

## **THE IMPACT OF EMPLOYEE WELFARE INITIATIVES ON JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT WITH REFERENCE TO HYUNDAI MOTORS LIMITED**

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### **ABSTRACT**

This research set out to do just that, by analyzing the welfare measures already in place at the organization that funded it and drawing conclusions on their relative merits and shortcomings. Organizations exist to accomplish objectives. One essential factor in assessing organizational performance is the degree to which individual workers are successful in accomplishing their objectives. Therefore, a crucial aspect of human resource management is evaluating how well people have achieved their own objectives. Employee welfare management emerged as a natural next step, and understanding the welfare system is the ultimate goal of this endeavor. He has researched the company's welfare programs and work environment in his project. The employee's rapport with upper management is another target. Internally, the company administers this survey. There are seventy-seven people in the sample. A combination of questionnaire administration and the use of direct human contact methods was used to get the data. Everyone I've spoken with here is an employee of the company. In a progressive fashion, data sets were evaluated and tabulated, with accompanying interpretations. In addition to outlining the system's implementation in the company, this report provides a summary and recommendations for its enhancement.

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### **I. INTRODUCTION**

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.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

Labor welfare has the following objectives:

1. To provide better life and health to the workers
2. To make the workers happy and satisfied
3. To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.

The basic features of labor welfare measures are as follows:

1. Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
3. Labor welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
4. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
5. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies.

## **OBJECTIVES OF STUDY**

- To study the welfare facilities provided by organization.
- To know the level of satisfaction of employees regarding welfare measures at organization.
- To study the perception of employees regarding the welfare measures provided by them.
- To analyse the safety measures of employees in organization.
- To know the employee's opinion about the present welfare facilities.

## **II. EMPLOYEE WELFARE**

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 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).

## **TYPES OF EMPLOYEE WELFARE SERVICES**

### **Safety Services**

Prevention of accidents is an objective which requires an explanation.

The costs of accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal costs, in lost time, filling in reports and attending to enquiries, and in spoilage of materials, equipment and tools to management.

Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools material and general work environment. Thus, for example, improper lighting, inadequate ventilation, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness.

Young and new employees, because of their difficulty in adjusting to the work situation and to life in general, also have many more accidents than do old and nature workers.

**The Phenomenon of Accident Proneness.** Some persons believe wrongly in the theory that certain individuals are accident prone, that is, they have some personality trait as opposed to some characteristic of the environment which predisposes them to have more accidents than others in work condition where the risk of hazards is equal to all.

### **Components of a Safety Service**

Among the many components of a safety service the following have proved effective when applied in combination:

- **Appointment of safety officer**

In big organizations, the appointment of a safety officer to head the safety department is a must. In small organizations, the personnel manager may look after the functions of this department. The head of the safety department, who is usually a staff man, is granted power to inspect the plant for unsafe condition, to promote sound safety practices (through posters and safety campaigns), to make safety rules, and to report violations to the plant manager.

- **Support by line management**

The head of the safety department, whether enjoying a staff or a functional position, by himself, cannot make a plant safe. His appointment lulls line management into assuming that all its safety problems have been solved.

- **Elimination of hazards**

Although complete elimination of all hazards is virtually an impossibility but following steps can be taken to help reduce them:

- **Job safety analysis**

All job procedures and practices should be analysed by an expert to discover hazards. he should then suggest changes in their motion patterns, sequence and the like.

**Placement**

A poorly placed employee is more apt to incur injury than a properly placed employee. Employees should be placed on jobs only after carefully estimating and considering the job requirements with those which the individual apparently possesses.

- **Personal protective equipment**

Endless variety of personal safety equipment is available nowadays which can be used to prevent injury

- **Safeguarding machinery**

Guards must be securely fixed to all power driven machinery.

- **Materials handling**

Though often ignored, the careless handling of heavy and inflammable materials is an important source of several injuries and fire.

- **Hand tools**

Minor injuries often result from improperly using a good tool or using a poorly designed tool. Therefore, close supervision and instruction should be given to the employees on the proper tool to use and the proper use of the tool.

- **Safety training, education and publicity**

Safety training is concerned with developing safety skills, whereas safety education is concerned with increasing contest programmes, safety campaigns, suggestion awards, and various audiovisual aids can be considered as different forms of employee education.

- **Safety inspection**

An inspection by a trained individual or a committee to detect evidence of possible safety hazards (such as poor lighting, slippery floors, unguarded machines, faulty electrical installations, poor work methods and disregard of safety rules) is a very effective device to promote safety.

### **III. RESEARCH METHODOLOGY**

Research methodology is a way to systematically solve the research problem. It may be understood as science of studying how research has scientifically. It may be various steps that are generally adopted by researcher in studying his research problem along with logic behind them. It is necessary for the researcher to know not only the research methods but also the methodology. It includes the identification of study area, the procedure for collecting data, analysing data and finding the conclusion based upon the scientific procedure.

