

A Study on Employees’ Satisfaction Towards the Welfare Scheme

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Abstract:

In the current era of competitive business environments, organizations recognize that human resources are their most valuable asset. Ensuring the well-being and satisfaction of employees is not only a social responsibility but also a strategic imperative for enhancing productivity, morale, and organizational performance. This study investigates employee satisfaction towards the welfare schemes provided by company. The organization has implemented several welfare measures aimed at improving employee well-being, including health benefits, safety provisions, financial support systems, recreational facilities, and career development opportunities. This study is to assess the level of employee satisfaction with these welfare schemes and also aims to examine how demographic factors such as age, gender, job level, and tenure impact employee satisfaction levels. By analysing employee feedback, the study seeks to uncover areas where the welfare schemes are effective and areas that require improvement.

Keywords — Employee Satisfaction, Welfare Schemes, Employee Well-being, Organizational Productivity, Workplace Culture, Employee Retention.

I. INTRODUCTION

Employee satisfaction reflects how content employees are with their job, work environment, and the organization. It influences retention, performance, and workplace morale. While satisfaction relates to overall contentment, it differs from engagement, which involves emotional connection to work. Organizations often use surveys and feedback tools to measure satisfaction and identify improvement areas. High satisfaction leads to lower turnover and better productivity. This study is to assess the level of employee satisfaction with these welfare schemes and also aims to examine how demographic factors such as age, gender, job level, and tenure impact employee satisfaction levels.

STATEMENT OF THE PROBLEM

Human resources are the most valuable asset of an organization. It is the responsibility of management to ensure that appropriate welfare measures are provided to employees. When employees are

satisfied with the welfare provisions available to them, it often leads to increased productivity. Therefore, the primary aim of this study is to assess employee satisfaction with the welfare measures implemented by the organization.

II.OBJECTIVE OF THE STUDY

- To assess the level of employee satisfaction with the welfare scheme in the organization.
- To evaluate the relationship between employee satisfaction with the welfare scheme.

SCOPE OF THE STUDY

The study aims to identify the key factors that influence employee satisfaction, evaluate the effectiveness of welfare programs and uncover areas for potential improvement. By understanding employee needs and preferences, this research will support the creation of customized welfare schemes that enhance employee well-being, foster a positive

workplace culture and contribute to the overall success of the organization.

LIMITATION OF THE STUDY

Employee satisfaction is inherently subjective and can differ based on personal perceptions, emotions and individual experiences which may impact accuracy of the collected data.

The findings are based on data collected from a specific number of employees.

RESEARCH METHODOLOGY

Research methodology is basically the game plan for solving a research problem. Think of it as the science behind how we do research in a step-by-step and thoughtful way. It helps us understand not just *what* we're doing, but *why* we're doing it that way.

RESEARCH DESIGN

The general approach or method a researcher uses to logically and cogently combine the many elements of a study is referred to as research design. It ensures that the research problem is successfully addressed by acting as a guide for data collection, measurement, and analysis.

SAMPLING TECHNIQUE

The sampling technique used in this study was Simple Random Sampling. Every employee in the company has an equal and independent chance of being chosen for the sample using the basic probability sampling technique known as simple random sampling. It is among the simplest and most objective methods for choosing a sample from a bigger population.

DATA COLLECTION

Primary data

Primary data, in a research context, is information collected directly by a researcher for a specific purpose, often from first-hand sources or through methods like surveys, interviews, and experiments.

Secondary data

Secondary data termed as reference data. The data is obtained from already existing information, information from the personnel department's reports and welfare department company journals, yearbooks, website etc.

RESEARCH TOOLS

Collected data were arranged as per the tabulation, chart and satisfied techniques such as

- Two-way analysis
- Factor Analysis
- Multivariate Regression
- Correlation

ANALYSIS AND INTERPRETATION

TWO WAY ANOVA

Two-Way ANOVA is a statistical method used to examine the influence of two independent variables on a single dependent variable and also identify any interaction effect between them. It helps determine whether there are statistically significant differences between groups.

