A COMPARATIVE STUDY ON THE EFFECTIVENESS OF VARIOUS EMPLOYEE WELFARE PROVISIONS IN IT, IT-ENABLED AND NON-IT COMPANIES IN PUNE CITY

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ABSTRACT

An employee is one of the three factors of production (i.e. land, labour and capital). Employee Welfare is a state of well being, happiness, satisfaction, conservation and development of human resources. Employee Welfare Provisions includes various services, benefits and facilities offered to employees by their employers. Employee Welfare Provisions are Statutory and Non Statutory. Anything that is provided over and above the wages for the comfort and improvement of the employees is an employee welfare measure. Labour welfare is neither philanthropy nor charity. It is a system which seeks to upgrade the quality of life of people through appropriate statutory and voluntary mechanism. In the past, the man has been first; in the future the system must be first. (F.W.Taylor, Scientific Management, 1923). A survey was conducted to evaluate the effectiveness of various welfare provisions. Primary data used for the current study has been collected through the survey method by using the self structured questionnaire. Likert-type scale was used. The respondents were asked to indicate their response to each of the welfare schemes by checking one of the categories of satisfaction or dissatisfaction using the five point scale. Maximum respondents strongly agree that Appreciation and Recognition is the most effective Non-Statutory Welfare Provision. Maximum respondents strongly agree that Safety Practices is the most effective Statutory Welfare Provision. Statutory Welfare Provisions are more effective than Non-Statutory Welfare Provisions.

Key Words: Employee Welfare Provisions, Statutory Welfare Schemes, Non-statutory Schemes, Benefits of Employee Welfare Techniques

INTRODUCTION

Employee An employee is one of the three factors of production (i.e. land, labour and capital). It is the employees who provide us with labour and expertise. An employee is any person hired by an employer to do a specific job. He is different from a customer or a client. An employee has certain rights and privileges...
such as medical benefits and vacation days. The Human Resource Department handles the disbursement of employee’s benefits and attends to employee grievances.

Welfare It is a broad concept referring to a state of living of an individual or group, in a desirable relationship with the total environment – ecological, economic and social. It consists of actions or procedures, especially on the part of the government and institutions, striving to promote the basic well being of individuals or the society.

Employee Welfare It is a state of well being, happiness, satisfaction, conservation and development of human resources. It is a desirable state of existence, involving the physical, mental, moral and emotional well being. These four elements constitute the structure of welfare. To address employee welfare adequately we need to consider the employee in the context of their whole life and not just in the work place.

Employee Welfare Provisions It includes various services, benefits and facilities offered to employees by their employers. The employer aims at making the employees work life better, raise his standard of living and make life worth living for him through such generous fringe benefits. Welfare techniques (or programs or facilities or policies or measures) need not be in monetary terms only, but in any kind or form. Anything that is provided over and above the wages for the comfort and improvement of the employees is an employee welfare measure.

Statutory Welfare Schemes

1. Drinking Water.
2. Facilities for Sitting.
3. First Aid Appliances - Initial medication in case of minor accidents.
4. Latrines and Urinals – Maintained in a hygienic condition.
5. Canteen Facilities – Providing hygienic and nutritious food.
6. Spittoons – Maintained in a hygienic condition. Should be provided in warehouses, store places, dock areas and office premises.
7. Sufficient Lighting to Work Safely During Night Shifts.
8. Washing Places – Consisting of bathrooms, wash basins with tap, tap on stand pipes.
9. Changing Rooms – To change clothes
10. Lockers – To store and keep clothes and belongings.
11. Rest Rooms – With water supply, wash basins, toilets and bathrooms.

Non-statutory Schemes

1. Personal Healthcare – Regular medical check up.
2. Flexi Time – Staff can choose how early or late they start and end each day at work.
3. Employee Assistance Programs – Counselling on matters such as work issues, drugs and alcohol problems, family dynamics for employee and the members of their immediate family.
4. Harassment Policy – Protection and taking proper action against the bully.
5. Maternity and Adoption Leave – 12 weeks paid maternity or adoption leave.
   - 2 years unpaid leave for each child.
6. Paternity Leave.
7. Mediclaim Insurance Scheme – Coverage of expenses related to hospitalization due to illness, disease, injury or pregnancy.
8. Employee Referral Scheme – Refer friends and relatives for employment in the organization.
   - Purchase extra annual leave.
10. Family Friendly Website – Services for parenting, domestic violence, child abuse, health issues.

