

A Study on Employee Welfare Facilities at Deccan Fine Chemicals

An Internship Report for

MBA

Credit: 150

Submitted in partial Fulfilment of Masters of Business Administration in HR

By

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Goa University/Goa Business School

Date: 06/05/2024



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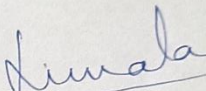
Nirmala

Seal of the School/Dept

COMPLETION CERTIFICATE


This is to certify that the internship report "A Study on Employee Welfare Facilities at Deccan Fine Chemicals." is a bonafide work carried out by **Mr. Abhishekh Amarnath Halankar** under my mentorship in partial fulfilment of the requirements for the award of the degree of **Master of Business Administration** in HR in the Discipline of Management Studies at the Goa Business School, Goa University.

Date:


Nirmala Ranjanala

Project Guide

Signature of Dean of School/HoD


6/5
FL

Date:

Place: Goa University



School Stamp



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3rd May, 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Abhishekh Amarnath Halankar**, a student of Goa University has completed his Internship in Human Resources Department at Deccan Fine Chemicals (India) Private Limited, Santa Monica Works, Corlim-Goa from 15th January, 2024 to 3rd May, 2024.

We wish him success in his future endeavors.

Deccan Fine Chemicals (India) Private Limited

Yogesh Arora
Head- Human Resources,
Admin & CSR

DECLARATION BY STUDENT

I, Abhishekh Halankar hereby declare that the data presented in this Internship report entitled, "**A Study on Employee Welfare Facilities at Deccan Fine Chemicals**" is based on the results of investigations carried out by me in the (HR Department) at the Goa Business School, Goa University/Packaging Industry, under the mentorship of Prof. Nirmala Ranjanala and the same has not been submitted elsewhere for the award of a degree or diploma by me. Further, I understand that Goa University or its authorities/College will be not be responsible for the correctness of observations / experimental or other findings given the internship report/work.

I hereby authorize the University/college authorities to upload this dissertation on the dissertation repository or anywhere else as the UGC regulations demand and make it available to any one as needed.



Signature

Abhishekh Amarnath Halankar

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Date:

Place: Goa University

ACKNOWLEDGEMENT

I take this opportunity to sincerely acknowledge and gratefully thank the HR manager, officers, staff, and all those who helped me by providing necessary assistance, valuable guidance, and requisite information to complete my final internship.

I would like to thank Mr. Yogesh Arora, HR Manager, for guiding me, reviewing my report, and motivating me to complete my final internship project.

I would also like to thank the officers, managers, and employees who spent their valuable time with me and provided responses during my interactions with them while collecting data.

Last but not least, I would like to especially thank Nirmala Ranjanala, Goa Business School, Goa University, Department of Management Studies, Taleigao, Goa, for being available for weekly mentoring and guiding me towards the completion of the internship project on time

PROFILE OF THE ORGANIZATION

Deccan Fine Chemicals Goa is a chemical manufacturing company based in India that specializes in producing high-quality fine chemicals for various industries, including pharmaceuticals, agro-chemicals, and food additives. The company was founded in 1974 and has since grown into a leading player in the fine chemicals market in India and beyond. Deccan Fine Chemicals' manufacturing facilities are equipped with state-of-the-art technology and strict quality control measures to ensure the highest possible standards for its products. The company has a strong commitment to sustainability and is constantly working to reduce its environmental impact.

MISSION AND VISION

- Deccan focuses solely on “Custom Manufacturing” of products to its customers.
- Deccan intends to be a supplier of choice to the leading global chemical companies.
- Deccan commits to build and safely operate the best fine chemical manufacturing facilities in India.
- Through continued careful and measured growth, Deccan intends to become India’s best and most trusted custom manufacturing company for leading chemical companies of the world.

