TS	% OF THE RESPONDEN TS
1	HR Department	41	19.50%
2	Finance Department	26	12.40%
3	Maintenance	50	23.80%

	Department		
4	Operation Department	47	21.90%
5	Other Department	46	22.40%
	TOTAL	210	100%

INTERPRETATION

From the above table, it is observed that 23.80% of the respondents are from Maintenance Department, 22.40% of the respondents are from Other Department, 21.90% of the respondents are from Operation Department, 19.50% of the respondents are from HR Department and 12.40% of the respondents are from Finance Department.

Chart showing Department of the respondents



STATISTICAL TOOLS:

CHI-SQUARE VARIANCE BETWEEN AGE OF THE EMPLOYEE AND SATISFIED WITH WORK ENVIRONMENT.

NULL HYPOTHESIS:

There is no significant variance between Age of the respondent and Satisfied with work environment.

ALTERNATIVE HYPOTHESIS:

There is significant variance between Age of the respondent and Satisfied with work environment.

Frequencies:

Age of the respondents

	Observed N	Expected N	Residual
BELOW 25	86	42.0	44.0
26-35	68	42.0	26.0

36-45	24	42.0	-18.0
46-55	16	42.0	-26.0
ABOVE 56	16	42.0	-26.0
Total	210		

Satisfied with work environment in the organization

	Observed N	Expected N	Residual
Highly satisfied	38	42.0	-4.0
Satisfied	82	42.0	40.0
Netural	52	42.0	10.0
Dissatisfied	25	42.0	-17.0
Highly Dissatisfied	13	42.0	-29.0
Total	210		

Test Statistics

	Age of the respondents	Satisfied with work environment
Chi-Square(a)	102.095	67.762
df	4	4
Asymp. Sig.	.000	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 42.0.

INTERPRETATION:

Level of significance is 0.00 which is less than 0.05 so null hypothesis H0 is rejected.

RESULT:

There is a significant variance between Age of the respondent and Satisfied with work environment.

ONE WAY ANOVA DIFFERENCE BETWEEN EXPERIENCE OF RESPONDENTS AND OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT AND TRAINING.

NULL HYPOTHESIS (H0):

There is no significant difference between Experience of respondents and Opportunities for professional development and training.

ALTERNATIVE HYPOTHESIS (H1):

There is a significant difference between Experience of respondents and Opportunities for professional development and training.

Experience of the respondents

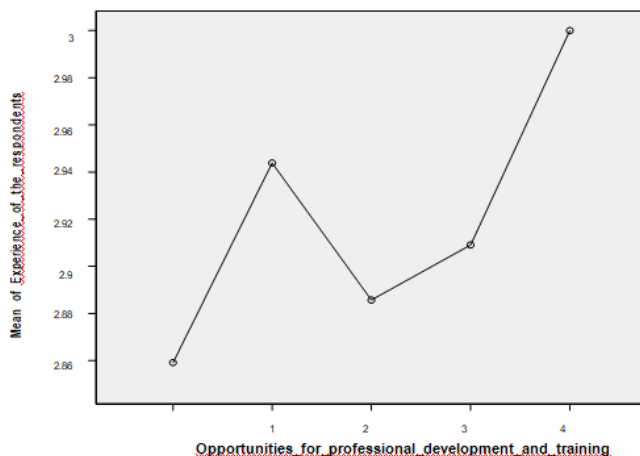
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.333	4	.083	.055	.994
Within Groups	311.763	205	1.521		
Total	312.095	209			

Duncan

Opportunities for professional development and training	N	Subset for alpha = .05
		1
Highly Satisfied	71	2.86
Satisfied	89	2.94
Netural	35	2.89
Dissatisfied	11	2.91
Highly dissatisfied	4	3.00
Sig.		.803

Means for groups in homogeneous subsets are displayed.

- Uses Harmonic Mean Sample Size = 12.665.
- The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.



INTERPRETATION:

Here the significant was occurs and has a value .994 it is greater than 0.05. Hence H0 is accept.

RESULT:

There is no significant difference between Experience of respondents and Opportunities for professional development and training.

CORRELATIONS VARIANCE BETWEEN VACATION LEAVE POLICY & FUN ACTIVITIES PROVIDED BY THE COMPANY AND COMPENSATION PROVIDED BY THE ORGANISATION.

NULL HYPOTHESIS:

There is no significant inter-relationship between Vacation leave policy & fun activities provided by the company and Compensation provided by the organisation.

ALTERNATIVE HYPOTHESIS:

There is significant inter-relationship between Vacation leave policy & fun activities provided by the company and Compensation provided by the organisation.

Correlations

	Vacation leave policy & fun activities provided by the company	Compensation provided by the organization
Vacation leave policy & fun activities provided by the company	Pearson Correlation = 1.000 Sig. (2-tailed) = .000 N = 210	.898 1.000 210
Compensation provided by the organization	.898 Sig. (2-tailed) = .000 N = 210	1.000 210

INTERPRETATION:

Since, correlation point (.898) is lies between positive value of 1. So the table shows that positive correlation

between Vacation leave policy & fun activities provided by the company and Compensation provided by the organisation. Therefore, H0 is rejected.

RESULT:

There is significant inter-relationship between Vacation leave policy & fun activities provided by the company and Compensation provided by the organisation.

IV. FINDINGS

- It is found that 41% of the majority respondents are in the age of below 25 years.
- It is found that 39% of the majority respondents are satisfied with the work environment.
- It is found that 39% of the majority respondents has 5-10 years of Experiences
- It is found that 41.9% of the majority respondents are satisfied with the opportunities provided for professional development and training.
- It is found that 27.6% of the majority respondents are in the Income of 21000-25000.
- It is found that 39.5% of the majority respondents are satisfied with the compensation provided by the organization.
- It is found that 23.8% of the majority respondents are Maintenance department.
- It is found that 29.5% of the majority respondents are satisfied with their relationship with supervisor.

V. SUGGESTIONS

- Organization needs to conduct more safety training programs for the employees. Need to supply safety equipment wherever required and supervising to follow safety measures by the employees.
- Promotions and allowances should be provided to the employees based on their performance rather than their experience.
- The company can provide transportation for the staffs who are travelling from long distance to the company and providing facilities such as break time, refreshments etc. to the employees which may help them to relax in the work place.

VI. CONCLUSION

After analyzing all we can conclude that a Successful human resource management contributes to a powerful labour welfare and smooth industrial relations. This helps an industry

to grow successfully in accomplishing its goals and further enter into society in an endeavor to uplift the community and humanity. The final outcome of this thesis exhibits employees were more satisfied with their job and some extent aware of labour welfare facilities offered by the organization. It is suggested that management should maintain the same level of amenities and relationship in future also. Certain actions to be taken to enhance the level of awareness of welfare schemes, protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

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