Benefits of Employee Welfare Techniques

1. Keeps morale and motivation of employee high.
2. Retainment of employee for longer duration.
3. Creates efficient, healthy, loyal, stable and satisfied labour force for the organisation.
4. Better physical and mental health of workers. Thus promotes a healthy work environment.
5. Improves worker’s attention to work and thus increases their productivity.
6. Workers take active interest in their jobs and work with a feeling of involvement and participation.
7. Increases productivity of an organisation.
8. Promotes healthy industrial relations, thereby maintaining industrial peace.
9. Reduction of social evils like substance abuse among employees.

Literature review

Labour welfare is neither philanthropy nor charity. It is a system which seeks to upgrade the quality of life of people through appropriate statutory and voluntary mechanism. In the past, the man has been first; in the future the system must be first. (F.W.Taylor, Scientific Management, 1923)

  Welfare is very crucial for every organization because welfare of the employees has a positive impact on productivity, individual’s physical and mental health and profitability. It reduces absenteeism and employee turnover. This gives a competitive edge to the company over its competitors.
- Paper 2: Dr.I.Chaneta “Employee Welfare”.
  Welfare may not directly increase productivity but may add to general feelings of satisfaction towards the firm and cut down labour turnover.
- Paper 3: Miss.T.Srilatha “Employee welfare and safety measures at VST Industries Limited”
Social Security Laws of India

Workmen’s Compensation Act, 1923  
Objective: Provide compensation for workmen in cases of industrial accidents/occupational diseases resulting in disability or death.

Employee’s State Insurance Act, 1948  
Objective: Provide for healthcare and cash benefits in the case of sickness, maternity and employment injuries.

Employee’s Provident Fund and Miscellaneous Provisions Act, 1952  
Objective: Provide compulsory provident fund, pension and deposit linked insurance.

Maternity Benefit Act, 1961  
Objective: Provide for maternity protection before and after childbirth.

Payment of Gratuity Act, 1972  
Objective: Provide for payment of gratuity on ceasing to hold office.

Research Methodology

Objectives

1) To study which is more effective, Statutory Welfare Provisions or Non-Statutory Welfare Provisions.
2) To evaluate genderwise, the effectiveness of various Statutory and Non-Statutory Welfare Provisions.
3) To evaluate industry wise the effectiveness of various Statutory Welfare Provisions or Non-Statutory Welfare Provisions.

Research Design Type

Descriptive Research Design

Population and Sampling

Universe of the Study

All the employees (executives, non-executives) working in different sectors like IT, IT enabled (Telecom), Non IT (Manufacturing or Production).

Sample  Considering the constraints of time and resource and the accuracy of the forms filled, only 275 employees from IT, IT Enabled (Telecom), Non IT (Manufacturing or Production) sectors were finally selected as the sample.
Sample Techniques

Method Non Probability Sampling.

Type Quota Sampling

Measurement Level Interval Level

Methods and Tools of data collection A survey was conducted to evaluate the effectiveness of various welfare provisions. Primary data used for the current study has been collected through the survey method by using the self structured questionnaire consisting of close ended questions. The questionnaire consists of three sections: First section deals with the personal information of the employee. It consists of multiple choice questions of which the respondent has to select any one. Second section deals with the statutory welfare schemes and the third section deals with the non-statutory welfare schemes. For these two sections the Likert-type scale was used. The respondents were asked to indicate their response to each of the welfare schemes by checking one of the categories of satisfaction or dissatisfaction using the five point scale (i.e. highly satisfied, satisfied, moderately satisfied, dissatisfied, highly dissatisfied). There is also a column of not applicable in case certain welfare schemes are not present in the organization.

