



IMPACT OF WELFARE PROGRAMMES ON THE EMPLOYEES PERFORMANCE AT TSRTC WARANGAL DISTRICT

Dr.Mamatha Bollampalli

Department of Public Administration and Human Resource Management.

Kakatiya University

Warangal 506009 (T.S).

ABSTRACT

Warangal is a city in the south Indian territory of Telangana. It was the capital of the Kakatiya tradition from the twelfth to fourteenth hundreds of years, many complicatedly cut landmarks from this period actually stand. Among them are the remains of thirteenth century Warangal Fort and the Thousand Pillar Temple, worked in 1163. The idea of worker government assistance is energetic. Its wide perspective and items are leaned to change, contingent upon social and financial changes that happen in the public eye. Worker government assistance incorporates different administrations, advantages and offices proposed to representatives by the businesses. An association needs to give government assistance offices to their representatives to keep their inspiration levels high. This study investigates the significance of government assistance rule structures for understanding the impacts of the firm remuneration practices of the worker force.. The essential information for the review was gathered through a survey. The example size of the review was 50 and the example configuration took on was efficient irregular examining procedure.

Keywords: Welfare Programs, Performances, Measures, Impact, Employee Satisfaction.

Introduction

Employee Welfare

Employee welfare is a term that encompasses a broad range of benefits and services that an employer may offer to its employees. It can include things like health insurance, dental insurance, vision insurance, life insurance, disability insurance, 401(k) plans, and paid time off. Employee welfare can also include things like on-site daycare, fitness centers, and subsidized meals.

DEFINITIONS OF 'EMPLOYEE WELFARE'

The Oxford wordbook defines worker Welfare as 'Efforts to form life price living for workmen'. The construct of 'Labor welfare' USA versatile elastic and differs wide with time region, industry social values, customers' degree of industrialization, the general socio – development of the people and the political ideologies prevailing at a particular moments.

CONCEPT OF EMPLOYEE WELFARE MEASURES

Welfare may be a broad construct concerning a state of living of a private or a bunch, in a

desirable relationship with the total environment, ecological, economic, and social welfare includes both the social and economic contents.

There are many benefits to employee welfare, including:

1. Improved representative assurance and efficiency - When representatives feel appreciated and have their fundamental requirements met, they are bound to be useful and blissful at work.
2. Reduced staff turnover - Happy representatives are less inclined to find employment elsewhere, which can prompt diminished staff turnover and expanded dependability inside the organization.
3. Enhanced organization picture - An organization that deals with its representatives is much of the time considered more sympathetic and mindful, which can work on its picture according to general society.
4. Cost reserve funds - Investing in representative government assistance can really set aside the organization cash over the long haul, through diminished staff turnover and expanded efficiency.

Worker Welfare is a term most frequently utilized with regards to HR and it commonly alludes to a scope of advantages and administrations that are proposed to representatives. These can incorporate things like health care coverage, dental protection, 401k plans, and different kinds of advantages. Representative Welfare can likewise incorporate administrations like nearby childcare, exercise center enrollments, and different kinds of advantages and advantages. Commonly, Employee Welfare is proposed to workers as a method for drawing in and hold ability, as well as to further develop representative fulfilment and efficiency.

There is no single plan for how to construct an Employee Welfare framework, as the best methodology will differ contingent upon the particular necessities and culture of your association. In any case, a few critical stages for making an effective Employee Welfare framework include:

- Define your goals and objectives. What do you hope to achieve with your Employee Welfare system? Are you looking to improve employee morale, increase productivity, or reduce staff turnover? Define your goals and objectives upfront, and make sure they are measurable so you can track your progress over time.

- Establish a committee or task force to design and implement the system. This committee should include representatives from all levels of the organization, as well as outside experts if necessary.
- Create a policy framework. The policy framework should include guidelines for eligibility, benefits, and administration.
- Develop a communications strategy. The Employee Welfare system should be communicated to all employees, and the committee should be available to answer any questions or concerns.
- Implement the system and track progress. Once the system is in place, it is important to track progress and make necessary adjustments to ensure that it is meeting the goals and objectives set out initially.

Impact of a commitment to staff welfare on organisational objectives and values, staff morale and motivation

The presence or nonappearance of a staff government assistance climate is firmly connected to the commitment or withdrawal of staff, which at last will decide if an organization's objectives will be accomplished.

For the most part, a staff government assistance climate can be viewed as a workplace, where the way of life cultivated by an organization permits representatives to feel genuinely, intellectually and sincerely solid, where staff are conceded the opportunity to offer their viewpoints and strict convictions, where no one is oppressed in light of orientation character or sexual direction, where an air of regard and comprehensiveness is advanced, variety is embraced and workers have the chance to foster their ranges of abilities and become their own and proficient potential. In short a staff government assistance climate advances the total prosperity of staff.

