

**IMPLEMENTATION OF EMPLOYEE WELFARE PROGRAMMES AT
TSRTC-A STUDY****Dr..Mamatha Bollampalli**

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Abstract:

Government help measures may be both legitimate and non-lawful, guidelines require the business to loosen up unambiguous benefits to delegates despite wages or pay. It builds the assumption for living of workers by indirectly diminishing the load on their pocket. The work spot should give reasonable comforts to the specialist's basic need. In the ongoing audit an undertaking has been made to focus on the specialist government help workplaces and its impact on representative's capability in transportation industry. The paper take a gander at the specialist government help workplaces in TSRTC Industry to know the practicality of delegate government help workplaces. To achieve the above point, the survey made targets and hypothesis to meet the necessities. For the assessment configuration was attempted the rate procedures, to know the reasonability of the public authority help workplaces in picked affiliations. The audit administrated the overview and assembled 50 respondent's point of view and taken apart and saw that the delegates are accepted that they are more than content with workplaces given by the affiliations. The audit was coordinated in the TSRTC, and the disclosures will help the TSRTC office to redesign their administration help plans and update even more further.

Introduction

"Government assistance implies prosperity and fulfillment in living and working circumstances" and it points in making the everyday routine worth experiencing for the specialists of the association. The worker government assistance office of an association affects representative way of behaving and the result of the firm. The worry ought to get to the necessary better government assistance offices to all representatives to finish work through workers so that they ought to be fulfilled and work harder, all the more really and proficiently for the association. Government assistance measures related with the condition of prosperity, preservation, satisfaction, joy, propelling representatives and advancements in HR and with the fundamental relationship by generally speaking air financially and socially, it compacts with the more extensive discernment which expresses the existance of an individual or gathering. The targets of monetary government assistance are to invigorate modern creation and efficiency and furthermore upgrades in making legitimized circulations, worker government assistance is a zone of social government assistance hypothetically and practically. Upgrade towards the existance of representatives, keeping them cheerful and arranged and furthermore propelling all through the work-life is the fundamental equation of giving worker government assistance measures. Worker government assistance includes various offices, extravagances and administrations being accommodated illuminating the wellbeing, adequacy, financial progression and social position. The determination of government assistance offices is to get improvement the whole person of laborers and make a superior staff. Representative government assistance measures are amassed to precise pays and other practical repayments introduced to laborers and payable to allowable arrangements

and aggregate bartering. Accordingly, objectives behind offering government assistance offices are to shape productivity, solid, reliable and delighted staffs for the association, and furthermore expanding the workers' way of life.

Worker government assistance is characterized as "endeavors to make everyday routine worth experiencing for laborers". "Representative government assistance is a far reaching term including different administrations, advantages and offices proposed to workers and by the businesses".

Government assistance incorporates whatever is finished for the solace and improvement of workers and is given well beyond the wages. Government assistance helps in keeping the spirit and inspiration of the representatives high in order to hold the workers for longer span. The government assistance estimates need not be in financial terms just however in any sort/structures. Representative government assistance incorporates observing of working circumstances, production of modern amicability through foundation for wellbeing, modern relations and protection against infection, mishap and joblessness for the laborers and their families.

The very rationale behind giving government assistance plans is to make productive, solid, faithful and fulfilled workforce for the association. The reason for giving such offices is to improve their work life and furthermore to increase their expectation of living.

Need of Employee Welfare

The organizations need government help activities to deliver their social commitment, raise the delegates soul use the work power even more feasibly and to diminish work with workers and to avoid government help workplaces other than emptying disillusionment help to make steadfastness in workers towards the affiliation. Government help might assist with restricting social shades of noxiousness, for instance, alcohol compulsion, wagering, prostitution and unlawful medication use. Government help might make neighborly current relationship.

Government assistance offices rise the organizations' costs anyway if it is done precisely, it enjoys massive benefits for both business and delegate. Under the guidelines of specialist government help, assuming a delegate feels that the organization is concerned and ponders him/her as an individual and not likewise as another delegate, he/she will be more devoted to his/her work. Various sorts of government help will help the delegate of cash related loads while government help practices break the redundancy of work.

A delegate who feels recognized will be more fulfilled, satisfied and more valuable. This won't simply lead to higher productivity yet what's more satisfied clients and from now on benefit for the association. A satisfied delegate will moreover not go looking for different openings for work and subsequently a business will get the chance to keep the best capacities and record lower laborer turnover.

