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A Study On Employee Welfare Measures In The Diamond Engineering Pvt. Ltd

[1]E. MAHALASMI, [2] S. PRAVEEN

[1]STUDENT, [2]ASSISTANT PROFESSOR

[1,2]Department of Management Studies,

[1,2]Anand Institute of Higher Technology, Chennai, Tamil Nadu, India

Abstract: Employee welfare is a critical component of organizational success, directly influencing employee satisfaction, productivity, and retention. This research investigates the effectiveness of employee welfare measures at Diamond Engineering Pvt. Ltd., Chennai. Using a descriptive research design, data was collected from 110 employees through structured questionnaires. Statistical tools such as chi-square, correlation, regression, and ANOVA were applied using SPSS software to analyse employee perceptions across various welfare dimensions. The study revealed high levels of satisfaction with facilities such as restrooms, transportation, safety, and canteen services, while areas such as medical care and uniform provision indicated moderate satisfaction. The study recommends enhancements in communication, health services, and personalized welfare support to further improve employee well-being and organizational performance.

Keywords: Employee Welfare, Job Satisfaction, Productivity, Workplace Facilities, Organizational Performance, Welfare Measures, Industrial Relations.

I. INTRODUCTION

Employee welfare refers to the efforts made by organizations to ensure the well-being of their workforce, encompassing physical, mental, emotional, and social aspects. These welfare programs go beyond salaries and benefits to include health, safety, comfort, and professional development. At Diamond Engineering Pvt. Ltd., employee welfare is central to the companys commitment to quality, employee retention, and business excellence.

1. Employees welfare includes various facilities, services and amenities provides to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
3. Labour welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
4. Welfare measures may be introduced by the employers, government, employees or be any social or charitable agency.

II. LITERATURE REVIEW

Sasikala (2023) emphasized housing, healthcare, and recreational facilities as key welfare tools. Thiruvenkataraj and Tamilselvan (2018) stressed the link between job satisfaction and welfare provisions. Robinson and Chitra (2020) found that well-structured welfare activities reduce absenteeism. Stella Nirmala (2023) pointed out the evolving nature of employee well-being in response to socioeconomic changes.

III. OBJECTIVES OF THE STUDY

Primary Objective:

To study the effectiveness of employee welfare measures.

Secondary Objectives:

1. To identify the welfare facilities provided in the organisation.
2. To study the employees' level of satisfaction through the welfare measures.
3. To study the draw backs in current welfare measures.
4. To know the suggestions and recommendations of the employees.

IV. RESEARCH METHODOLOGY

Research Design

Descriptive research is a methodology that aims to accurately describe and summarize the characteristics of a population, phenomenon, or situation. It involves collecting and analysing data to provide a detailed and comprehensive picture of the research subject, without attempting to explain or predict. Descriptive research is observational, cross-sectional, and focuses on description, making it ideal for developing theories, informing decision- making, and identifying areas for further research.

3.1 Population and Sample

The research design was conducted at Diamond Engineering pvt. Ltd., Mambakkam, from February to May 2025.

Population: 1300 employees. Sample Size: 110 employees.

Sampling Technique: Non-probability sampling. Data Collection Tools: Questionnaire and interviews.

3.2 Data and Sources of Data PRIMARY SOURCES

- The primary data are those which are collects fresh and for the first time, and thus happen to be original in character.
- The primary source of collecting the data was through
- Interview method in which the researcher personally interviewed the respondents.
- Direct observation was made to understand the commitment among employees.

SECONDARY SOURCES:

The secondary data are those which have already been collected by someone and which have already been passed through the statistical process.

00 Index is taken from yahoo finance.

3.3 Statistical tools

In this study the statistical tools used for the analysis are correlation, regression, ANOVA and chi-square.

3.3.1 Chi- square

A Chi-Square statistic is a test that measures how expectations compare to actual observed data. It is used in hypothesis testing, and to a lesser extent for confidence intervals for population variance when the underlying distribution is normal. The data used in calculating a chi-square must be random, raw, mutually exclusive, drawn from independent variables and a large enough sample. It is used to test the ―goodness of the fit‖. It is used to determine whether an actual sample distribution matches a known theoretical distribution and to test the independence of attributes. It is considered as a non- parametric test.

The Chi-Square is denoted by $\chi 2$ and the formula is

$$\chi 2 = \sum (Oi-Ei)\ 2\ /Ei$$

3.3.2 Correlation Analysis

The correlation coefficient describes how one variable moves in relation to another. A positive correlation indicates that the two move in the same direction, with a value of 1 denoting a perfect positive correlation. A value of -1 shows a perfect negative, or inverse, correlation, while zero means no linear correlation exists.

Example

- r = 0.7 to 1 suggests a strong relationship
- r = 0.3 to 0.7 suggest the moderate relationship
- r = less than 0.3 is a weak relationship Calculate correlation

co-efficient The correlation coefficient is calculated by determining the covariance of the variables and dividing that number by the product of those variables, standard deviation.

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[\, n\Sigma x^2 - (\Sigma x)^2 \,][\, n\Sigma y^2 - (\Sigma y)^2 \,]}}$$

3.3.3ANOVA Method

The ANOVA test is the initial step in analyzing factors that affect a given data set. Once the test is finished, an analyst performs additional testing on the methodical factors that measurably contribute to the data set's inconsistency. The analyst utilizes the ANOVA test results in an f-test to generate additional data that aligns with the proposed regression models. The ANOVA test allows a comparison of more than two groups at the same time to determine whether a relationship exists between them.