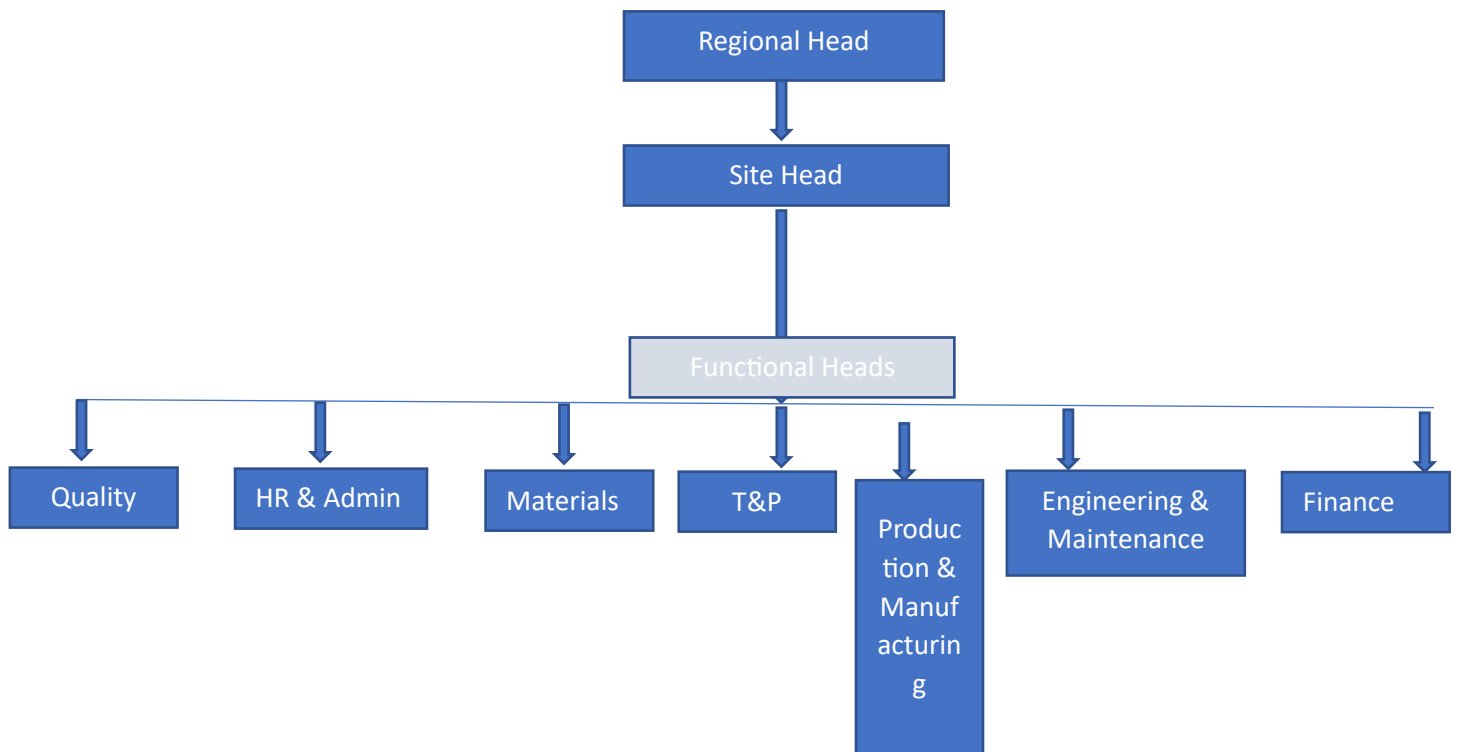
BUSINESS AREAS

- AGRO CHEMICALS
- SPECIALITY CHEMICALS

PRODUCT OF THE COMPANY

Material	Chemical Names
10000125	Thiamethoxam (using Cet.TL)
10000130	CPTAP
10000386	PICOXYSTROBIN - BULK
10000403	DIMPA-chloride 40% (Stage-V)
10000145	BFBTF.OC
10000325	DCP-Ketone Crude OC-100%
10000135	DCP Ketone- BULK
10000085	Thiamethoxam (using Cet.RM)
10000156	CPTAP (using BFBTF.OC)
10000392	DIMPA Alcohol
10000169	TCAN-BULK
10000388	Dimethoxytrityl Thymidine
10000132	DS8.DS36.SFG.OC
10000067	Actara 25 WG (using TMX.OC)
10000379	BCDIMA (Dimpa stage-2)
10000075	Pretilachlor Technical
10000372	CDIMA (Dimpa stage-1)
10000217	RATM-BULK
10000376	Zeolite
10000093	Pretilachlor Technical (Domestic)
10000212	RTHQA-BULK
10000147	TNCF-BULK

Company Structure:



Introduction to the Research topic

A Study of Employee Welfare Facilities at Deccan Fine Chemicals

Employee welfare facilities encompass the various initiatives and programs an organization implements to ensure the physical, mental, and social well-being of its workforce. These facilities play a crucial role in fostering a positive work environment, enhancing employee satisfaction, and ultimately, driving organizational success.

