

## **A STUDY ON EMPLOYEE WELFARE MEASURES AT DR. REDDY'S LABORATORIES -HYDERABAD**

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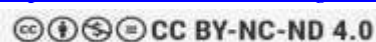
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### **ABSTRACT**

This study explores the employee welfare measures implemented at Dr. Reddy's Laboratories, a leading multinational pharmaceutical company. Employee welfare encompasses a wide range of services, benefits, and facilities provided by employers to ensure the well-being of their staff, which in turn enhances job satisfaction and productivity. The objective of this project is to examine the various welfare schemes available at Dr. Reddy's Laboratories, their effectiveness, and the impact they have on employee morale and organizational performance. Data for this study is collected through a combination of primary and secondary sources, including employee surveys, interviews with HR personnel, and analysis of company reports. The findings reveal that Dr. Reddy's Laboratories places a strong emphasis on holistic employee welfare, offering comprehensive health benefits, wellness programs, career development opportunities, and a supportive work environment. The company's commitment to employee welfare has resulted in high levels of employee satisfaction, reduced turnover rates, and improved overall performance. This project highlights the importance of robust employee welfare programs in fostering a motivated and loyal workforce. It also provides recommendations for further enhancing welfare measures to align with evolving employee needs and expectations.

**KEY WORDS:** Employee Welfare, Turnover rates, Welfare Schemes, Employee Morale, Employee Satisfaction.

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### **I. INTRODUCTION**

Employee Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Employee welfare defines as "efforts to make life worth living for workmen". These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer's own initiative.

- To give expression to philanthropic and paternalistic feelings.
- To win over employee's loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up a stable labour force, to reduce labour turnover and absenteeism.
- To develop efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profits.
- To earn goodwill and enhance public image.
- To reduce the threat of further government intervention.
- To make recruitment more effective (because these benefits add to job appeal).

### **NEED OF THE STUDY**

A common place that we see the need to apply Relations and welfare is in the work place. In the work force, we can see Relations play a key role in leadership success. A person unable to grasp Relations and apply it, will not become or stay a leader. It is critical that anyone seeking to lead or Relations understand "Howletts Hierarchy of Work Motivators."

Salary, benefits, working conditions, supervision, policy, safety, security, affiliation, and relationships are all externally motivated needs. These are the first three levels of "Howletts Hierarchy" When these needs are achieved; the person moves up to level four and then five. However, if levels one through three are not met, the person becomes dissatisfied with their job. When satisfaction is not found, the person becomes less productive and eventually quits or is fired. Achievement, advancement, recognition, growth, responsibility, and job nature are internal motivators. These are the last two levels of "Howletts Hierarchy." They occur when the person motivates themselves (after external motivation needs are met.) An employer or leader that meets the needs on the "Howletts Hierarchy" will see motivated employees and see productivity increase. Understanding the definition of motivation, and then applying it, is one of the most prevalent challenges facing employers and supervisors. Companies often spend thousands of dollars each year hiring outside firms just to give motivation seminars.

### **OBJECTIVES OF THE STUDY**

1. To study effectiveness and satisfaction levels of existing welfare programs among employees.
2. To determine employees' perceptions regarding the importance and necessity of welfare initiatives in enhancing job satisfaction and overall well-being.
3. To investigate how welfare programs influence aspects of the work environment, including stress management, communication, and work-life balance.
4. To identify areas for improvement and suggest actionable recommendations to enhance the effectiveness and relevance of welfare initiatives within the organization.

### **SCOPE OF THE STUDY**

The scope of the study on employee welfare measures at Dr.Reddy's includes evaluating a range of programs such as canteen subsidies, festival allowances, educational assistance, and safety practices within the organization. It aims to assess employees' perceptions and satisfaction levels regarding these initiatives, examining their impact on job satisfaction, well-being, and overall work environment dynamics including stress management, work-life balance, safety protocols, and interdepartmental communication. The study will provide actionable recommendations for improving existing welfare programs or introducing new initiatives based on comprehensive analysis and feedback from employees, aiming to enhance both employee satisfaction and organizational performance.