**Types of data**

- Primary data
- Secondary data

- **Primary Data**

Primary data are those which are collected afresh for the first time and thus happen to be original in character

- **Secondary Data**

The secondary data which have already been collected by someone else and which have already been passed through the statistical process source of secondary data collection are books, journals, magazines, newspapers, internet etc.

- **structural questionnaire**

This structural questionnaire consists of set of close ended questions, which are orderly arranged to make the best use of it. In this study we make use of questionnaire, each one for the employees.

- **Research measuring tools**

To carry out the above laid research design and to collect data in the above prescribed manner, we have to use a tool, which facilitates all these things

- **Study instrument**

The data is collected through a structured questionnaire consisting of 18 statements.

**Statistical tool**

This study utilized percentage analysis used to find the entire gamete of employees not positive and negative feed backers. The same is implied for each question of the study.

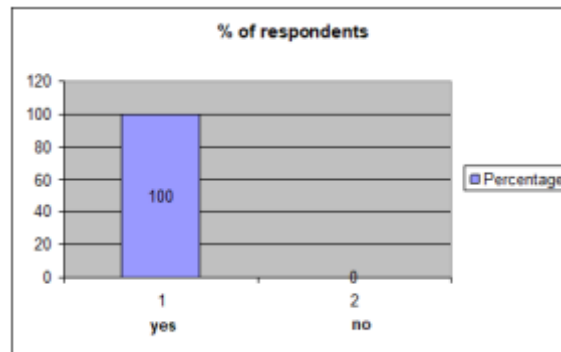
**IV. DATA ANALYSIS AND INTERPRETATION**

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:**

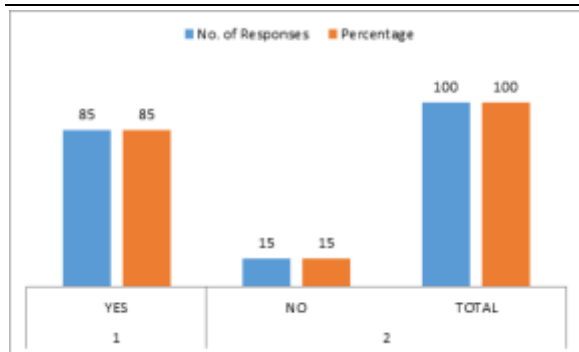
To above question, almost 100% of the employees thought that the Employee Welfare programs is needed in a company.

2. In Your Organization 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

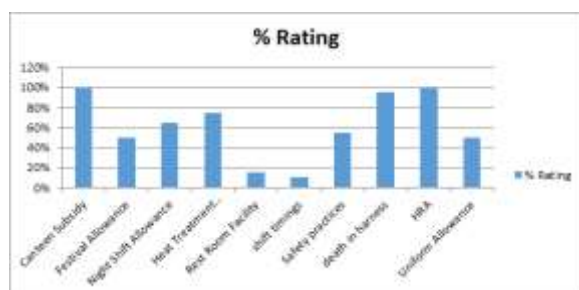


### Interpretation:

Most of the employees in the organization are saying that the organization is bearing the children's education as a Employee Welfare program.

### 3) Rate the Welfare program, you are getting in the organization

Particulars	% Rating
Canteen Subsidy	100%
Festival Allowance	50%
Night Shift Allowance	65%
Heat Treatment Allowance	75%
Rest Room Facility	15%
shift timings	10%
Safety practices	55%
death in harness	95%
HRA	100%
Uniform Allowance	50%



### Analysis

- 65% agreed with Night Shift Allowance
- 75% agreed with Heat Treatment Allowance
- 15% agreed with Rest Room Facility
- 10% agreed with shift timings
- 55% agreed with Safety practices

95%    agreed with death in harness  
100%   agreed with HRA  
50%    agreed with Uniform Allowance

**Interpretation:**

From the above table we can find the employees in the organization are getting benefits from the organization as an employee welfare programs

Most of the employee given the rating for the facility of canteen for their food and refreshment facilities in the organization, the organization is allowing the house rent allowances also.

**V. CONCLUSIONS**

This chapter aims to derive some conclusions from the aforementioned viewpoint. Here, the researcher must admit that they are aware of the study's limits and that it is not possible to extrapolate the results from a single unit's sample to the whole industrial sector.

The study concludes that the executives place a fair value on the organization's human resources when considering the worth of people. On the other hand, they seem to have reached a consensus to divide up the authority. They are really upbeat about the idea of sharing knowledge with lower-level employees. When it comes to clarity, the CEOs are on the fence. Since most executives fall into the "somewhat ready" category across all dimensions, the aspect-wise percentage analysis concludes that the company is only partially prepared to empower its employees.

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