Data Analysis

The present research work was carried out by using SPSS a Statistical Package of Social Science (17th version) in order to access the particular results required for the scale measurement.

<table>
<thead>
<tr>
<th>TABLE 1 RESPONDENT DEMOGRAPHIC PROFILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demographic Characteristic</td>
</tr>
<tr>
<td>--------------------------------</td>
</tr>
<tr>
<td>Gender</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Educational Qualification</td>
</tr>
<tr>
<td>1. ITI</td>
</tr>
<tr>
<td>2. Diploma</td>
</tr>
<tr>
<td>3. Other Vocational Courses</td>
</tr>
<tr>
<td>4. Graduate</td>
</tr>
<tr>
<td>5. PG</td>
</tr>
<tr>
<td>6. Professional Courses</td>
</tr>
</tbody>
</table>
The demographic characteristics of the respondents are shown in Table 1. The gender distribution of the respondents was quite even, with 37.5% female respondents and 62.5% male respondents. In terms of the level of education, almost 33.5% of the respondents had graduate education, 25.5% of the respondents have post graduate level education, and 22.5% of the respondents had done professional courses. The result shows the relatively high educational attainment of the respondents. In terms of position held and company type 44.4% of the respondents are senior executives while 16.4% are assistant managers. 45.1% of the respondents are from IT industries and 22.5% of the respondents are from IT enabled while 32.4% of the respondents are from Non IT industries.

**TABLE 2 CONSTRUCT OPERATIONALIZATION**

<table>
<thead>
<tr>
<th>Variables used for Analysis</th>
<th>Statutory</th>
<th>Non-Statutory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lighting and Ventilation</td>
<td>Healthcare Facility.</td>
<td></td>
</tr>
<tr>
<td>Travelling Facilities</td>
<td>Procedure for career growth of employees</td>
<td></td>
</tr>
<tr>
<td>Safety Practices</td>
<td>Appreciation and recognition</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Training Programmes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Grievance Handling</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Education Assistance for employees children</td>
<td></td>
</tr>
</tbody>
</table>
The results in Table 3 show that maximum respondents strongly agree that Safety Practices is the most effective statutory welfare scheme.

The results in Table 4 show that maximum respondents strongly agree that Appreciation and Recognition is the most effective non-statutory welfare scheme.

From Table 3 and Table 4, on comparing the averages of statutory and non-statutory welfare schemes, it is evident that statutory welfare schemes are more effective than non-statutory welfare schemes.

### TABLE 3 SATISFACTION OF STATUTORY SCHEMES

<table>
<thead>
<tr>
<th>Statutory variables</th>
<th>Total No Of Responses as Satisfied Or Highly Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Travelling Facility</td>
<td>202</td>
</tr>
<tr>
<td>Safety Practices</td>
<td>206</td>
</tr>
<tr>
<td>Lighting and Ventilation</td>
<td>200</td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td><strong>202.667</strong></td>
</tr>
</tbody>
</table>

### TABLE 4 SATISFACTION OF NON-STATUTORY SCHEMES

<table>
<thead>
<tr>
<th>Non-statutory Variables</th>
<th>Total No Of Responses as Satisfied Or Highly Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education assistance</td>
<td>89</td>
</tr>
<tr>
<td>Grievance</td>
<td>135</td>
</tr>
<tr>
<td>Training Programme</td>
<td>179</td>
</tr>
<tr>
<td>Appreciation and Recognition</td>
<td>190</td>
</tr>
<tr>
<td>Career Growth</td>
<td>184</td>
</tr>
<tr>
<td>Healthcare Facility</td>
<td>157</td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td><strong>155.667</strong></td>
</tr>
</tbody>
</table>

### TABLE 5 EFFECTIVENESS OF STATUTORY SCHEMES

<table>
<thead>
<tr>
<th>Statements</th>
<th>Agreement Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not</td>
</tr>
<tr>
<td></td>
<td>Highly</td>
</tr>
</tbody>
</table>
The following observations are made from the Table 5 regarding the Effectiveness of Statutory Schemes. The statement 1 showing Lighting & Ventilation has elicited a mean score of 3.95. The statement 2 showing Travelling Facility has elicited a mean score of 3.89. The statement 3 showing Safety Practices for Welfare of Employee has elicited a mean score of 3.91.