## **II. LITERATURE REVIEW**

**TITLE:** Current trends in employee welfare schemes.

**JOURNAL:**Published by MohanReenu and Panwar J.S (2013) (Vol. 1,Issue 6, Nov 2013)

**ABSTRACT:**

Employees are undeniably crucial stakeholders who influence organizational effectiveness by stabilizing the tremors caused by business environment. Every organization has an inexplicable role to play in providing welfare facilities to the stakeholders not just monetary but also non-monetary, which go beyond money of which employees are the one who make the cut if prioritized. A satisfied employee is the key ingredient for progress of every organization and the concept of employee was and will always a part of organizational efficiency. These facilities may either be voluntarily provided by the progressive and enlightened at will as a social responsibility towards employee, or laws may compel them to make provision for these facilities by the government and trade unions. Employee have always been an integral part of an organisation and in and this study an effort is put to realize the measure implemented to seek employee welfare service sector by the way of making their work life contented.

**TITLE:**Journal of Workplace Behavioural Health

**JOURNAL:**Published by Joseph I. and Varghese R(2009) Vol. 24 (1&2) pp: 221-242.

**ABSTRACT:**

Welfare is concerned with the total well being of employees both at work and at home. Employee welfare entails all those activities of employer, which are directed towards providing the employees with certain facilities and done towards the comfort and improvements of employees. Health, safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health , physical and mental efficiency, alertness ,moral and overall efficiency of the worker and there by contributing to the higher productivity. The basic purpose of employee welfare is to enrich the life of employee and to keep them happy and conducted. Welfare measures maybe both statutory and non-statutory,laws required the employer to extension benefits to employees in additional to wages or salaries. In this paper and attempt has been made to study the employee welfare speciality and its impact on employee's performance.

**TITLE:** Employee Welfare measures in mining industry - A study with reference to statutory welfare measures.

**JOURNAL:**Published by Resma S. and Basavraju M.J.(2013) Volume.3(7) PP.157-164.

**ABSTRACT:**

The present study is made an attempt to identify the employee welfare measures adopted in IT industry. Employee welfare means anything done for the comfort and improvement of the employees even about the wages paid which is not a necessity of the industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it or leaving it. They know that they contribute to the organisation when they are reasonably free from worry and they feel that when they are in trouble/problems, they are due to get something back from the organisation. People are entitled to be treated as full human beings with personal needs hopes and anxieties.

### **III. RESEARCH METHODOLOGY**

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements,

- Defining objectives
- Developing the information sources
- Collection of information
- Analysis of information
- Suggestion

The methodology followed for collection, analysis under interpretation of data is explained below.

#### **RESEARCH DESIGNS**

There are generally three categories of research based on the type of information required, they are :

1. Exploratory research
2. Descriptive research
3. Casual research

The research category used in this project is descriptive research, which is focused on the accurate description of the variable in the problem model. Consumer profile studies, market potential studies, product usage studies, Attitude surveys, sales analysis, media research and probe surveys are the examples of this research. Any source of information can be used in this study although most studies of this nature rely heavily on secondary data sources and survey research.

**Primary Source:** Discussions with plant staff, Interviews, Questionnaire administered.

**Secondary Source:** Journals Magazines and articles from prominent newspapers.

**Population and Sample:** There are 140 Officers & Supervisors and 100 Managerial staff. The questionnaire is administered to 50 Officers and Supervisory staff and 50 Managerial staff.

#### **SAMPLE DESIGN**

- a) Sampling unit: the study is directed towards the executive of managerial level.
- b) Sample size: sample size of 100 is taken in this study

#### **DATA ANALYSIS**

Simple analysis method is followed for analyzing the data pertaining to different dimensions of employees. Simple statistical data like percentage are used in the interpretation of data pertaining to the study. The results are illustrated by means of bar charts.

#### **LIMITATIONS OF THE STUDY**

There are certain limitations of the concept of empowerment. It may be cost consuming in selecting personnel, training costs and labor costs may be high, it may result in slower or inconsistent services and poor use of the technique of empowerment.

At the outset, Managers must also accept the fact that not all employees want to be empowered. Many workers just work better in jobs that are clearly defined and closely supervised. Once both employees and managers have received proper training, the next step is to give employees control of the resources needed to make the improvements in their job and work processes.

By giving employees information, resources and training and by following with measurements and reinforcement, Human Resources can create an empowered environment. But Empowerment should be a continuous process like quality improvement, and it is like a race without a finish line. Those companies that take the first step by creating an environment conducive to empowerment will be at the head of the pack.

