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# A Study on Employee Welfare Measures with Special Reference to Aachi Masala Foods (P) Ltd, Chennai

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**ABSTRACT:** The title of the project is “A study on Employee Welfare Measures in Aachi Masala Foods (P) Ltd, Chennai”. The primary objective of the study is to determine the Welfare of the employees in their job which is being affected by various factors like remuneration, working environment, supervision, subordinate relationship, job security, participation in decision making and welfare facilities. Primarily internal welfare, external and statutory welfare satisfaction level of employees in Aachi Masala Foods (P) Ltd, Chennai is analyzed. People working in the organization have some expectations on these factors. Descriptive research approach and convenience sampling method have been used for the study. The sample size of the study is 100. The design of the sample used for the study is simple random sampling. Both Primary and Secondary data were used for the study. Primary data was collected through questionnaire method and secondary data was collected from books, journals and company records. The data was collected from the employees of the company. The collected data is analyzed critically by employing different statistical methods such as simple percentage analysis, chi square test, and Karl Pearson coefficient of correlation. The result shows that the employees are satisfied with the internal welfare, external, and statutory welfare. Some areas of dissatisfaction are also pointed out, and suggestions are made to improve the situation. The welfare facilities offered to the employees were found satisfactory in the company. From the study, it was found that the worker had a positive attitude towards his/her job and management. The study also showed that the majority of the employees of this company were satisfied with their job and working environment. The relationship with the supervisors and the co-workers also gives a conducive working environment to the workers.

**KEYWORDS:** statutory welfare measures, non-statutory welfare facilities, employees performance, organisational growth

## I. INTRODUCTION

Employee Welfare Measures are all the services, facilities, and benefits, which a given organization provides to improve the general well-being of its employees. The actions are supposed to make the employees feel secure physically, mentally and socially at work place. The organization helps the employees to be healthy, happy and motivated by putting in consideration the need of the employees. The employee welfare measures include activities that are directed to safety, recreation, medical security, and financial security. The actions will lead to a good working environment in which the employees feel treasured and nurtured. Ultimately, the actions lead to a higher level of productivity and a retinue of employees.

Under a management perspective, the Employee Welfare Measures will be an action or actions which are intended to secure the interest of the employees and enhance their productivity. These are separated into statutory and non-statutory measures with statutory measures being measures that are compulsory by law including PF, ESI and paid leave. The employee welfare measures are related to the employee comfort, satisfaction, and development. Catenet services, recreation, transport and training are some examples of non-statutory measures. The proper management of the welfare of the employees will mean better measures of absenteeism, boosted morale and finally loyalty. This will result in a productive, healthy, and motivated workforce in the organization

In accordance with the international labor organization (ILO), Employee Welfare Measures refer to the services, facilities, and amenities an organization offers to its employees with the view of ensuring efficiency and productivity at work, through physical, mental, and social well being. The measures of employee welfare are aimed at improving the quality of life of employees and providing them with a healthy satisfied, and motivated workforce

### **OBJECTIVES OF THE STUDY**

- To study the demographical profile of the employees.
- To ascertain the level of satisfaction in statutory welfare measures provided in the company
- To evaluate the non-statutory welfare facilities provided for employees in the company
- To evaluate the impact of welfare measures on employees performance
- To find out the impact of welfare measures on organisational growth

### **II. REVIEW OF LITERATURE**

Akilan and S. Sara (2025) set out to study employee welfare and its role in job satisfaction, productivity, and motivation at Tenneco Clean Air India Pvt. Ltd. to find out the effectiveness of non-monetary and monetary welfare programs. The research used the primary data collection method, through the use of structured questionnaires, which were distributed to a sample of 210 employees, and simple random sampling technique was used to get all forms of job groups. The study findings depicted that welfare programs like health insurance, retirement benefits, paid leaves, wellness programs, work safety and career development opportunities had a deep influence on enhancing employee satisfaction, stress and productivity. The authors suggested that organizations must maintain and further widen the welfare programs with the introduction of new non-statutory benefits like mental health, flexible work schedules, and career development opportunities to enhance job satisfaction to a greater degree. The end of the research has put across the significance of a holistic welfare programme in achieving a balanced quality of work life and organizational performance

