

A Comprehensive Analysis of Welfare Practices and Their Influence on Employee Satisfaction

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Abstract: The effect of welfare policies on worker satisfaction at MK Agrotech Pvt. Ltd., a significant participant in the FMCG sector, is investigated in this study. The study evaluated welfare factors such accommodation, canteen, transportation, recreational facilities, and health and safety using a descriptive research design and structured questionnaires given to 100 employees. Employee satisfaction with the company's activities is high, according to the findings, which also highlight how they help employees focus better, feel less stressed, and be more productive. Welfare policies were found to have a substantial correlation with organizational commitment, employee motivation, and retention. According to the study's findings, bolstering welfare programs can improve job satisfaction and cultivate a favorable workplace culture, both of which will eventually support long-term organizational growth.

Keywords: Employee Welfare, Employee Satisfaction, FMCG Industry, Motivation, Retention, Work Culture, Organizational Performance

I. INTRODUCTION

This project work titled "A Comprehensive Analysis of Welfare Practices and Their Influence on Employee Satisfaction at MK Argotic Pvt Ltd" aims to explore how various welfare measures implemented by the company impact employee satisfaction. MK Agrotech Pvt Ltd, known for its commitment to quality and sustainability in the agri-business sector, has introduced several welfare initiatives intended to improve the work environment and employee experience.

II. LITERATURE REVIEW

1. **Aswathappa: 2019, A study on Human Resource Management, 76-88, 6(4)** discussed the many benefits and administration offered to representatives, including annuity design, protection benefits, pay benefits, and installments for time not worked, among other things. He also discussed the best way to more effectively manage the benefits and administrations.
2. **Patro: 2020, A study on Comparative examination of welfare measures out in the open and private area, 5-32, 2(4)** Welfare office is the key measurement to smooth manager worker affiliation. Welfare offices enhance the representative's good and dependability towards the administration their by expanding their pleasure, satisfaction and execution.
3. **Padhi: 2019, A study on Labor and Industrial Law, 55-67, 8(2)** It makes clear that the term "welfare" refers to a state of affluence and implies an individual's health. It is a desirable state of being that encompasses a man's physical, mental, ethical, and passionate aspects.
4. **Mishra and ManjuBhagath: 2019 A study on Standards for fruitful Implementation of work welfare exercises, 77-89, 6(1)** According to this article, firms in India may reduce work truancy by providing excellent accommodations, family-friendly and health-promoting facilities, workplaces that are ready, charity activities. In an industrialized culture, this requirement for the successful implementation of work welfare activities is really an extension of the legislation based on an incentive.
5. **Randhirkumarsingh: 2019 A study on welfare measures and its effect on labor profitability, 12-23, 7(2)** He states that differences in magnitude, vitality, preparation, condition, motivational factors, pay rate, etc. make it difficult to achieve uniformity in the workplace.

6. **Vaid K N: 2019, A study on Labor welfare in measures in India, 77-89, 8** observes that legislation is crucial in order to provide the basic needs for wellbeing. Any additional should be worked on a purposeful basis and frequently consulted by industry. These welfare programs should be based on the workers' perceived requirements, their habits and customs, the location of the foundation, and other factors.
7. **MR. R. Pradeep.: 2019, A study on welfare measures and its importances, 6-22, 6(7)** observes that legislation is crucial in order to provide the basic needs for wellbeing. Any additional should be worked on a purposeful basis and frequently consulted by industry. These welfare programs should be based on the workers' perceived requirements, their habits and customs, the location of the foundation, and other factor
8. **Vijan, 2019: A Psychological way to deal with profitability development, 66078, vol5** Indian diary of Psychology says, successful usage of work welfare measures make positive attitude in representatives. Additionally found that when administration gives some welfare measures it will have repercussion on different units of the organization.
9. **Anjan, 2021, a study on employee welfare and Motivation to work, 45-54, 4(6)** A worker who participates in objective-setting models for estimating execution towards that goal will be motivated to execute better and in a way that directly contributes to the achievement of objectives, according to testimony that association prompts obligation.
10. **Kahn, R.I: 2020, A study on Productivity and employment fulfillment, individual brain science, page no 101-121, vol5** Expressed that, welfare is something which is close to home to laborers, and along these lines the state ought not have anything to do with it, the specialists should be permitted to deal collectively with the businesses for such offices as they require.