#### IV. DATA ANALYSIS AND INTERPRETATION

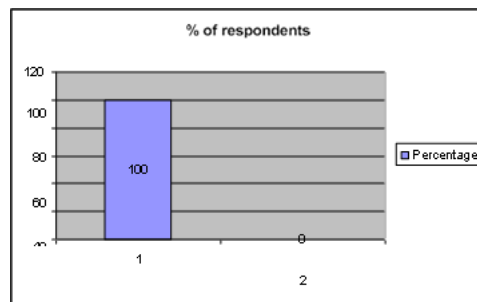
Data analysis has been done by arranging the data in a simple table form and percentages are calculated. The quantitative data has been represented by drawing out the charts where ever necessary.

**1. Do you think Employee Welfare is needed in a company?**

(a) YES

(b) NO

s.no	Options	No. of Responses	Percentage
1	YES	100	100
2	NO	0	0
	TOTAL	100	100



**Interpretation:**

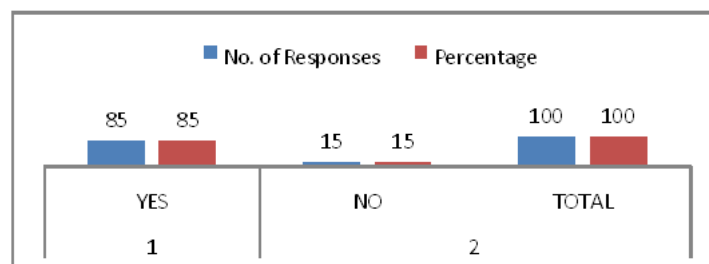
To above question, 100% of the employees opined that the Employee Welfare programs is needed in a company.

**2. In Your Organization is Educational assistance provided for children's education?**

A) Yes

B) No

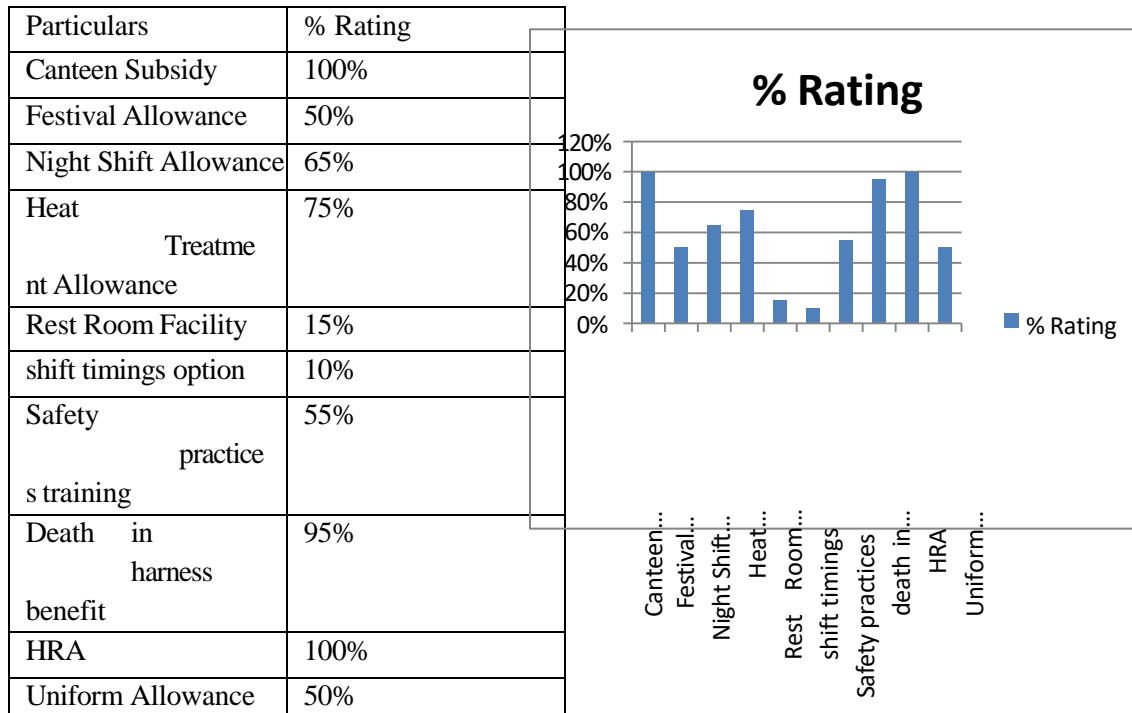
S.No	Options	No. of Responses	Percentage
1	YES	85	85
2	NO	15	15
	TOTAL	100	100



**Interpretation:**

85% of the employees in the organization are saying that the organization is providing the children's education as aEmployee Welfare program.