In the Deccan Fine Chemicals, employee welfare facilities are particularly significant. The chemical industry can involve long working hours, exposure to potentially hazardous materials, and physically demanding tasks. Effective employee welfare facilities can moderate these risks, promote a culture of safety and well-being, and contribute to improved employee performance and retention.

A well-rounded set of employee welfare facilities demonstrates that Deccan Fine Chemicals cares about its employees' well-being beyond their work output. This fosters a sense of trust and appreciation, leading to increased employee satisfaction and motivation. When employees feel valued and supported by their employer, they're more likely to be engaged and productive. Effective employee welfare facilities can contribute to a healthier and happier workforce, leading to improved work performance and overall productivity.

By addressing employee needs and concerns through comprehensive welfare facilities, Deccan Fine Chemicals can potentially reduce absenteeism and employee turnover. Healthy and happy employees are less likely to miss work or seek employment elsewhere. In today's competitive job market, companies with strong employee welfare programs have a significant advantage in attracting and retaining top talent. Robust welfare facilities showcase Deccan Fine Chemicals' commitment to a positive work environment, making it a more desirable employer.

Literature review

(Patro & Kamakula, 2016) Employee wellbeing facilities are essential for raising staff morale and productivity in businesses. Numerous ideas and methods have been put up to explain how welfare programmes affect workers' happiness and output. The history of employee welfare in India demonstrates how welfare policies have changed in both public and private sector enterprises. The welfare amenities offered by different industries are compared, which highlights how crucial these programmes are to raising the standard of living for workers. Employee productivity is greatly impacted by housing amenities, medical benefits, and retirement benefits, according to a research done in the Visakhapatnam area of India. The working environment and educational programmes, however, did not appear to have a substantial effect on employee satisfaction. The study highlights the necessity for businesses in the private sector to improve their welfare facilities to better cater to the needs of their employees and ultimately improve overall satisfaction and productivity.

(Vadnala et al., 2019) Implementing employee welfare initiatives is crucial to raising work satisfaction and productivity levels in businesses. Research indicates that contented workers are more likely to be driven, engaged, and dedicated to their jobs (Smith et al., 2017). A favourable work environment and general employee well-being may be enhanced by providing suitable welfare amenities, such as lighting, ventilation, and medical benefits (Jones & Brown, 2015). Furthermore, it has been shown that social security benefits and professional

progression chances are important components of employee retention and satisfaction (Gupta, 2019). The majority of workers at Hyderabad's Bharat Heavy Electricals Limited (BHEL) are happy with the welfare programmes the business offers. Increasing health examinations, improving the increasing health checkups, creating a better working environment, providing sufficient spittoons, and educating employees on new technology developments. Overall, while the welfare measures at BHEL are commendable, there is still room for enhancement to further enhance employee satisfaction and productivity.

(Vinitha et al., 2020) Numerous research works have examined employee wellbeing initiatives in a variety of industries, including sugar mills, power distribution firms, and industrial clusters. These studies have mostly examined how globalisation affects labour markets and welfare systems, as well as the effectiveness of statutory welfare measures for employees. Furthermore, the interaction between non-profit organisations and governmental entities in providing welfare services has been examined in the literature that is now available. The Amenities Satisfaction Factor, Environment Satisfaction Factor, and Monetary Satisfaction Factor were shown to be the three main elements impacting employee satisfaction. A demographic research showed that most workers were between the ages of 26 and 30, had diplomas, and had over 8 years of work experience. Amenities satisfaction emerged as the most crucial factor, followed by environment satisfaction and monetary satisfaction. Semi-skilled employees exhibited higher levels of amenities satisfaction compared to highly skilled employees. Age and educational qualifications were found to impact satisfaction levels, with employees prioritizing welfare, health, and safety measures to enhance overall satisfaction.

(Siddegowda, 2020) With a focus on Mysuru city specifically, the research study explores the statutory welfare measures within the building construction business. The importance of welfare facilities in improving the general health and well-being of construction workers has been highlighted in earlier research. Numerous studies have demonstrated how welfare amenities like drinking water, restrooms, first aid kits, and canteen services may enhance working conditions and boost employee happiness. Furthermore, studies highlight how crucial it is to provide enough welfare facilities, including as canteens, restrooms, and creches, in order to guarantee the wellbeing of construction workers. The study found a relationship between several welfare programmes offered to construction workers. Factor analysis revealed the adequacy of the sample for assessing welfare facilities in the industry. Welfare measures were found to play a crucial role in enhancing the health and well-being of workers in the construction sector. Recommendations included the necessity of proper creches, latrines, and canteen facilities to further improve worker welfare in the industry.