The ideal "item" of a deeply grounded staff government assistance is a substance, sound and exceptionally energetic labor force who, as an immediate consequence of feeling appreciated and perceived in the working environment, will take extraordinary measures to accomplish the hierarchical objectives. In an organization where representatives feel esteemed and huge in their hierarchical capability and are reliably imparted in words and activities that they are not only a replaceable pinion in the organization machine, and that administration care about their prosperity in each sense, they will adjust all the more effectively with the authoritative qualities and live by them, as they will have a feeling of having a place with a reason higher

than themselves. They have a shared objective to take a stab at, thusly, staff spirit and inspiration will be high and representatives will feel headed to add as well as could be expected.

Advancing a staff government assistance climate can in this way add to the accomplishment of an association's goals, for example, expanded dependability bringing about higher consistency standards and longer residency, expanded commitment prompting higher creation, a generally better and more happy staff, prompting diminished non-attendance and related benefit misfortune. This expanded efficiency can, thusly, mean development for an organization. Organizations that experience the ill effects of worker withdrawal ordinarily need huge parts of a staff government assistance climate, which might prompt the organization neglecting to accomplish their hierarchical goals.

An organization's obligation to staff government assistance doesn't just help the individuals from staff, yet additionally the proprietors of the organization. The essential goals of the association, for example expanded income, higher maintenance and related evasion of extra rehiring and retraining costs, further developed consumer loyalty, expanded creation and critical advancement are accomplished because of further developed staff wellbeing prompting diminished non-appearance and worked on cost administration.

Resolving to staff government assistance is consequently, both a moral and monetary need, at last adding to an association's actual endurance, in the event that laid out such that thinks about all parts of a government assistance culture.

STATEMENT OF THE PROBLEM

For any sort of laborers, fulfillment in their positions, most significant variable and government assistance is an element which is firmly related with occupations fulfillment. Representative government assistance is high time we understand and perceive the need to give a more ideal arrangement to the workers. It is likewise require periodical survey of their degree of occupations fulfillment which won't stay as a consistent until the end of time.

OBJECTIVES OF STUDY

1. To evaluate the performance level provide by the employee based on the welfare programs
2. To offer suggestion on the basic of the finding of the study for the improvement of employeewelfare measures.

SCOPE OF THE STUDY

This study will likewise assist the administration with diminishing the work

related issues, increment persuasive exercises and foster the representatives so that their profession objectives are accomplished.

AREA OF THE STUDY

The current review takes care of in Warangal District, Telangana. It was chosen for this review, on account of the Government Organization are working exceptionally effective way and furthermore scientists own locale. Warangal District, Telangana was chosen for the current review. The idea of worker government assistance is energetic. Its wide perspective and items are leaned to change, contingent upon social and financial changes that happen in the public eye. Worker government assistance incorporates different administrations, advantages and offices proposed to representatives by the businesses. An association needs to give government assistance offices to their workers to keep their presentation levels high.

AREA OF THE STUDY

The current review takes care of in Warangal District, Telangana. It was chosen for this review, in view of the Government Organization are working exceptionally fruitful way and furthermore scientists own region. Thusly Warangal District, Telangana was chosen for the current review.

RESEARCH METHODOLOGY

The scientist takes on the elucidating research plan for this review. By utilizing poll the information assortment and utilizing percentile to produced the result. In light of the consequence of rate examination and they are discoveries and ideas are offer in view of the portrayal of the specialist view.

METHODS OF DATA COLLECTION

The review involved essential and auxiliary information for examination as per the goal set out in the review, essential information were gathered by interview plan strategy. Optional information were gathered from sites and subject books.

SAMPLE DESIGN

Convenient sampling method was adopted by the researcher and selected the samples in Warangal District, Telangana.

SAMPLE SIZE

The sample size is 50 respondents constituting all categories of Government Organization members in Warangal District, Telangana.

LIMITATION OF THE STUDY

The review was absolutely founded on the data given by the workers and the respondents are the representatives of TSRTC and occupants of Warangal District, telangan. The example size is 50, so the worker's viewpoint may not mirror the specific situation. Representatives are exceptionally bustling in their work so they gave answers a lot of in the survey technique.

ANALYSIS AND INTERPRETATION

AGE GROUP OF THE RESPONDENTS

Age	No. of Respondents	Percentage
Less than 30 years	20	40
30-40 years	25	50
41-50 years	3	6
Above 50 years	2	4
Total	50	100

The above the table shows that 50% of the respondents age is between 30-40 years 40% of the respondents age is less than 30 years, It infers that majority i.e. 50% of the respondent's age is between Less than 30-40 years.

EDUCATIONAL QUALIFICATION

Education	No. of Respondents	Percentage
SSC	13	26
PLUS TWO	25	50
UG	10	20
PG	2	4
Total	50	100

The above the table shows that out of 50 respondents, 2respondents for studied PG degree, 10 respondents for studied UG degree, 13 respondents as studied up to SSC, and 25 respondents are studied up to others. It infers that majority i.e., 26% of the respondent's educational qualification have studied UG degree level.