TWO-WAY ANALYSIS ON EMPLOYEE SATISFACTION ON OVERALL WELFARE SCHEME WITH GENDER AND EDUCATION

NULL HYPOTHESIS (H₀)

There is no significant difference in overall satisfaction across gender and education.

ALTERNATIVE HYPOTHESIS (H₁)

There is a significant difference in overall satisfaction across gender and education.

Tests of Between-Subjects Effects					
Dependent Variable: how satisfied overall welfare scheme					
Source	Type III Sum of Squares	Df	Mean Square	F	Sig.
Corrected Model	.518 ^a	6	.086	.231	.966
Intercept	54.118	1	54.118	144.692	.000

Gender	.087	1	.087	.233	.630
Education	.213	3	.071	.190	.903
Gender * Education	.139	2	.069	.185	.831
Error	32.914	88	.374		
Total	264.000	95			
Corrected Total	33.432	94			

a. R Squared = .015 (Adjusted R Squared = -.052)

Source: Primary Data

We failed to reject the null hypothesis hence the p-values > 0.05. The results show no significant effect of gender (p = 0.630), education level (p = 0.903), or their interaction (p = 0.831) on satisfaction. The model explains only 1.5% of the variance in satisfaction scores (R² = 0.015), indicating a very weak relationship.

CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation coefficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

CORRELATION BETWEEN THE EMPLOYEE LEAVE POLICY AND ACCESS OF THE WELFARE SCHEME

NULL HYPOTHESIS (H₀)

There is no significant correlation between satisfaction with the leave policy and access to the welfare scheme.

ALTERNATIVE HYPOTHESIS (H₁)

There is a significant correlation between satisfaction with the leave policy and access to the welfare scheme.

Correlations			
		Satisfied with leave policy	Access the welfare scheme
Satisfied with leave policy	Pearson Correlation	1	.125
	Sig. (2-tailed)		.228
	N	95	95
Access the welfare scheme	Pearson Correlation	.125	1
	Sig. (2-tailed)	.228	
	N	95	95

Source: Primary Data

We fail to reject the null hypothesis since p = 0.228 > 0.05. The correlation between satisfaction with the leave policy and ease of accessing the welfare scheme is positive but very weak (r = 0.125). The relationship is not statistically significant (p = 0.228 > 0.05). There is no significant linear relationship between employees’ satisfaction with the leave policy and how easy they find it to access the welfare scheme. This suggests that ease of access does not strongly influence how satisfied employees feel about leave-related benefits.

FINDINGS

The study set out to explore employee satisfaction with the welfare scheme in the organization, focusing on how different components of the scheme, employee perceptions, and demographic factors contribute to satisfaction. The findings reveal a complex and often weak relationship between these variables and employee satisfaction, with some interesting insights emerging from the analysis.

To begin with, overall satisfaction with the welfare scheme appears to be relatively low and not significantly explained by the factors under investigation.

SUGGESTION

The lack of significant differences across gender and education implies that a uniform approach may not

be enough. A more personalized, needs-based welfare strategy perhaps tailored to job roles or career stages could be more effective in improving employee satisfaction.

In summary, the organization should focus on improving accessibility, promoting key welfare services like the EAP, and gathering deeper employee insights to develop a more responsive and impactful welfare program.

DISSCUSION

This study aimed to evaluate employee satisfaction with the organization's welfare scheme by analysing its key components, understanding related perceptions, and examining the influence of demographic factors. The findings reveal that while the welfare scheme is in place, overall employee satisfaction remains modest and is not strongly influenced by gender, education level, or individual components like the leave policy or ease of access.

III.CONCLUSION

This study aimed to assess employee satisfaction with the organization's welfare scheme, analyse its key components, explore related perceptions, and examine the impact of demographic factors. The findings reveal that overall satisfaction is modest, with most components including gender, education, leave policy, and accessibility showing little to no significant influence.

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