(Davis et al., 2019) The literature review conducted for this study covers a wide variety of issues pertaining to worker welfare programmes in various settings. A few of the topics examined in previous studies include the employment of women in the garment industry, job burnout, employee happiness among college instructors, employee economics and industrial relations, employee welfare and social security, and economic changes and employee policy in India. The background information provided by these research makes it easier to understand the importance of employee wellness initiatives in a variety of industries and situations. The primary emphasis of the study was how satisfied and aware employees were of corporate welfare schemes. As part of the study methodology, primary data were collected using a structured questionnaire, and the simple percentage approach and multiple regression analysis were employed to examine the data. Regression study confirmed a strong correlation between

overall satisfaction and key welfare measures such as medical facilities, canteen facilities, good working environment, and toilet facilities. Suggestions were made to enhance employee awareness and satisfaction with welfare measures, including providing uniforms, improving canteen facilities, and enhancing medical facilities. The findings underscore the critical role that employee welfare measures play in contributing to the success of a company.

(R. Mohanapriya, 2019)Employee welfare measures play a crucial role in enhancing employee productivity and performance in organizations. Previous studies have highlighted the positive impact of welfare measures on employee satisfaction, motivation, and overall well-being (Smith et al., 2017; Brown & Jones, 2019). These measures encompass various aspects such as healthcare benefits, work-life balance initiatives, and professional development opportunities, all of which contribute to creating a conducive work environment for employees (Johnson & Lee, 2018). The study at Vimpro Tech in Puducherry, India, with a sample size of 100 employees, revealed a significant association between welfare measures and employees' self-efficacy. There was a clear relationship between welfare measures and work performance among the employees. Overall, employees expressed satisfaction with the existing welfare measures, although areas for improvement were identified, particularly in transport facilities and the working environment.

(Geetha & Muthumeenakshi, 2020)The literature reviewed in this paper emphasizes the importance of Quality of Work Life (QWL) in various industries and organizations. Previous studies have shown that QWL significantly impacts employee perception, organizational excellence, and comparative analysis between different types of institutions. It is widely acknowledged that enhancing QWL through statutory welfare measures is crucial for

improving employee satisfaction and performance. The correlation between statutory welfare measures and QWL has been a key focus in the literature, with findings suggesting a strong relationship between the two variables. The study focused on statutory welfare measures and QWL in cooperative and private sugar mills in Tamil Nadu. There is a significant relationship between statutory welfare measures and QWL in the sugar industry. Improving QWL through effective welfare measures can enhance employee satisfaction and performance. Further research could explore comparisons of QWL across different industries.

(Tiwari, 2014)Employee welfare facilities play a crucial role in enhancing employee satisfaction and productivity within organizations. The provision of adequate welfare measures has been linked to improved employee efficiency and overall well-being. Previous research emphasizes the significance of welfare facilities in promoting a positive work environment and fostering employee engagement. However, there is a consensus that continuous efforts are required to enhance existing welfare programs to meet the evolving needs and expectations of employees. The welfare facilities at Vindhya Telelinks Ltd. are deemed satisfactory, but there is room for improvement. Suggestions for enhancement include providing recreation facilities, comprehensive medical services, promoting welfare initiatives, organizing health camps, and creating a better workplace environment. This study underscores the importance of employee welfare measures in driving employee satisfaction and productivity, while also highlighting the potential areas for improvement within the organization. Further exploration of employee welfare practices across different industries can offer valuable insights for enhancing employee well-being and organizational performance.

(Jain, n.d.) By assessing the current state of welfare facilities and suggesting improvements, the study paper carried out at Indian Oil Corporation Limited's Lubes Plant in Vashi, Navi Mumbai, adds to the body of knowledge already available on employee welfare practices. Prior research has demonstrated a strong correlation between the calibre of welfare benefits offered by companies and employee happiness, with important roles being played by things like workplace cleanliness, overtime pay, and cafeteria services. The study also highlights how employee productivity and well-being are affected by relationships with supervisors, pay scales, and health and safety policies. Employee satisfaction with current welfare facilities was found to be generally positive, however there were certain areas that needed improvement, such as cafeteria services, overtime allowances, and restroom hygiene, according to a research conducted at Indian Oil Corporation Limited's Lubes Plant in Vashi revealed that employees generally expressed satisfaction with existing welfare facilities, but identified areas for improvement, including canteen services, overtime allowances, and washroom hygiene. The research underscores the significance of addressing these welfare aspects to foster a positive work environment and enhance employee well-being. The study utilized primary data collected through a questionnaire filled out by 40 employees, highlighting the importance of employee welfare in improving work-life quality and overall employee satisfaction.