### TABLE 6 EFFECTIVENESS OF NON-STATUTORY SCHEMES

<table>
<thead>
<tr>
<th>Statements</th>
<th>Agreement Level</th>
<th>Mean Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Highly Dissatisfied</td>
<td></td>
</tr>
<tr>
<td>Healthcare Facilities</td>
<td>0</td>
<td>3.6</td>
</tr>
<tr>
<td>Procedures for career growth of employees</td>
<td>3</td>
<td>3.8</td>
</tr>
<tr>
<td>Appreciation &amp; Recognition given to employee for</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The following observations are made from the Table 6 regarding the Effectiveness of Non-statutory Schemes. The statement 1 showing Healthcare Facilities has elicited a mean score of 3.6. The statement 2 showing Procedures for career growth of employees has elicited a mean score of 3.8. The statement 3 showing Appreciation & Recognition given to employee for their excellence of employees has elicited a mean score of 3.8. The statement 4 showing Training Program of employees has elicited a mean score of 3.8. The statement 5 showing Grievances Handling Procedures & Counselling of employees has elicited a mean score of 3.10. The statement 6 showing Education assistance for employee’s children of employees has elicited a mean score of 2.32.

### TABLE 7 DATA OF NON IT EMPLOYEES (NON-STATUTORY VARIABLES)

<table>
<thead>
<tr>
<th>Statements (non IT)</th>
<th>Not applicable</th>
<th>Highly dissatisfied</th>
<th>Satisfied</th>
<th>Moderately satisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
<th>Total</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare_facility</td>
<td>6</td>
<td>1</td>
<td>1</td>
<td>25</td>
<td>52</td>
<td>10</td>
<td>89</td>
<td>3.77</td>
</tr>
<tr>
<td>Career Growth</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>19</td>
<td>48</td>
<td>16</td>
<td>89</td>
<td>3.83</td>
</tr>
<tr>
<td>Appreciation Recognition</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>28</td>
<td>37</td>
<td>21</td>
<td>89</td>
<td>3.85</td>
</tr>
</tbody>
</table>
From Table 7 and Table 8, on comparing the averages of statutory and non-statutory welfare schemes, it is evident that statutory welfare schemes and non-statutory welfare schemes are nearly equal in their effectiveness to non IT employees.

### TABLE 9 DATA OF IT BASED EMPLOYEES (NON-STATUTORY VARIABLES)

<table>
<thead>
<tr>
<th>Statements(IT based)</th>
<th>Not applicable</th>
<th>Highly dissatisfied</th>
<th>Satisfied</th>
<th>Moderately satisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
<th>Total</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare_facility</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>13</td>
<td>37</td>
<td>11</td>
<td>89</td>
<td>3.93</td>
</tr>
<tr>
<td>Career Growth</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>25</td>
<td>24</td>
<td>10</td>
<td>89</td>
<td>3.56</td>
</tr>
<tr>
<td>Appreciation Recognition</td>
<td>0</td>
<td>1</td>
<td>5</td>
<td>9</td>
<td>32</td>
<td>15</td>
<td>89</td>
<td>3.6</td>
</tr>
</tbody>
</table>

From Table 7 and Table 8, on comparing the averages of statutory and non-statutory welfare schemes, it is evident that statutory welfare schemes and non-statutory welfare schemes are nearly equal in their effectiveness to non IT employees.
From Table 9 and Table 10, on comparing the averages of statutory and non-statutory welfare schemes, it is evident that non-statutory welfare schemes are slightly more effective to IT based employees than statutory welfare schemes.