Mahalasm and S. Praveen (2025) reviewed employee welfare activities in Diamond Engineering Pvt. Ltd., Chennai and set out to assess effectiveness of welfare facilities and employee satisfaction with welfare activities. In this descriptive research paper, primary data was collected on a sample of 110 employees through non-probability sampling and correlation and regression analysis were used to interpret the findings of the levels of welfare satisfaction. The findings showed that employees were very much satisfied with the facilities including toilets, transportation, safety arrangement and canteen facilities whereas medical facilities and uniform distribution received moderately satisfying results and this indicates areas of improvement. This research had recommendations such as enhancement of communication about the welfare activities, improvement of medical support services and individualized tailoring of welfare support to the needs of employees.

(Lavanya & Singh, 2025) (Mahalasm & Praveen, 2025) Mahalasm and S. Praveen (2025) undertook a study of the employee welfare practices in Diamond Engineering Pvt. Ltd., Chennai to determine the efficiency of welfare facilities and level of satisfaction of employees with welfare practices. It is a descriptive research study that collected primary data in the form of a sample of 110 employees through non-probability sampling, and the results of the welfare satisfaction levels were interpreted through correlation and regression research. The results showed that the employees were greatly contented with toilet facilities, transportation facilities, safety, and canteen services but medical and equal distribution was moderately contented, and there is need to improve the same. Some of the recommendations out of this research were enhancement of communication with respect to welfare activities, enhancement of medical support services and maintaining a welfare support that is relevant to the needs of the employees.

### **III. RESEARCH METHODOLOGY**

The research design used in this research is Descriptive Research Design. In this research work, the Convenience Sampling Technique is used. Both primary and secondary data are employed for the research. The questionnaire was directly administered to 100 employees of the organization. The collected data were classified, tabulated, and analyzed using the following statistical tools: Simple Percentage Analysis, Chi-Square Test and Correlation Analysis.

IV. DATA ANALYSIS AND INTERPRETATION

PROFILE OF THE RESPONDENTS

Variables	Categories	No. of Respondents	Percentage (%)
Age	Below 25 years	13	13.0
	26–35 years	54	54.0
	36–45 years	18	18.0
	Above 45 years	15	15.0
Educational Qualification	Graduate	56	56.0
	Post-graduate	29	29.0
	Professional Degree	15	15.0
Year of Service	Below 5 years	34	34.0
	5–10 years	42	42.0
	Above 10 years	24	24.0
Annual Salary	Below ₹2 Lakhs	15	15.0
	₹2–5 Lakhs	39	39.0
	₹5–10 Lakhs	35	35.0
	Above ₹10 Lakhs	11	11.0
Satisfaction with Hygiene Drinking Water in the Organisation	Highly satisfied	16	16.0
	Satisfied	25	25.0
	Neither satisfied nor dissatisfied	8	8.0
	Dissatisfied	15	15.0
	Highly dissatisfied	36	36.0

Source: Primary Data

INTERPRETATION

The consolidated table shows that 54.0% of the respondents belong to the 26–35 years age group, followed by 18.0% in the 36–45 years age group, 15.0% above 45 years, and 13.0% below 25 years. Regarding educational qualification, 56.0% of the respondents are graduates, 29.0% are post-graduates, and 15.0% possess a professional degree. With respect to years of service, 42.0% of the respondents have 5–10 years of service, followed by 34.0% with below 5 years and 24.0% with above 10 years of service. In terms of annual salary, 39.0% of the respondents earn between ₹2–5 lakhs, 35.0% earn ₹5–10 lakhs, 15.0% earn below ₹2 lakhs, and 11.0% earn above ₹10 lakhs. Regarding satisfaction with hygiene drinking water in the organisation, 36.0% of the respondents are highly dissatisfied, 25.0% are satisfied, 16.0% are highly satisfied, 15.0% are dissatisfied, and 8.0% are neither satisfied nor dissatisfied.