III.OBJECTIVE FOR THE STUDY

- To study the various welfare practices implemented at MK Agrotech Pvt Ltd.
- To understand how satisfied employees are with the existing welfare facilities provided by the organization.
- To identify the connection between employee welfare practices and their impact on overall job performance.
- To examine the effectiveness of welfare programs in improving employee morale and retention.

IV.NEED FOR THE STUDY

Understanding employee welfare practices is essential for any management student aiming to specialize in human resources or organizational behavior. This study provides an opportunity to analyze how various welfare measures such as health benefits, work environment, safety, and recreational facilities impact employee satisfaction and productivity.

V.RESEARCH METHODOLOGY

Research design: Descriptive research design

Sampling techniques

- **Target Population:** Mk Agrotech employees.
- **Sampling Method:** simple random
- **Sample Size** – 100

VI.STATEMENT OF THE PROBLEM

Employee satisfaction is crucial for organizational success. Despite the implementation of various welfare practices, many organizations struggle to maintain high levels of employee morale, motivation, and retention. MK Agrotech Pvt Ltd has introduced multiple welfare measures aimed at enhancing employee well-being and satisfaction.

The problem lies in the lack of comprehensive understanding of how these welfare initiatives influence employee attitudes, performance, and loyalty within the organization.

VII.DATA ANALYSIS AND INTERPRETATION

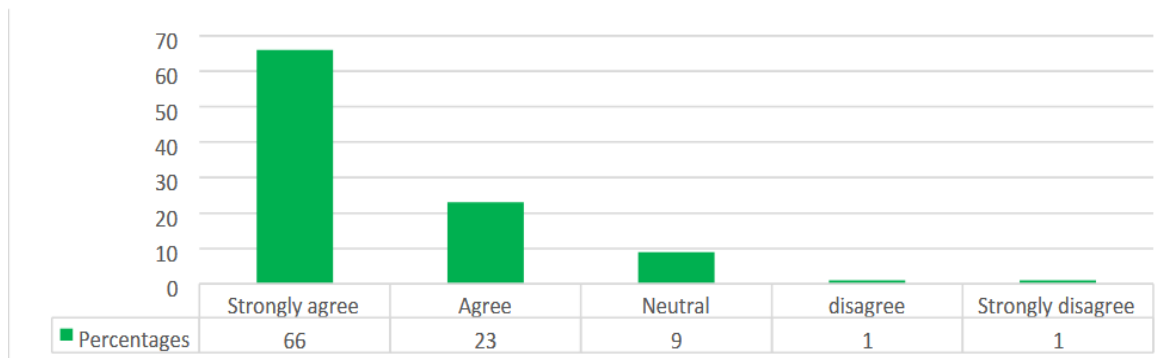
Table showing the do you feel the company provides adequate health and safety measures for employees

PARTICULARS	FREQUENCY	PERCENTAGES
Strongly Agree	66	66
Agree	23	23
Neutral	9	9

Disagree	1	1
Strongly Disagree	1	1
TOTAL	100	100

Source: Google form

Graph showing the do you feel the company provides adequate health and safety measures for employees:



