

# A Study on Employee Welfare And Job Satisfaction At KMB Granites Pvt Ltd

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**Abstract-** *Employee welfare and job satisfaction are essential components of organizational success and employee development in modern industries. Employee welfare includes all the services, facilities, and benefits provided by employers to improve the physical, mental, social, and economic well-being of employees. The present study aims to analyse the employee welfare measures and their impact on job satisfaction among employees working at KMB Granites Pvt Ltd. The study focuses on various welfare measures such as safety facilities, working environment, loan facilities, health insurance, working conditions, water facilities, and employee relations. Welfare measures help employees feel secure and motivated, which in turn improves productivity and organizational efficiency. The research was conducted using both primary and secondary data. Primary data were collected through questionnaires from 120 employees selected through convenience sampling. Secondary data were collected from books, journals, company reports, and websites. Statistical tools such as percentage analysis, correlation, chi-square test, and ANOVA were used to analyse employee opinions regarding welfare measures and job satisfaction. The findings of the study reveal that the majority of employees are satisfied with safety measures, supervision, work environment, and welfare facilities provided by the company. However, employees expressed dissatisfaction in certain areas such as loan facilities and work pressure. The study concludes that employee welfare measures have a significant positive impact on job satisfaction and employee productivity. Organizations that provide effective welfare programs can improve employee morale, reduce absenteeism, and maintain better industrial relations. Therefore, companies should continuously improve welfare facilities to achieve organizational growth and employee satisfaction.*

**Keywords:** Employee Welfare, Job Satisfaction, Employee Motivation, Productivity, Organizational Growth, Welfare Measures, Industrial Relations, KMB Granites Pvt Ltd.

## I. INTRODUCTION

Employee welfare refers to the various facilities, benefits, and services provided by employers to improve the working and living conditions of employees. Welfare activities include medical facilities, housing, safety measures, insurance, canteen facilities, recreation, transportation, educational assistance, and other supportive services. Employee welfare plays an important role in improving employee morale, satisfaction, and organizational commitment.

Job satisfaction is the feeling of happiness and satisfaction employees experience regarding their job and work environment. A satisfied employee is more productive, efficient, and loyal to the organization. Employee satisfaction depends on various factors such as salary, welfare facilities, work environment, promotion opportunities, safety measures, and management support.

In today's competitive industrial environment, organizations are focusing more on employee welfare because employees are considered valuable assets. Welfare measures not only improve employee performance but also reduce absenteeism, labour turnover, and industrial disputes. Organizations with effective welfare programs can create a healthy work culture and improve productivity.

The granite industry is one of the important sectors contributing to economic development and exports in India. KMB Granites Pvt Ltd is a reputed company engaged in the manufacturing and supply of granite products. The company provides different welfare facilities to employees to ensure their satisfaction and efficiency.

This study aims to analyse employee welfare measures and job satisfaction among employees working at KMB Granites Pvt Ltd. The study helps to understand employee opinions regarding welfare facilities and their influence on productivity and organizational growth.

## NEED FOR THE STUDY

Employee welfare and job satisfaction have become important aspects of human resource management in every organization. Welfare measures help employees maintain a better quality of life and create a positive attitude toward the organization. Organizations that provide proper welfare facilities can improve employee efficiency, motivation, and commitment.

The study is necessary to identify employee satisfaction regarding the welfare facilities provided by KMB Granites Pvt Ltd. It also helps to understand the problems faced by employees and the areas where improvement is required. The study provides valuable suggestions to improve employee welfare programs and job satisfaction levels.

Employee welfare measures help organizations reduce labour turnover, absenteeism, stress, and industrial conflicts. Welfare facilities create a sense of belongingness among employees and improve industrial relations. Therefore, the present study is important to evaluate the effectiveness of welfare facilities provided by the organization.

## OBJECTIVES OF THE STUDY

- To examine the employee welfare measures provided by KMB Granites Pvt Ltd.
- To analyse employee satisfaction regarding welfare facilities.
- To identify the relationship between employee welfare and job satisfaction.
- To study employee opinions regarding working conditions and safety measures.
- To evaluate the effectiveness of welfare programs in improving productivity.
- To suggest suitable recommendations for improving employee welfare and job satisfaction.

## II. REVIEW OF LITERATURE

Employee welfare has been an important topic of research in industrial management and human resource development. Many researchers have emphasized the importance of welfare measures in improving employee satisfaction and productivity.

P. Usha (2020) explained that employee welfare helps create a positive work environment and improves employee efficiency and morale. Welfare activities increase employee motivation and organizational commitment.

Usha Tiwari (2020) found that welfare facilities provided by organizations positively influence employee

productivity and job satisfaction. Employees become more dedicated when organizations focus on their welfare.