### TABLE 10 DATA OF IT BASED EMPLOYEES (STATUTORY VARIABLES)

<table>
<thead>
<tr>
<th>Statements</th>
<th>Not applicable</th>
<th>Highly dissatisfied</th>
<th>Satisfied</th>
<th>Moderately satisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
<th>Total</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety practice</td>
<td>1</td>
<td>0</td>
<td>6</td>
<td>15</td>
<td>20</td>
<td>11</td>
<td>89</td>
<td>3.096</td>
</tr>
<tr>
<td>Lightening ventilation</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>17</td>
<td>34</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travelling Facility</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>21</td>
<td>32</td>
<td>4</td>
<td>89</td>
<td>3.5</td>
</tr>
<tr>
<td>Average</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3.432</td>
</tr>
</tbody>
</table>

### TABLE 11 DATA OF IT EMPLOYEES (NON-STATUTORY VARIABLES)

<table>
<thead>
<tr>
<th>Statements(IT)</th>
<th>Not applicable</th>
<th>Highly dissatisfied</th>
<th>Satisfied</th>
<th>Moderately satisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
<th>Total</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare_facility</td>
<td>0</td>
<td>0</td>
<td>13</td>
<td>64</td>
<td>42</td>
<td>5</td>
<td>124</td>
<td>3.31</td>
</tr>
<tr>
<td>Career Growth</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td>29</td>
<td>49</td>
<td>37</td>
<td>124</td>
<td>3.84</td>
</tr>
<tr>
<td>Appreciation</td>
<td>1</td>
<td>2</td>
<td>5</td>
<td>31</td>
<td>69</td>
<td>16</td>
<td>124</td>
<td>3.71</td>
</tr>
</tbody>
</table>
From Table 10 and Table 11, on comparing the averages of statutory and non-statutory welfare schemes, it is evident that statutory welfare schemes are much more effective to IT employees than non-statutory welfare schemes.

**Bivariate Analysis : Yule’s Coefficient of Association**

**A. Statutory Welfare Provisions**

1. **Association between Gender and Safety Practices**

   **Table 13**

<table>
<thead>
<tr>
<th>Safety Practices</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>122</td>
<td>84</td>
</tr>
</tbody>
</table>

   206
From the above table it can be observed that 122 males and 84 females are satisfied with the statutory welfare provisions of safety practices and 50 males and 19 females are dissatisfied with the statutory welfare provisions of safety practices.

Since the Yule’s coefficient calculated is -0.288 we can interpret that a negative association exists between gender and the statutory welfare provision of safety practices provided to the employees.

**2. Association between Gender and Travelling Facilities**

<table>
<thead>
<tr>
<th>Travelling facilities</th>
<th>Male</th>
<th>Female</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>125</td>
<td>77</td>
<td>202</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>47</td>
<td>26</td>
<td>73</td>
</tr>
<tr>
<td></td>
<td>172</td>
<td>103</td>
<td>275</td>
</tr>
<tr>
<td>Yule’ Coefficient</td>
<td></td>
<td></td>
<td>-0.053</td>
</tr>
</tbody>
</table>

*NOTE: Satisfied=Highly satisfied + Satisfied.
Dissatisfied= Moderately satisfied + Dissatisfied + Highly dissatisfied.
INTERPRETATION

From the above table it can be observed that 125 males and 77 females are satisfied with the statutory welfare provisions of travelling facilities and 47 males and 26 females are dissatisfied with the statutory welfare provisions of travelling facilities.

Since the Yule’s coefficient calculated is -0.053 we can interpret that a negative association exists between gender and the statutory welfare provision of travelling facilities provided to the employees.

**B. Non-Statutory Welfare Provisions**

1. **Association between Gender and Career Growth Procedures (Non-statutory welfare provisions):**

<table>
<thead>
<tr>
<th>Career Growth Procedures</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>116</td>
<td>68</td>
<td>184</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>56</td>
<td>35</td>
<td>91</td>
</tr>
<tr>
<td></td>
<td>172</td>
<td>103</td>
<td>275</td>
</tr>
<tr>
<td>Yule’ Coefficient</td>
<td></td>
<td></td>
<td>0.032</td>
</tr>
</tbody>
</table>

*NOTE: Satisfied=Highly satisfied + Satisfied.
Dissatisfied= Moderately satisfied + Dissatisfied + Highly dissatisfied.