Bosses get steady work power by giving government assistance offices. Laborers check out their occupations and work with a sentiment of association and support. Worker government

assistance estimates increment the efficiency of association and advance sound mechanical relations in this way keeping up modern harmony.

Objectives

- To study the Employee welfare programmes
- To study the effect of job satisfaction
- To study the employee satisfaction

Literature Review

Neeraj Kumari (2020) HEL the executives grasps the significance of government assistance in the existence of the representatives and in this manner gives them heaps of recompenses, significant compensation scale and other worker benefits. This consequently assists HEL with getting best out of their representatives. The vast majority of the representatives are fulfilled and content with the greater part of the arrangements at work. HEL gives a great deal of advantages to the workers even after they get isolated from the association. Hence the workers and their families have a good sense of safety and spurred. HEL the executives can work on their employees' effectiveness by remunerating the representatives for their additional normal endeavors and by a legitimate process for reviewing of employees' objections and complaints at work.

Nishad Nawaz (2019) The paper look at the representative government assistance offices in Adugodi based make Industry to know the adequacy of worker government assistance offices. To accomplish the above point, the review created goals and speculation to meet the necessities. For the examination object was tried the rate strategies, coefficient connection and rank relationship to know the viability of the government assistance offices in chose associations. The review administrated the poll and gathered 100 respondent's viewpoint and broke down and observed that the workers are believed t cap they are happy with offices given by the associations. The review was led in th e Adugodi based associations, and the discoveries will help fabricating organizations to overhaul their government assistance plans

Y. V. Nagakumari, (2021) Government assistance measures might be both legal and non-legal, regulations require the business to stretch out specific advantages to representatives notwithstanding wages or compensations. It increases the expectation of living of laborers by implication lessening the weight on their pocket. The work spot ought to give sensible conveniences to the worker's fundamental need. In the current review an endeavor has been made to concentrate on the worker government assistance offices and its effect on employee's productivity on assembling association. Representatives are the mainstay of the association. They should be helped by specific plans like annuity plan, youngsters training, Insurance and so forth. The social disasters predominant among the worker, for example, substance misuse are diminished positively by the approaches. It very well may be presuming that the representative government assistance offices given by the organization to workers are fulfilled yet at the same time there is an extension for additional improvement. So proficiency, viability and efficiency can be improved to achieve the hierarchical objectives.

Research Design

The descriptive research design has been used to find out whether the employees are aware about the welfare policies of the organization and their opinion on various welfare policies, which they like the most and which they want to get changed for their better future. A survey was conducted with the help of a structured questionnaire which helped in collecting the feedback of the employees at TSRTC.

Hypotheses

H0: There exists a significant positive relationship between Job Satisfaction.

H1 : There exists a significant positive relationship between welfare programmes

Sample Size

100 Employees

Data Analysis and Interpretations

Awareness of various welfare policies of the organization

	Respondents	Percentage
Agree	30	30
Disagree	10	10
Neutral	28	28
Strongly agree	32	32
Total	100	100