WORK EXPERIENCE OF THE RESPONDENTS

Experience	No. of Respondents	Percentage
Less than 10 years	5	10
10-15 years	25	50
15-20 years	16	32
Above 20 years	4	8
Total	50	100

The above table shows that 16% of the respondents working experience is between 15-20 years, 50% of the respondents working experience is between 10 -15 years, 8% of the respondents working experience is above 20 years and 10% of the respondents working experience is less than 10 years. It infers that majority 56% of the respondents working experience is between 15-20 years.

RESPONDENT'S LEVEL OF SATISFACTION WITH OVERALL WELFARE FACILITIES

Satisfaction level	No. of Respondents	Percentage
Highly satisfied	16	32
Satisfied	27	54
Neutral	04	08
Dissatisfied	02	04
Highly Dissatisfied	01	02
Total	50	100

The above table shows that 54 % of the respondents are happy with by and large government assistance offices, 32% of the respondents are exceptionally happy with generally government assistance offices, 08% of the respondents are having nonpartisan assessment, 4% of the respondents are disappointed with in general government assistance offices,, 2% of the respondents are profoundly disappointed with in general government assistance offices, The greater part 54% of the respondents are happy with in general government assistance offices.

RESPONDENT'S LEVEL OF SATISFACTION WITH EMPLOYEES BENEFITS

Satisfaction level	No. of. Respondents	Percentage
Highly satisfied	8	16
Satisfied	20	40
Neutral	18	36
Dissatisfied	02	4
Highly satisfied	02	4
Total	50	100

The above table shows that 40% of the respondents are satisfied with employee benefits, 36% of the respondents are having neutral opinion, 4% of the respondents are highly satisfied with employee benefits, 4% of the respondents are dissatisfied with employee benefits, 16% of the respondents are highly dissatisfied with employee benefits. The majority 40% of the respondents are satisfied with employee benefits.

FINDINGS

- It is found that larger part 88% of the respondent's age bunch is between under 30 years.
- It is seen that as 70% of the respondents have instructive capability have concentrated on UG degree level.
- It is derived that 56% of the respondents have work experience is between 15-20 years.
- It is seen that as 54% of the respondents are happy with generally speaking government assistance offices.
- It is found that greater part 44% of the respondents are happy with representative advantages.

SUGGESTIONS

- The majority of the workers are happy with the current government assistance plans given by the organization. The accompanying proposals will be useful to the administration to work on the mindfulness as well as to further develop the fulfillment level of representatives.
- The Management will organize more projects to work on the representative's

mindfulness about the government assistance estimates working circumstances and federal retirement aid plans.

- The Management can do whatever it may take to give professional stability to learners. Likewise the Management will consider giving government assistance measures to the learners.
- The Management will consider giving regalia to all workers. Consequently the workers can feel their belongingness towards the association.
- The administration will lead standard gatherings and permit the representatives to take part in it. It will assist with further developing the representative business relationship.

CONCLUSION

In view of the exploration discoveries, the review closes laborers remuneration programs influence the representative fulfillment in open area. The fundamental objective of this study was for knowing the current government assistance status, mindfulness and execution of worker government assistance offices and its effect on the exhibition of the representatives with in KRC. Thinking about, every one of the standards of "work government assistance" like social obligation, productivity, interest, responsibility and idealness these mean to convey that prompting a representative government assistance program which assists with developing a feeling of dedication which will assists with accomplishing hierarchical objectives. At present the offices delivered to the workers are of excellent quality. They are prepared to invite all the more new shared government assistance offices and have no significant grievances about any government assistance offices. Toward the end, the scientist can say that it was a decent encounter to collaborate with individuals from different divisions and this will help in coming future.

Reference:

- Anderson, V. (2013). *Research Methods in Human Resource Management*. London, CIPD.
- Anderson, V., & Swaminathan, S. (2011). *Personnel and Human Resource Management 5th (Ed)*. United Kingdom: Thomas Rennie.
- Andrews, S. (2009). *Human Resource Management: A Textbook for Hospitality Industry*. Tata McGraw Hill.
- Babbie, K. (2012). *Research Methods with illustrations from Christian Ministries*. Starbright Services limited.
- Babu, K.V.S., Jawahar, V. S. K., & Bhupathi C. (2012). *Recent trends in factories welfare measures*, *Academisia: An International Multidisciplinary Research Journal*, 2(12), 252-26.
- Carpitella, Bill. (2003). *Make residential construction the industry of choice [Electronic version]*. Professional



Builder, Oct 2003.
Cascio, W.F. (2010). *Managing Human Resources: Productivity, Quality of Work Life, Profit*, (8th Edn).
Boston, MA: McGraw-Hill Companies.

- <https://www.quitgenius.com/hr-glossary/employee-welfare>
- <https://medium.com/@ /impact-of-a-commitment-to-staff-welfare-on-organisational-objectives-and-values-staff-morale-and-688264e5f0eb>