The result of the ANOVA formula, the F statistic (also called the F-ratio), allows for the analysis of multiple groups of data to determine the variability between samples and within samples.

$$F = MSE \div MST$$

3.3.4Regression

Regression analysis is a statistical method used to estimate the relationship between a dependent variable and one or more independent variables.

- Dependent variable: This is the main factor that you're trying to understand or predict.
- Independent variables: These are the factors that you hypothesize have a impact on your dependent variable.

$$Y = a + bX + \in$$

$$a = (\Sigma y)(\Sigma x^2) - (\Sigma x)(\Sigma xy) / n(\Sigma x^2) - (\Sigma x)^2 \quad b = n(\Sigma xy) - (\Sigma x)(\Sigma y) / n(\Sigma x^2) - (\Sigma x)^2$$

IV. RESULTS AND DISCUSSION

4.1 Results of CHI – SQUARE TEST HYPOTHESIS

Null Hypothesis (H_0):

There is **no association** between gender and perceptions of the company's policy and administration in welfare activity. (In other words, gender and opinion on the company's welfare policy are **independent**.)

Alternative Hypothesis (H_1):

There **is an association** between gender and perceptions of the company's policy and administration in welfare activity. (In other words, gender and opinion on the company's welfare policy are **not independent**.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * How do you feel about the policy and administration of your company in welfare activity?	110	100.0%	0	0.0%	110	100.0%

Gender * How do you feel about the policy and administration of your company in welfare activity? Crosstabulation

Count

		How do you feel about the policy and administration of your company in welfare activity?					Total
		Dissatisfied	Highly Dissatisfied	Highly satisfied	Natural	Satisfied	
Gender	Female	3	0	2	8	5	18
	Male	9	1	31	24	27	92
Total		12	1	33	32	32	110

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.166[a]	4	.271
Likelihood Ratio	5.730	4	.220
N of Valid Cases	110		

3 cells (30.0%) have expected count less than 5. The minimum expected count is .16.

INTERPRETATION

- p-value = 0.271 (from Pearson Chi-Square)

➢ This is greater than 0.05, so the result is not statistically significant.
➢ Therefore, we fail to reject the null hypothesis.

4.2 RESULT FOR CORRELATION

Null Hypothesis (H_0):
There is no significant correlation between income and how the company satisfied the employee during the COVID period.
H0: ρ=0H
Alternative Hypothesis (H_1):
There is a significant correlation between income and how the company satisfied the employee during the COVID period.
H1: ρ≠0H

Correlations

		income	How the company satisfied you during covid period
income	Pearson Correlation	1	.902**
	Sig. (2-tailed)		.000
	N	110	110
How the company satisfied you during covid period	Pearson Correlation	.902**	1
	Sig. (2-tailed)	.000	
	N	110	110

**. Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

The values Pearson correlation i.e., 0.902 is the (r-value), since, the value is Negative and significant (2 - tailed) value is 0.000

4.3RESULT FOE REGGERATION

Null Hypothesis (H_0):

There is no significant relationship between age and satisfaction with the transportation facility provided by the company.

H0: β=0H

Alternative Hypothesis (H_1):

There is a significant relationship between age and satisfaction with the transportation facility provided by the company.

H1: β≠0H

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	age[b]	.	Enter

a. Dependent Variable: How satisfied are you with Transportation facility provided by the company

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853[a]	.727	.725	.52679

a. Predictors: (Constant), age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.038	.131		-.288	.774
	age	.934	.055	.853	16.978	.000

a. Dependent Variable: How satisfied are you with Transportation facility provided by the company

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	79.993	1	79.993	288.257	.000[b]
	Residual	29.971	108	.278		
	Total	109.964	109			

a. Dependent Variable: How satisfied are you with Transportation facility provided by the company

b. Predictors: (Constant), age

4.4 RESULT FOR ONE WAY ANOVA

Null Hypothesis (H_0):

There is no significant difference in the opinion on relationships with superiors across different experience groups (years working in the company).

H0: $\mu1=\mu2=\mu3=\mu4=\mu5$

Alternative Hypothesis (H_1):

There is a significant difference in the opinion on relationships with superiors for at least one experience group.

H1: At least one $\mu i=\mu j$

ANOVA

For many years you are working in Diamond Engineering

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	60.877	4	15.219	116.832	.000
Within Groups	13.678	105	.130		
Total	74.555	109			

INTERPRETATION

- F-value = 116.832: This is a very high F-value, indicating strong differences between group means.
- Sig. (p-value) = .000: This is less than 0.05, meaning the result is statistically significant.

Conclusion: There is a statistically significant difference in the number of years employees have worked in Diamond Engineering across the different groups.

V. FINDINGS

- High satisfaction in restrooms, safety, transportation, and work environment.
- Positive but improvable feedback on family welfare and COVID-era support.
- Areas needing attention: grievance handling, medical access, recreation.
- Uniforms and flexible timing are areas of neutral/dissatisfied

VI. SUGGESTIONS

- By keeping the surroundings tidy and clean, the working atmosphere will be improved.
- The availability of restrooms must be sufficiently increased, with a focus on safety.
- Adequate numbers of first aid appliances have to be provided.
- Effective improvement should be made to medical facilities.
- Satisfactory number of emergency treatment machines must be given.
- Develop strong policies on welfare and safety.

VII. CONCLUSION

Diamond Engineering Pvt. Ltd. has implemented effective welfare programs that significantly contribute to employee satisfaction and organizational performance. Continuous improvements in medical care, grievance systems, and communication are essential to elevate welfare standards and strengthen employee commitment and productivity

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