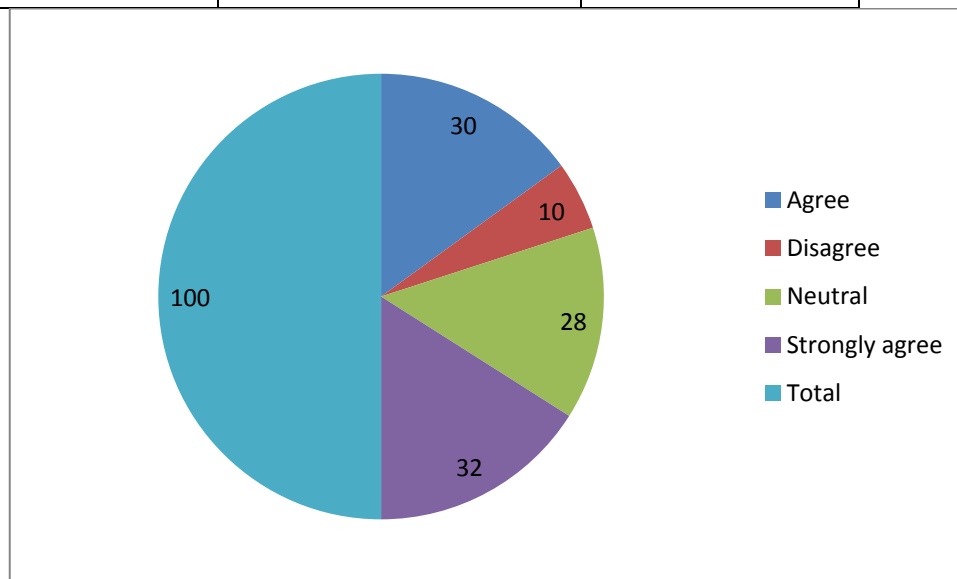


Fig 1 - Awareness of welfare policies

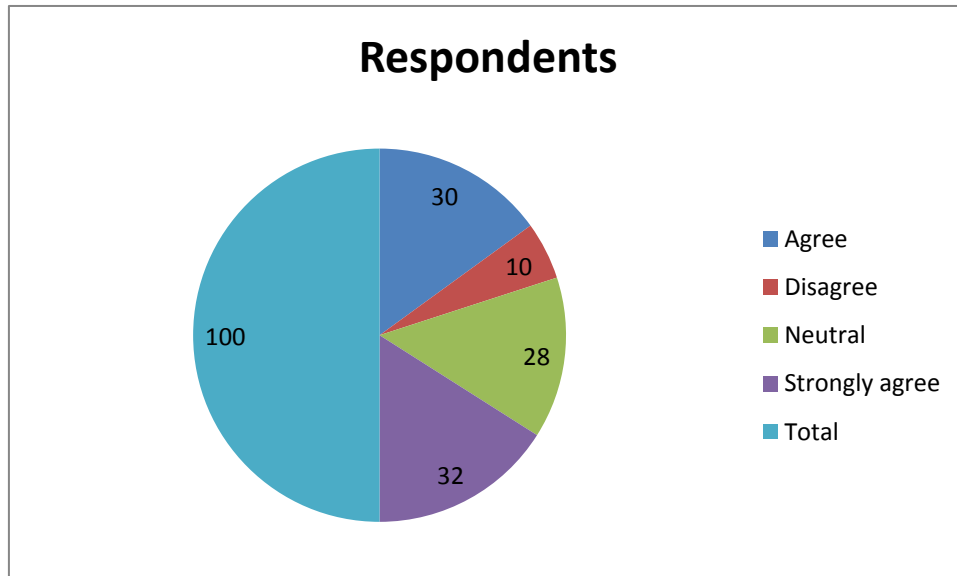
Interpretations: About 90% of the respondents are aware of welfare policy and about 10% feel that they are not aware of the welfare policies of the organization.