INTERPRETATION

From the above table it can be observed that 116 males and 68 females are satisfied with the non-statutory welfare provision of career growth procedures and 56 males and 35 females are dissatisfied with the non-statutory welfare provisions of career growth procedures.

Since the Yule’s coefficient calculated is 0.032 we can interpret that a positive association exists between gender and the non-statutory welfare provision of career growth procedures provided to the employees.

2. **Association between Gender and Appreciation and Recognition Measures (Non-statutory welfare provisions):**
Table 16

<table>
<thead>
<tr>
<th>Appreciation &amp; Recognition</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>115</td>
<td>75</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>57</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>172</td>
<td>103</td>
</tr>
<tr>
<td>Yule’ Coefficient</td>
<td>-0.140</td>
<td></td>
</tr>
</tbody>
</table>

*NOTE: Satisfied=Highly satisfied + Satisfied. Dissatisfied= Moderately satisfied + Dissatisfied + Highly dissatisfied.

**INTERPRETATION**

From the above table it can be observed that 115 males and 75 females are satisfied with the non-statutory welfare provision of appreciation and recognition measures and 57 males and 28 females are dissatisfied with the non-statutory welfare provisions of appreciation and recognition measures. Since the Yule’s coefficient calculated is -0.140 we can interpret that a negative association exists between gender and the non-statutory welfare provision of appreciation and recognition measures provided to the employees.

**Figure 1** Comparison of satisfaction level (satisfied + highly satisfied) to non-statutory welfare provisions according to the company type (in percent responses)
INTERPRETATION

From fig ,Level 3 employees were more satisfied with non statutory of career growth, Level 4 employees were more satisfied with non statutory in Training and programme, Level 3 employees were more satisfied with statutory of Health care facility.

Findings

1. Maximum respondents strongly agree that Appreciation and Recognition is the most effective Non-Statutory Welfare Provision.
2. Maximum respondents strongly agree that Safety Practices is the most effective Statutory Welfare Provision.
5. Statutory Welfare Provisions and Non-Statutory Welfare Provisions are nearly equal in their effectiveness to non IT employees.
6. Non-statutory welfare schemes are slightly more effective to IT based employees than Statutory Welfare Provisions.
7. It is found that there is a negative association between Gender and the Statutory Welfare Provision of Safety Practices provided to the employees.
8. It is found that a positive association exists between Gender and the Non-Statutory Welfare Provision of Career Growth procedures provided to the employees.
9. It is found that there is a negative association exists between Gender and the Non-Statutory Welfare Provision of Appreciation and Recognition measures provided to the employees.
10. It is found that employees of IT Companies are more satisfied with the Statutory Welfare Provision of Lighting and Ventilation facilities provided to them than the employees of IT Enabled and Non-IT companies.
11. It is found that employees of IT Companies are more satisfied with the Non-Statutory Welfare Provision of Career Growth procedures provided to them than the employees of IT Enabled and Non-IT companies.

Suggestions

General suggestions

1) In this world of limited resources and cut throat competition, it is the employees only who can help in optimum utilization of the resources so as to generate maximum output.
2) Employees provide the company with a competitive edge, by helping the company in achieving its main aim of profit maximization.
3) Thus proper care should be taken of the employees because only if they are happy and satisfied their productivity and contribution to the company will be high.

4) A company should focus more on the non-statutory welfare provisions to improve the opinion of their company in the minds of the employee.

5) More efforts should be taken in the standardization of the non-statutory provisions so that the employees will remain rest assured of the benefits they will be provided.

Suggestions related to nutrition & weight management

1) Encourage employees to eat breakfast.
2) Promote a healthy diet
3) Recommend physical activity
4) Make sure drinking water is available to your employees.

Suggestions related to family / safety

1) Provide your employees with information on day care services
2) Invite a relationship expert to speak to employees
3) Make time for leisure
4) Talk about fire safety.
5) Drinking responsibly

Suggestions related to financial welfare

1) Sponsor financial planning seminars.
2) Invite a financial planner into your organization to speak to employees.
3) Provide estate planning information to employees.
4) Sponsor a speaker to talk about budgeting.

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