(*A_Study_on_Employee_Welfare_Measure_at_V*, n.d.) An issue of concern to a variety of businesses has been employee satisfaction with regard to welfare measures in organisations. Research has indicated that welfare policies have a major effect on both overall productivity and employee happiness. Offering social services including housing, education, health care, and canteens has been associated with increased productivity and employee retention. Enhancing welfare measures is crucial to raising employee happiness and productivity levels, according to earlier study. Welfare policies have a big impact on productivity and worker happiness. The majority

of Tamil Nadu Newsprint and Papers Limited workers expressed satisfaction with the company's housing, medical, and educational resources. To boost efficiency and employee happiness, there is space for improvement. There were no discernible variations in satisfaction levels according to gender, age, experience, or income.

(Vinitha et al., 2020) Employee health, safety, and welfare measures are crucial aspects of the chemical industry, as highlighted in various studies. The concept of labor welfare and the necessity of welfare work in India have been emphasized in the literature, stressing the importance of promoting worker efficiency and productivity through adequate measures. Previous research has also examined the relationship between experience and safety office work, age and health checkup facilities, and income and medical reimbursement facilities in the context of employee well-being in the industry. The study on employee health, safety, and welfare measures in the chemical industry in the Salem region revealed significant relationships between experience and safety office work. However, no significant relationships were found between age or income and health facilities. The results suggest that organizations should maintain current facilities while focusing on improving medical reimbursement and providing necessary safety equipment to enhance employee well-being. Overall, employees in the industry expressed satisfaction with their jobs and the facilities provided by the firms, indicating a positive perception of the existing welfare measures.

(Perera, 2015) Employee retention is a critical aspect of organizational success, with welfare facilities playing a significant role in influencing employees' decisions to stay or leave a company. Previous studies have highlighted the importance of welfare facilities such as staff loans, canteen facilities, accommodation, and other amenities in enhancing employee

satisfaction and loyalty. Research has shown that a positive working environment, supported by well-developed welfare programs, can lead to higher levels of employee retention. However, there is a need for further exploration into the specific impact of welfare facilities on retention rates, particularly within the catering sector in Sri Lanka. The study conducted in a selected company in Sri Lanka revealed a positive relationship between welfare facilities - including staff loans, canteen facilities, accommodation, and other amenities - and employee retention among non-managerial staff. The results underscore the importance of enriching welfare facilities to maximize employee benefits and improve retention rates. Statistical analysis confirmed the significant impact of welfare facilities on employee retention, suggesting that investing in employee welfare can yield positive outcomes for organizations in terms of retaining valuable talent. Further research is recommended to delve deeper into the effects of additional factors on employee retention within the catering industry in Sri Lanka.

(Daniali et al., 2022)The research explored competency frameworks in the healthcare, social affairs, and educational/cultural sectors within the Welfare Organization of Iran. Previous studies in various countries have emphasized the importance of competencies such as effective communication, decision-making, and evaluation in job performance and behavior. Competency mapping frameworks have been developed for public sector employees and managers, highlighting professional knowledge, skills, social maturity, and behaviors. The use of the Analytic Hierarchy Process (AHP) has been prevalent in prioritizing competencies across different industries. Variations in competency expectations among individuals in different sectors. Importance of competencies like effective communication, decision-making, and evaluation in job performance. Development of competency frameworks for employees in specialized fields within the Welfare Organization of Iran. Emphasis on the need for

comprehensive frameworks to guide employee growth and development. Application of competency mapping frameworks in other provinces of Iran and different sectors of the healthcare system.

(Baruno et al., 2019)The research by Agustawan Djoko Baruno et al. at Dr. Soetomo University in Surabaya, Indonesia, delves into the impact of work atmosphere on employee performance, with a focus on the mediating role of employee welfare. Drawing on existing literature, the study defines work atmosphere as the conditions surrounding employees that can influence their work, encompassing factors such as workplace environment, facilities, hygiene, lighting, tranquility, and interpersonal relations. Employee welfare, on the other hand, pertains to the rewards and benefits provided to employees, including salary and incentives. Through a sample of 70 active employees, the study found a significant positive relationship between work atmosphere and employee performance, with lighting identified as the most dominant factor. Moreover, employee welfare was highlighted as a key mediating variable in enhancing employee performance. These findings underscore the importance of fostering a conducive work environment and ensuring adequate welfare measures to boost employee performance and overall organizational success.