Q. Process of availing the welfare benefits of the organization

	Respondents	Percentage
Agree	25	25
Disagree	10	10
Neutral	50	50

Strongly agree	15	15
Total	100	100

Table 2 - Process of availing welfare benefits

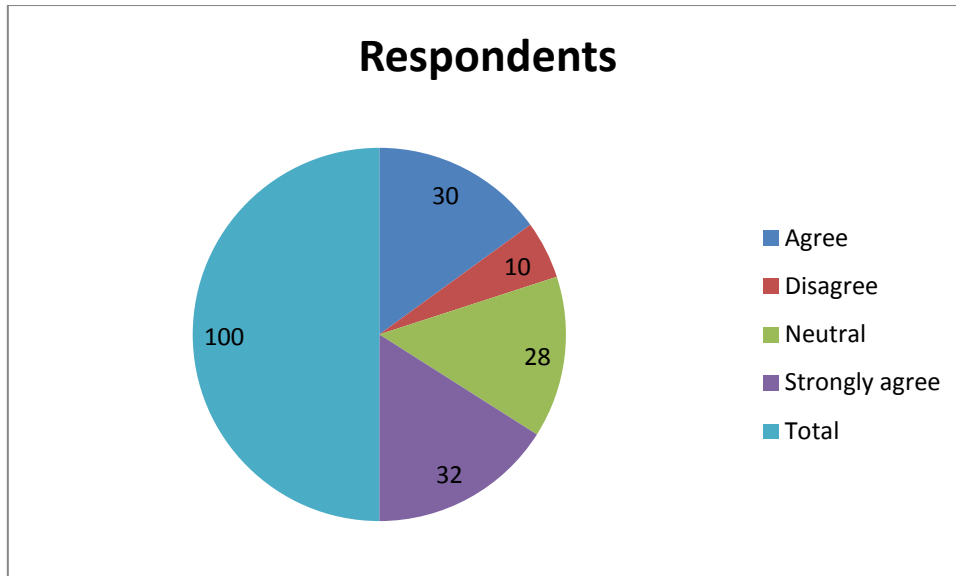


Interpretations: The most of the respondents, i.e., about 50% feel that the procedures for availing the welfare benefits are easy and about 40% of the respondents even feel that the procedures are very easy. There are hardly 10% of the respondents who think that the procedures are difficult.

Q. Leave Facilities of the organization are good

	Respondents	Percentage
Agree	30	30
Disagree	2	2
Neutral	28	28
Strongly agree	40	40
Total	100	100

Fig 3 - Awareness of Leaves

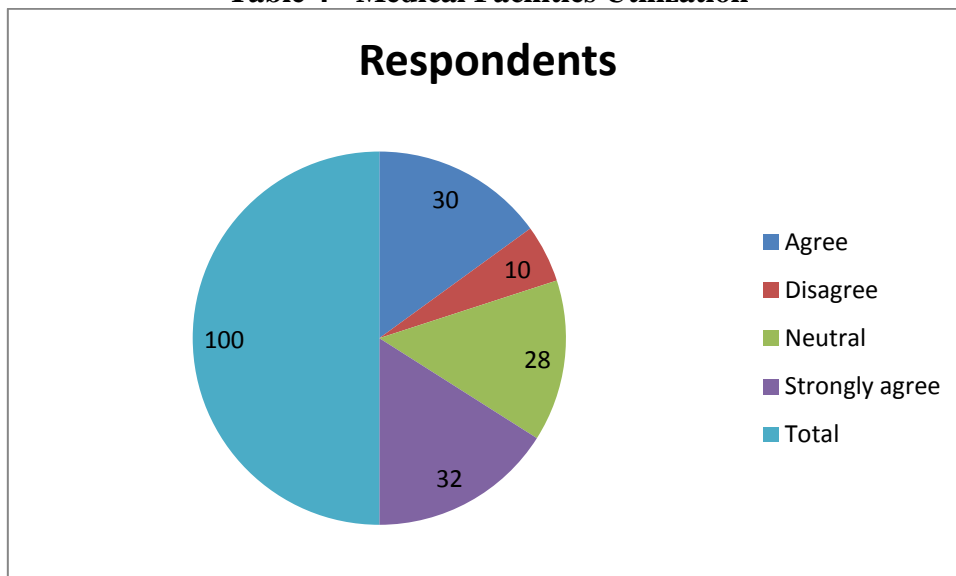


Interpretations: Most of the respondents i.e. about 98% are aware of leaves related policy and satisfied with the leave facilities which the organization is providing. About 2% of the respondents strongly agree with the statement. Only about 3% of the respondents are not withstanding the statement.

Q. Utilization of Medical facilities provided by the organization.

	Respondents	Percentage
Agree	40	40
Disagree	0	0
Neutral	20	20
Strongly agree	40	40
Total	100	100

Table 4 - Medical Facilities Utilization



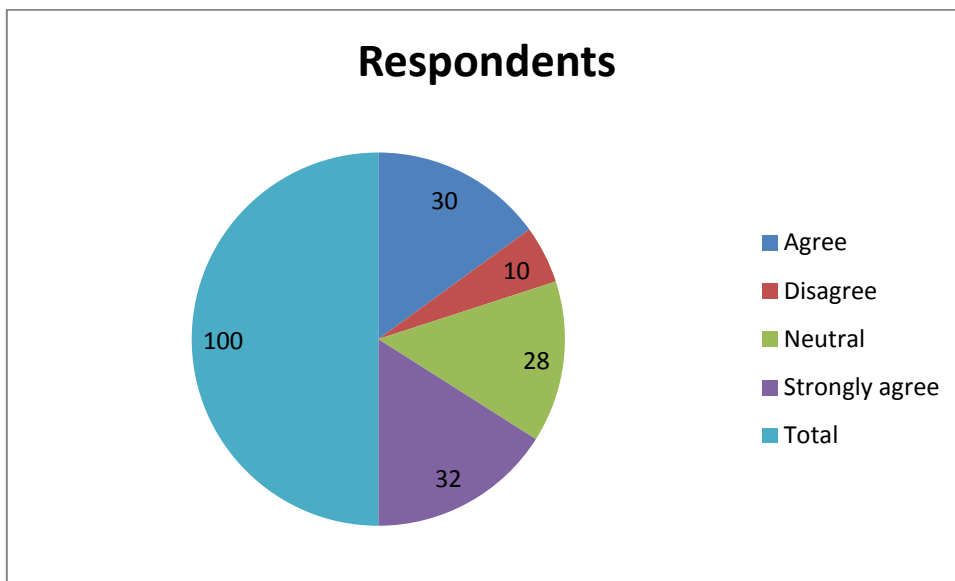
Interpretations: Medical facilities of the corporation are most liked policies which are very much visible from the answers given by the respondents. About 80% of respondents that is