Source: Excel

Interpretation

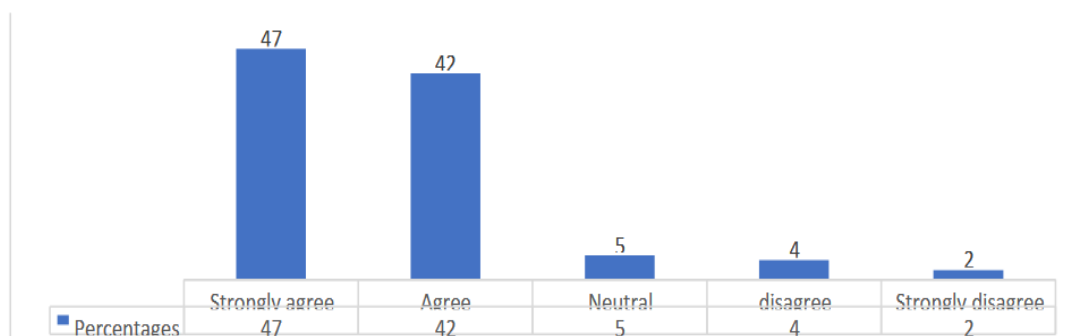
The graph clearly shows, with a large number expressing high levels of agreement. Only a very small fraction disagreed or remained neutral, indicating a strong consensus or satisfaction regarding the statement or issue in question. This unified response suggests a shared viewpoint or experience among participants.

Table showing do you think the medical facilities provided by the company meet your expectations:

PARTICULARS	FREQUENCY	PERCENTAGES
Strongly Agree	47	47
Agree	42	42
Neutral	5	5
Disagree	4	4
Strongly Disagree	2	2
Total	100	100

Source: Google form

Graph showing the do you think the medical facilities provided by the company meet your expectations:



Interpretation

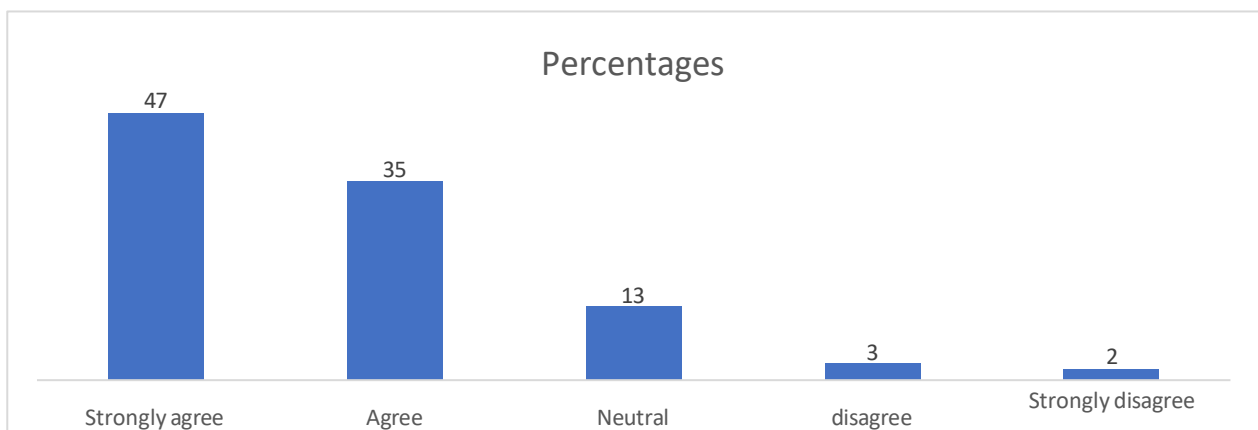
The graph shows that most respondents hold a positive outlook, demonstrated by a significant proportion expressing strong agreement or agreement. Only a few participants remained neutral, and a very small percentage disagreed.

Table showing you feel that the welfare programs motivate you to work more efficiently

PARTICULARS	FREQUENCY	PERCENTAGES
Strongly Agree	47	47
Agree	35	35
Neutral	13	13
Disagree	3	3
Strongly Disagree	2	2
Total	100	100

Source: Google form

Graph showing the do you feel that the welfare programs motivate you to work more efficiently