Chandra Sekharpatro (2021) highlighted that employee welfare includes facilities such as medical assistance, retirement benefits, housing, educational support, and insurance schemes. These welfare activities improve employee well-being and organizational performance.

Mishra and Bhagat (2021) identified that proper welfare facilities reduce absenteeism and improve industrial relations. Welfare programs increase employee loyalty toward the organization.

Arun Prakash (2022) stated that employee welfare contributes to economic and social development by improving employee living standards and productivity.

Singh (2023) concluded that welfare measures have a positive relationship with employee productivity and organizational growth. Employees who receive proper welfare support perform better in their jobs.

These studies clearly indicate that employee welfare and job satisfaction are important factors influencing organizational success and employee performance.

## RESEARCH METHODOLOGY

Research methodology refers to the systematic procedure used for collecting, analysing, and interpreting data related to the study.

### Research Design

The study adopted a descriptive research design to analyse employee welfare measures and job satisfaction among employees.

### Sources of Data

#### Primary Data

Primary data were collected directly from employees using structured questionnaires.

#### Secondary Data

Secondary data were collected from journals, books, company reports, websites, and previous research studies.

### Sampling Technique

Convenience sampling technique was used for selecting respondents for the study.

### Sample Size

The study was conducted among 120 employees of KMB Granites Pvt Ltd.

### Tools Used for Analysis

The following statistical tools were used:

- Percentage Analysis
- Correlation Analysis
- Chi-Square Test
- ANOVA

These tools helped to analyse employee opinions regarding welfare measures and satisfaction levels.

### III. DATA ANALYSIS AND INTERPRETATION

The collected data were analysed to identify employee satisfaction levels regarding welfare measures and job satisfaction.

The majority of respondents were male employees. Most employees belonged to the age group between 26 and 35 years. Many respondents were married and had diploma-level education. Most employees had working experience between 5 and 8 years.

Employees expressed satisfaction regarding supervision and relationships with co-workers. Safety measures and physical working conditions received positive responses from employees. Employees were also satisfied with health insurance facilities, water facilities, and working environment.

However, dissatisfaction was observed in areas such as loan facilities and work pressure. Some employees expected better financial assistance and additional welfare programs from the organization.

The correlation analysis indicated a strong positive relationship between employee working experience and job security perception. Chi-square analysis revealed a significant relationship between age group and type of loan taken. ANOVA analysis showed a significant relationship between educational qualification and satisfaction regarding workload.

The analysis clearly indicates that employee welfare measures positively influence job satisfaction and productivity.

### IV. FINDINGS OF THE STUDY

- Majority of employees are satisfied with supervision and management support.
- Employees are highly satisfied with safety measures provided by the organization.
- Most respondents are satisfied with physical working conditions and environment.
- Employees maintain positive relationships with co-workers.
- Loan facilities provided by the organization need improvement.
- Employees are satisfied with health insurance and accident benefits.
- Welfare facilities improve employee morale and organizational commitment.
- Employees feel secure due to welfare measures provided by the company.
- Effective welfare activities reduce absenteeism and labour turnover.
- Employee welfare measures contribute to productivity improvement.

### V. SUGGESTIONS

- The company should improve loan and financial support facilities for employees.
- Additional welfare programs such as stress management and counselling should be introduced.
- Employee training and development programs should be conducted regularly.
- Flexible work schedules may improve employee satisfaction.
- Recreational activities should be organized for employees to reduce stress.
- Better communication between management and employees should be encouraged.
- Employee feedback should be collected regularly for improving welfare programs.
- More health and safety awareness programs should be conducted inside the organization.

### VI. CONCLUSION

Employee welfare and job satisfaction are important factors influencing organizational growth and employee performance. The study concludes that KMB Granites Pvt Ltd

provides satisfactory welfare measures to employees. Most employees are satisfied with safety measures, supervision, working conditions, and health benefits provided by the company.

The study also reveals that welfare measures positively influence employee motivation, productivity, morale, and organizational commitment. Employees who receive proper welfare support feel secure and motivated to contribute effectively toward organizational goals.

Although the company provides various welfare facilities, there is still scope for improvement in areas such as loan facilities, stress management programs, and employee support services. Continuous improvement in welfare measures will help the organization maintain employee satisfaction and industrial harmony.

Employee welfare should not be considered merely as a legal obligation but as a strategic investment for organizational success. Organizations that focus on employee well-being can achieve higher productivity, better industrial relations, reduced labour turnover, and sustainable growth.

Thus, employee welfare acts as an important bridge between organizational objectives and employee expectations. A satisfied employee becomes a productive asset to the organization and contributes significantly to long-term development and success.

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