40% strongly agree and 40% agree respectively with the statement. Only about 20% of the respondents are neutral and 0% disagree with the above statement.

Q. Employer presence in updating the Professional skills of employee.

	Respondents	Percentage
Agree	10	10
Disagree	60	60
Neutral	20	20
Strongly agree	10	10
Total	100	100

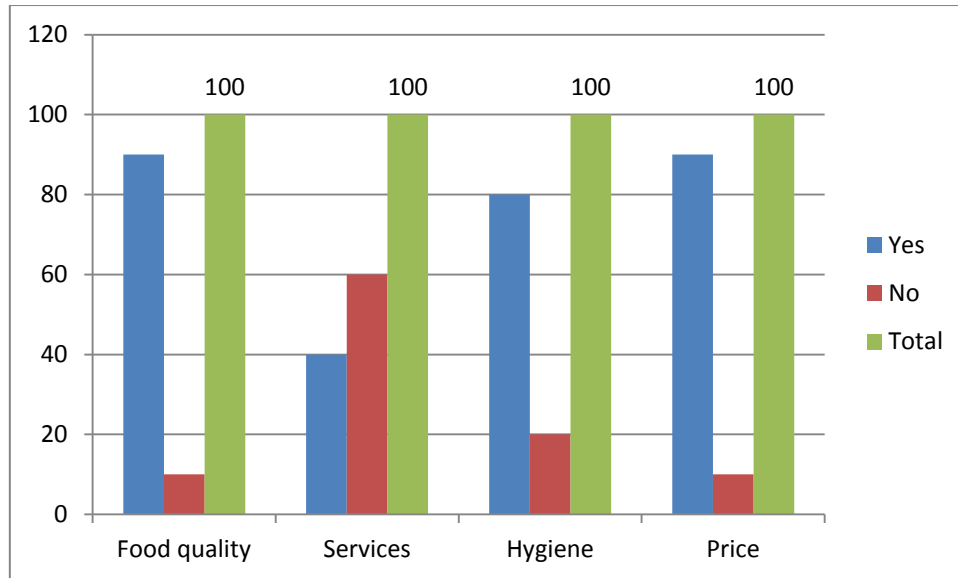
Table 5 - employer role in updating the profession skills



Q. What are your views on the cafeteria facilities on the following grounds.

Satisfactory Level

	Yes	Percentage	No	Percentage	Total
Food quality	90	90	10	10	100
Services	40	40	60	60	100
Hygiene	80	80	20	20	100
Price	90	90	10	10	100



Interpretation

Almost 90% of the employees are satisfied with the food quality, Price and hygiene provided by the TSRTC for the welfare of the employees. 10% of the employees are not satisfied with the food quality.

Conclusion

TSRTC the executives grasps the significance of government assistance in the existence of the ladies representatives and consequently gives them loads of remittances, significant compensation scale and other worker benefits. This consequently assists TSRTC with getting best out of their workers. The vast majority of the representatives are fulfilled and content with a large portion of the strategies at work. TSRTC gives a great deal of advantages to the representatives even after they get isolated from the association. Subsequently the workers and their families have a solid sense of safety and persuaded. TSRTC the executives can work on their employees’ effectiveness by remunerating the representatives for their additional customary endeavors and by a legitimate procedure for reviewing of employees’ objections and complaints at work.

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