### 3. Percentage of employees getting welfare benefits.



#### Analysis

- 65% Getting Shift Allowance
- 75% Getting Treatment Allowance
- 15% Getting Rest Room Facility
- 10% Getting shift timings
- 55% Getting Safety practices
- 95% Getting death in harness
- 100% Getting HRA
- 50% Getting Uniform Allowance

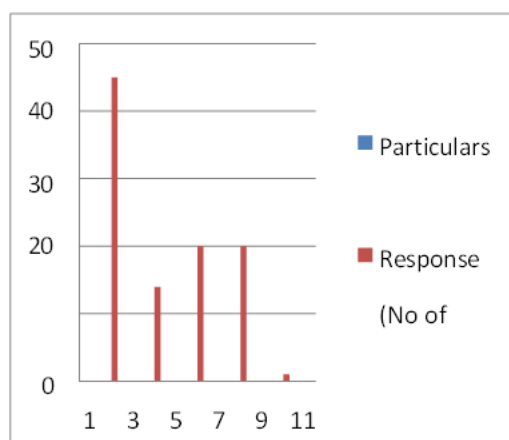
#### Interpretation:

From the above table we can find the employees in the organization are getting various benefits from the organization under employee welfare programs.

### 4. What are the activities used in your organization for stress management ?

- a) Rest room
- b) Yoga and Meditation
- c) Physical Exercise and indoor games
- d) Music
- e) None of the above

Particulars	Response (No of persons)
Rest room	45
Yoga and Meditation	15
Physical Exercise and indoor games	20
Music	20



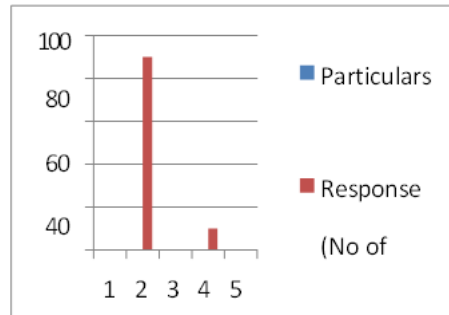
#### **Interpretation:**

Employees are managing the stress by using rest rooms and , by meditation and yoga by Physical Exercise and indoor games and using other.

#### **5. Is it necessary that the organization should take up the program for welfare programs?**

- a) Yes
- b) No

Particulars	Response (No of persons)
Yes	90
No	10



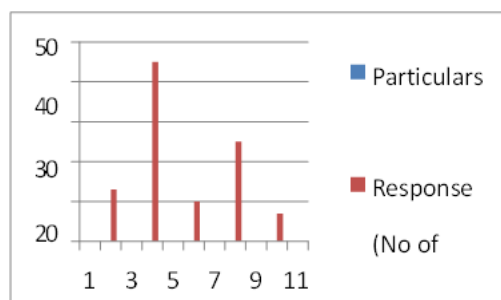
**Interpretation:**

90 respondents said that the organization should take up the programmers for welfare and 10 are said that no need to do

**6. When You Feel stress, who will help you to overcome the stress?**

- a) Management
- b) Family
- c) Friends
- d) Colleagues
- e) None of the above

Particulars	Response (No of persons)
Management	13
Family	45
Friends	10
Colleagues	25
None of the above	7



**Interpretation:**

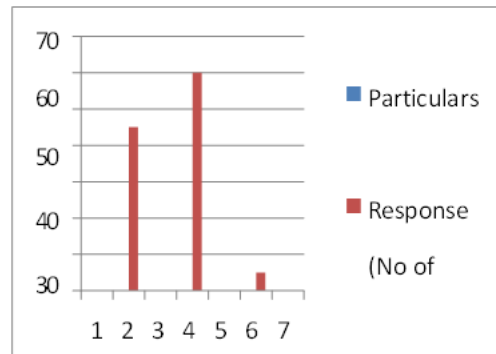
13% respondents said that management will help and 45% said that family and 25% respondents said that Colleagues and remaining 25% said none of the above.