(Kumari, 2020)The study explores the impact of employee welfare facilities on job satisfaction, drawing on previous research by Dahlsrud (2008) and Mackey (2007) to highlight the importance of corporate social responsibility (CSR) and its social implications in different

organizational settings. Davids et al. (2014) emphasize the significance of training relevance and effectiveness in the transfer of skills and knowledge in the workplace, indicating that training programs that are perceived as relevant and effective have a positive impact on professional development and job performance. The study found a significant positive relationship between job satisfaction and work-related issues, cafeteria facilities, allowances, and welfare policies, supporting the hypotheses related to these factors. The regression analysis showed that job satisfaction has a 71% impact on the 26 items studied, indicating the importance of employee welfare facilities in enhancing job satisfaction. The management at the organization studied understands the importance of employee welfare and provides various allowances, high pay scales, and other benefits, which contribute to getting the best performance from employees.

(Sivakalyankumar et al., 2008) The study conducted at RINL, Vizag steel plant examined the impact of employee welfare measures on satisfaction levels. The research found that the majority of respondents expressed satisfaction with the welfare measures provided by the company, including facilities such as drinking water, first aid, canteen hygiene, and gender-specific washrooms. The study emphasized the significance of welfare measures in enhancing productivity and job satisfaction. Additionally, the 2016 amendment bill extending maternity leave for women employees at the plant was positively received, with employees appreciating the benefits provided. Suggestions for improvement included enhancing drinking water facilities, first aid equipment, canteen services, and non-statutory measures. The study underscored the importance of employee welfare measures in organizational settings, supported by various references. Key findings highlighted the positive correlation between welfare measures and employee satisfaction, emphasizing the need for continuous

improvement in these areas to foster a conducive work environment and enhance overall well-being.

(Alam et al., 2015)The study focuses on the impact of wages and welfare facilities on employee productivity in the Ready-Made Garment (RMG) industry of Bangladesh. Previous research has highlighted the significance of these factors in enhancing employee motivation and, subsequently, productivity. Studies have shown that higher wages and better welfare facilities can lead to increased motivation among employees, ultimately improving their performance. Higher wages and improved welfare facilities are associated with increased employee motivation, leading to enhanced productivity levels. The study's methodological approach, including structured questionnaires and data analysis using PLS-SEM, ensured the reliability and validity of the findings. Recommendations stemming from the research advocate for the implementation of strategies aimed at providing competitive wage packages and adequate welfare facilities to foster a more productive workforce in the industry.

(. & ., 2019)The literature reviewed for this study encompasses various aspects related to employee welfare measures, job satisfaction, and industrial relations. Topics covered include factory welfare measures, job burnout, job satisfaction among college teachers, employment for women in the garment industry, employee economics and industrial relations, employee welfare and social security, and economic reforms and employee policy in India. These references provide a comprehensive background for understanding the importance of employee welfare measures in enhancing job satisfaction and overall industrial relations within organizations. The results indicated a significant relationship between overall satisfaction and

specific welfare measures such as medical facilities, canteen facilities, good working environment, and toilet facilities. Suggestions were provided to enhance employee awareness and satisfaction, including the provision of uniforms, regular meetings, and improvements in canteen facilities.

(Dr. B. Santhi, 2023)Employee welfare facilities play a crucial role in enhancing job satisfaction, productivity, and organizational success. Previous research has highlighted the importance of factors such as housing, transportation, compensation, and infrastructure in influencing employee well-being and satisfaction. Studies have emphasized the need for organizations to prioritize employee welfare by providing adequate health, recreation, and infrastructure facilities to create a conducive work environment. Recommendations for improvement include enhancing employee satisfaction through better welfare amenities and creating a more favorable work environment. Significant relationships were found between age, educational qualification, and satisfaction levels, emphasizing the importance of addressing these factors in improving overall employee well-being and organizational outcomes.

(Pritha Agrawal & Dr. Shantanu Bose, 2023)Employee welfare is a critical component of organizational success, encompassing a wide range of services and facilities aimed at enhancing employee well-being beyond monetary compensation. Research has consistently shown that employee welfare measures have a positive impact on various aspects of employee satisfaction, performance, and overall organizational productivity. Studies have highlighted the importance of providing welfare amenities such as sanitization, transportation, medical benefits, and recreational facilities in promoting employee happiness, health, commitment, and

loyalty. The correlation between employee welfare programs and labor productivity has been well-documented across different industries, emphasizing the significance of offering a comprehensive range of welfare services to improve the quality of life for employees and ensure their contentment and productivity.