Source: Excel

Interpretation

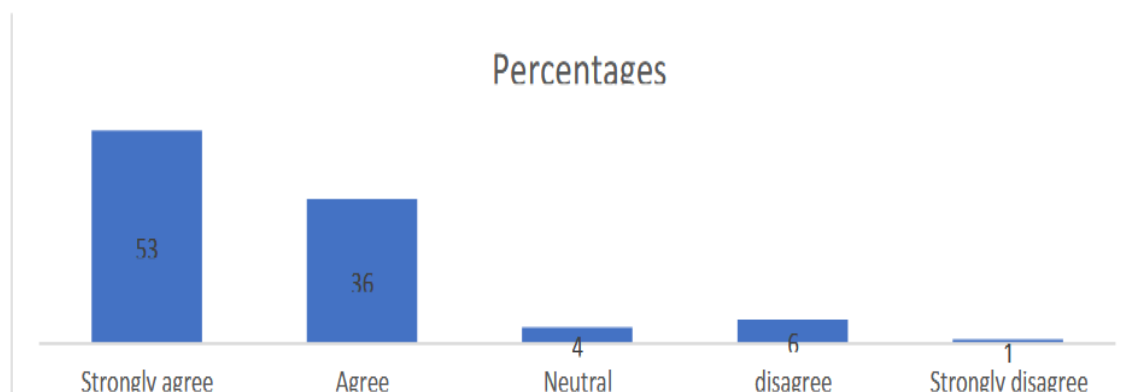
A predominantly positive response from the participants, with the majority showing strong support. A smaller yet notable portion agreed moderately, while only a few respondents remained neutral or expressed disagreement. This suggests a general consensus with minimal opposition.

Table showing do you believe welfare programs have increased your job satisfaction:

PARTICULARS	FREQUENCY	PERCENTAGES
Strongly Agree	53	53
Agree	36	36
Neutral	4	4
Disagree	6	6
Strongly Disagree	1	1
Total	100	100

Source: Google form

Graph showing how you believe welfare programs have increased your job satisfaction:



Source: Excel

Interpretation

A strong leaning toward agreement, with a majority of respondents showing firm support and a notable portion expressing general agreement. Neutral views are minimal, and only a small segment reflects disagreement. This suggests that the overall sentiment is highly favourable with limited resistance or uncertainty.

VIII.FINDINGS

- A significant portion of respondents (55%) are aged between 18 and 25, highlighting that the study predominantly reflects the perspectives of younger adults, who are likely to be more adaptive to change and digital trends.
- A majority (63%) of respondents are unmarried, suggesting that individual opinions may be more personal and independent, not influenced by family or marital commitments.
- Over half of the respondents (53%) earn between ₹25,000 and ₹40,000, indicating that the study primarily reflects the views of mid-income individuals, which may influence their perspectives on affordability and value-driven preferences.
- Multiple statements received more than 80% agreement, with a large proportion indicating "Strongly Agree" responses. This reflects strong favorable sentiment across various aspects studied.
- Across all statements, neutral responses averaged under 10–13%, and disagreement (both disagree & strongly disagree) typically remained below 10%, suggesting clear, decisive views among participants.

IX.SUGGESTION

- Conduct department-wise evaluation of welfare measures to identify satisfaction variations and areas needing improvement.
- Establish regular audits of welfare practices to monitor utilization, effectiveness, and employee satisfaction.
- Involve employees in the planning and revision of welfare programs through feedback systems and representative committees.
- Improve awareness of welfare schemes through effective internal communication, training, and visual displays.
- Offer flexible welfare options to accommodate diverse employee needs and enhance perceived value.

X.CONCLUSION

According to the survey, MK Agrotech Pvt Ltd's employee welfare policies have a big impact on how satisfied its workers are overall. The majority of workers have a favorable opinion of the welfare programs in place, which shows that the business has done a lot to ensure the wellbeing of its workers. To guarantee that welfare programs more closely match employee expectations, there is still a need for more employee participation in their design and assessment. Effective communication regarding available welfare programs also emerged as a key factor influencing employee satisfaction. Gaps in awareness and access to some welfare initiatives were noted, suggesting the need for more structured information-sharing mechanisms.

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