**7. Do your welfare programs interfere work in your work life?**

- a) Yes
- b) No
- c) At times



Particulars	Response (No of persons)
Yes	45%
No	60%
At times	5%



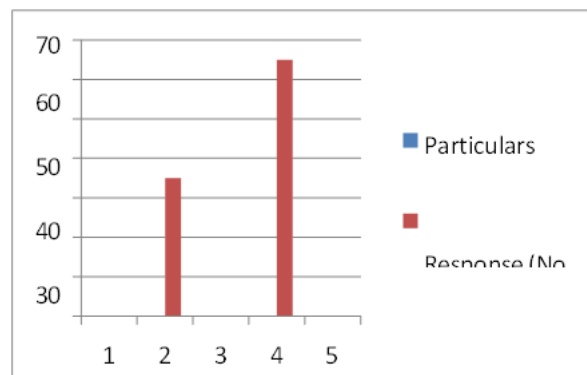
**Interpretation:**

45 % respondents said that personal welfare programs will interfere in work life and 60 % said that it has no impact and 5% are said that at the time of the mindset.

**8. Are there any recreational programs/events at your work place?**

- a) Yes
- b) No

Particulars	Response (No of persons)
Yes	35%
No	65%



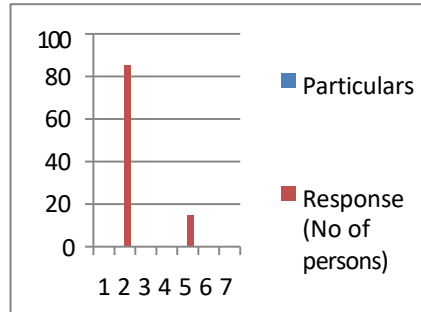
**Interpretation:**

35 % employees are said that there are recreational programs/events at your workplace And 65% said that there are no such programs.

**9. Do you set up reasonable and attainable goals when you have a large project?**

- a) Yes
- b) No

Particulars	Response (No of persons)
Yes	85%
No	15%



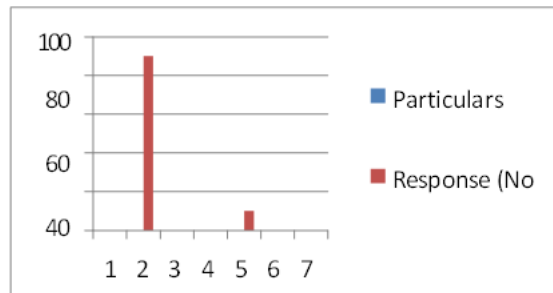
**Interpretation:**

85% respondent's setup reasonable and attainable goals when you have a large project to computer and 15% say No.

**10. Are you satisfied with the job at the work environment?**

- a) Yes
- b) No

Particulars	Response (No of persons)
Yes	90%
No	10%



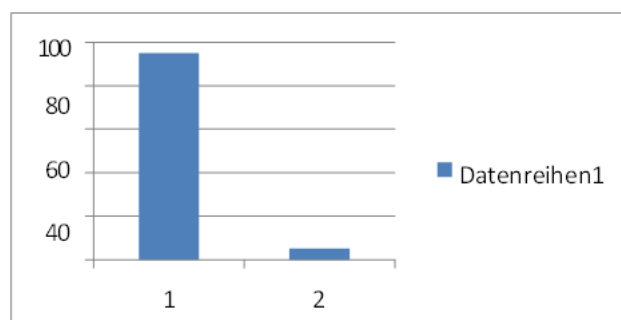
**Interpretation:**

90% respondents are satisfied with the job at the work environment And 10% are UN satisfied with the job at the work environment.

**11. How is the communication among you and the subordinates in an Organization?**

- a) Good
- b) Bad
- c) Poor

Particulars	Response (No of persons)
Good	95%
Bad	5%
Poor	0%



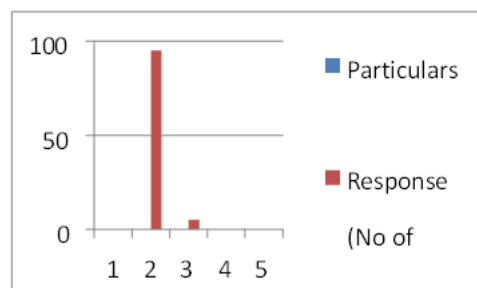
**Interpretation:**

95% employees are said that good communication among you and the subordinates in an organization and 5% said bad communication among you and the subordinates in an organization and 0% said it is poor.