Research Gaps:

1.Limited Understanding of Employee Needs:

The HR department might not have a clear picture of what employees value most in terms of welfare facilities.

2.Uncertainty about the utilization and impact of existing facilities:

The HR department might lack data on how effectively employees are utilizing the current welfare programs and their impact on employee well-being.

Research Questions:

1.What are the most significant employee concerns regarding well-being at Deccan Fine Chemicals, and how effectively do current facilities address these concerns?

2. To what extent are Deccan Fine Chemicals' current employee welfare facilities being utilized by employees, and how do employees perceive the impact of these facilities on their well-being?

3. How can the HR department measure the effectiveness of current welfare programs in terms of their impact on employee well-being and satisfaction?

Research objectives:

1. To identify the most significant employee concerns regarding well-being at Deccan Fine Chemicals.
2. To assess the effectiveness of current employee welfare facilities in addressing these identified concerns.
3. To identify potential gaps or areas for improvement in Deccan Fine Chemicals' employee welfare facilities.

Research methodology:

Research Design:

The research design for this study aimed to explore employees' perceptions of existing welfare and benefit schemes. The objective was to assess how satisfied employees were with current offerings and gather insights for potential improvements. A simple random probabilistic sampling technique was used to ensure each employee had an equal chance of being included in the sample. The sample size consisted of 72 respondents, deemed sufficient to achieve statistical reliability while being manageable for detailed analysis.

Data Collected:

Primary data was collected through a survey that employed a structured questionnaire with closed-ended questions. The questionnaire covered various topics, including demographic information, awareness and utilization of welfare and benefit schemes, levels of satisfaction with these schemes, and suggestions for enhancements or new offerings. Questions on

satisfaction were typically rated on a Likert scale, while suggestions were recorded in short-answer format.

Data analysis:

For data analysis, descriptive statistics such as frequencies, means, and standard deviations were calculated to summarize the demographic profile and general satisfaction levels. Cross-tabulations were used to identify patterns between demographic variables and satisfaction, providing insights into whether specific groups had unique preferences or concerns. Additionally, correlation analysis helped determine if any significant relationships existed between satisfaction with certain welfare and benefit schemes and overall employee satisfaction. Thematic analysis was applied to the qualitative data, allowing common themes to emerge from respondents' suggestions and feedback.

The analysis revealed general satisfaction with welfare and benefit schemes but also highlighted areas for improvement. Employees suggested enhancements in specific areas, such as increased health insurance coverage, more flexible paid time off, and improved retirement plans. These findings provided a clear direction for recommendations, focusing on the most impactful changes that could enhance employee satisfaction and contribute to overall workplace morale and retention.

Data Analysis and Result

Reliability

Statistics

Cronbach's Alpha	N of Items
.892	20

the Cronbach's Alpha value of 0.892 indicates that the set of 20 items has a high level of internal consistency.

DESCRIPTIVE STATISTICS

Statistics

		Age	Gender	Education	What do you consider the most important welfare activity provided by the organization?	How satisfied are you with the nutritious food options provided by the organization?	How often do you use your organization's clinic for health check-ups or medical services?
N	Valid	72	72	72	72	72	72
	Missing	0	0	0	0	0	0
Mean		1.72	1.39	1.38	1.28	2.44	1.50
Median		1.50	1.00	1.00	1.00	3.00	1.00
Std. Deviation		.876	.491	.568	.655	.902	.692

The data presents indicates that the majority of the 72 respondents are younger males with lower levels of formal education. Health-related benefits, such as health insurance,

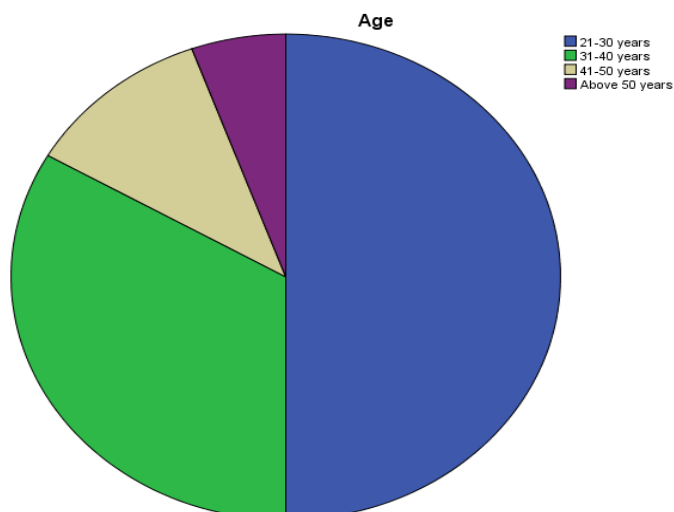
are considered the most important welfare activity, with consistent preference among respondents.