CHI-SQUARE ANALYSIS: RELATIONSHIP BETWEEN AGE OF THE RESPONDENTS AND LEVEL OF SATISFACTION IN STATUTORY WELFARE SCHEMES

**Null hypothesis (H0):** There is no significant relationship between the age of the respondents and level of satisfaction in statutory welfare schemes.

**Alternative hypothesis (H1):** There is some significant relationship between the age of the respondents and level of satisfaction in statutory welfare schemes.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	86.713 <sup>a</sup>	42	.000
Likelihood Ratio	89.696	42	.000
Linear-by-Linear Association	16.049	1	.000
N of Valid Cases	100		

a. 55 cells (91.7%) have expected count less than 5. The minimum expected count is .26.

**INTERPRETATION:**

As per the above table, it is inferred that the P value is .000; it is not significant to 5% (0.05) significant level. The minimum expected count is 0.26. Thus null hypothesis is accepted and it is finding that there is no significant difference respondent's age of the respondents and level of satisfaction in statutory welfare schemes.

**CORRELATION ANALYSIS: RELATIONSHIP BETWEEN EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND IMPACT OF WELFARE MEASURES ON EMPLOYEES PERFORMANCE**

**Null hypothesis (H0):** There is no significant relationship between educational qualification of the respondents and impact of welfare measures on employees performance.

**Alternative hypothesis (H1):** There is some significant relationship between educational qualification of the respondents and impact of welfare measures on employees performance.

Correlations			
		EDUCATION OF THE RESPONDENTS	perform
EDUCATION QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	-.074
	Sig. (2-tailed)		.463
	N	100	100
WELFARE MEASURES ON EMPLOYEES PERFORMANCE	Pearson Correlation	-.074	1
	Sig. (2-tailed)	.463	
	N	100	100

**INTERPRETATION:**

The above table indicates that, co-efficient of correlation between educational qualification of the respondents and impact of welfare measures on employee's performance is -0.074. It is below 1. So there is negative relationship between the educational qualification of the respondents and impact of welfare measures on employees performance.

#### V. SUGGESTIONS

1. The company should ensure regular maintenance and monitoring of drinking water facilities to keep them clean and safe.
2. The company needs to provide adequate and comfortable seating arrangements for all employees during work hours.
3. The company should implement flexible work hours where possible to support work-life balance.
4. The company must provide basic health care facilities and regular health check-ups for employees.
5. The company should enhance welfare measures to retain talented employees and reduce turnover.
6. The company need to align welfare initiatives with employee needs to improve overall efficiency.
7. The company must regularly assess employee satisfaction and improve welfare programs accordingly.
8. The company should encourage safety and welfare practices that minimize operational losses.
9. The company need to maintain consistent welfare practices that promote harmonious industrial relations.

#### VI. CONCLUSION

It is concluded that the welfare measures provided by Aachi Masala Foods (P) Ltd, Chennai, play a significant role in enhancing employee well-being and satisfaction. Both statutory and non-statutory welfare schemes, including hygienic facilities, first aid, flexible work arrangements, health care, and insurance coverage, have positively influenced employees' morale, efficiency, and commitment. These measures have contributed to reducing turnover, improving industrial relations, and creating a supportive work environment that encourages high productivity and engagement among employees. It is further concluded that the implementation of effective welfare practices not only benefits employees but also contributes to the overall growth and development of the organization. By fostering a positive HRD climate, increasing job satisfaction, and reducing absenteeism and wastages, the company strengthens its operational efficiency and industrial harmony. Therefore, sustained focus on comprehensive welfare initiatives is essential for achieving both employee satisfaction and organizational success.

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