**12. Does your organization provide you any assistance for non-welfare related problems?**

- a) Yes
- b) No

Particulars	Response (No of persons)
Yes	95%
No	5%



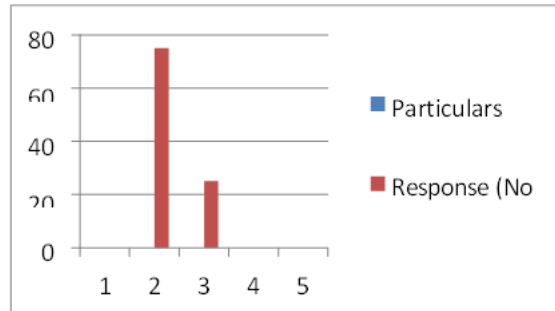
**Interpretation:**

95% respondents said that organization provides assistance for non welfare related problems And 5% said than not doing.

**13. Do you feel you have enough skills to handle the responsibilities assigned to your role?**

- a) Yes
- b) No

Particulars	Response (No of persons)
Yes	75%
No	25%

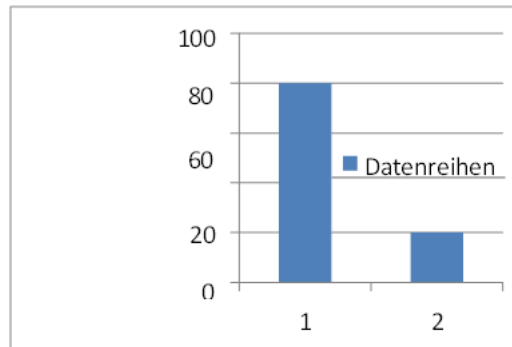


**Interpretation:**

75% are said that they feel enough skills to handle the responsibilities assigned their role, 25% said they are not feeling.

**14. Do you feel introduction of stress management and its preventive actions in every organization mandatory?**

Particulars	Response (No of persons)
Yes	80%
No	20%



**Interpretation:**

80% feel that introduction of stress management and its preventive actions in every organization mandatory and 20% say no

## **V. FINDINGS**

1. Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees.
2. Employee welfare is a comprehensive term including various services, benefits and facilities offered by the employer.
3. The basic purpose of labor welfare is to enrich the life of employees and keep them happy and contented.
4. Welfare facilities enable workers to have a better and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket.
5. Welfare means improving, faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual.
6. Further, the term welfare is a relative concept, relative in time and space. It therefore, varies from time to time, region to region and from country to country.
7. One significant conclusion with regards to learning opportunities, which is a basic for empowerment, is that the executives are favorable and feel that sufficient learning opportunities should be there for the rank & file.

## **VI. CONCLUSIONS**

In the above perspective, the present project makes an attempt to draw some conclusions. It should be confessed here that the investigator is conscious of the limitations of the study and the conclusion drawn on the basis of the sample from a single unit cannot be generalized about the entire manufacturing sector.

## **VII. SUGGESTIONS**

The conclusions so far drawn from the study tempts to offer the following suggestions for making the organization ready for empowerment. The conclusions drawn above convince any body to identify the following areas to chart out training programs for the executives to make them completely ready for empowerment

- a) A general training program covering the importance of and need for employee empowerment in the light of global competition is to be designed in brainstorming session involving internal and external experts.
- b) The present study identifies the following areas in which training is to be undertaken.
- c) A training program may be undertaken for Executives in general and to Senior Executives in particular to convince and make them accept the empowerment concept.
- d) Executives working in technical areas to be trained effectively in the areas of their role and interpersonal dependence and relations to make empowerment more fruitful.
- e) A training program may be undertaken about "Shared Leadership" which brings high morale and high productivity and makes the empowerment a success.
- f) The subordinate staff who is going to be empowered must be ready to take up this responsibility. A study is to be conducted among the subordinate staff to find out their readiness to discharge the new roles under this empowerment program. This helps in identifying the training areas, to make the subordinate staff completely ready for undertaking empowerment.

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