Satisfaction with the organization's nutritious food options is slightly above neutral, but there's noticeable variability, suggesting mixed opinions on food quality. The usage of the organization's clinic for health check-ups or medical services is generally low, with most respondents indicating infrequent use.

In summary, the organization could focus on improving health-related benefits, enhancing food quality and variety, and addressing any issues related to clinic usage to increase overall employee satisfaction and engagement.

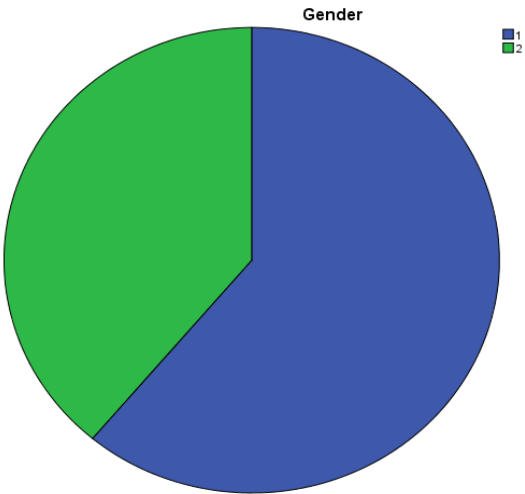
Age

	Frequency	Percent	Valid Percent	Cumulative Percent
21-30 years	36	50.0	50.0	50.0
31-40 years	24	33.3	33.3	83.3
Valid 41-50 years	8	11.1	11.1	94.4
Above 50 years	4	5.6	5.6	100.0
Total	72	100.0	100.0	



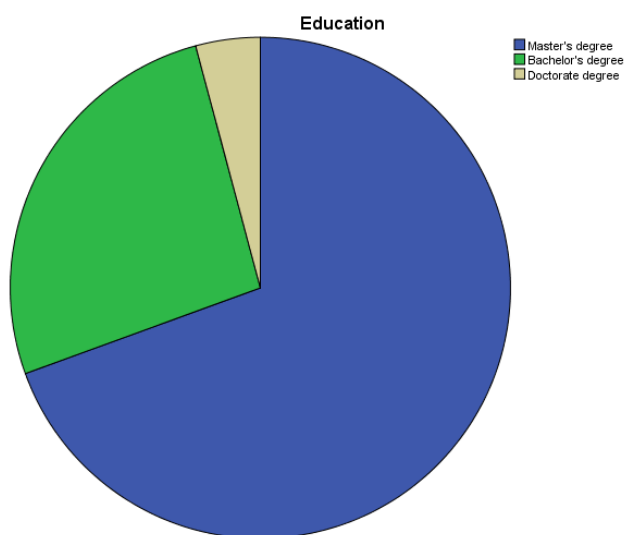
The age distribution of the 72 respondents shows that half of them are in the 21-30 age group, indicating a predominantly young workforce. The second-largest segment is the 31-40 age group, accounting for 33.3% of the total, followed by the 41-50 age group, which represents 11.1%. The smallest segment is those above 50 years, comprising just 5.6% of the sample. This pattern reveals a workforce heavily skewed towards younger employees, with over 80% of the respondents falling below 40 years old. This demographic structure could influence organizational practices and policies, suggesting a focus on youth-oriented workplace benefits, career growth opportunities, and engagement strategies tailored to a younger workforce.

Gender				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	44	61.1	61.1	61.1
Female	28	38.9	38.9	100.0
Total	72	100.0	100.0	



The gender distribution of the 72 respondents shows that a majority are male, with 61.1% of the total sample, while females make up 38.9%. This indicates that the workforce has a higher proportion of males compared to females, suggesting a gender imbalance. The cumulative percent shows that by adding the female respondents, the total reaches 100%, confirming that these are the only two gender categories included in the sample. This distribution might reflect broader industry trends or internal organizational factors affecting gender representation. Given this disparity, the organization could consider strategies to promote gender diversity and inclusion to achieve a more balanced representation.

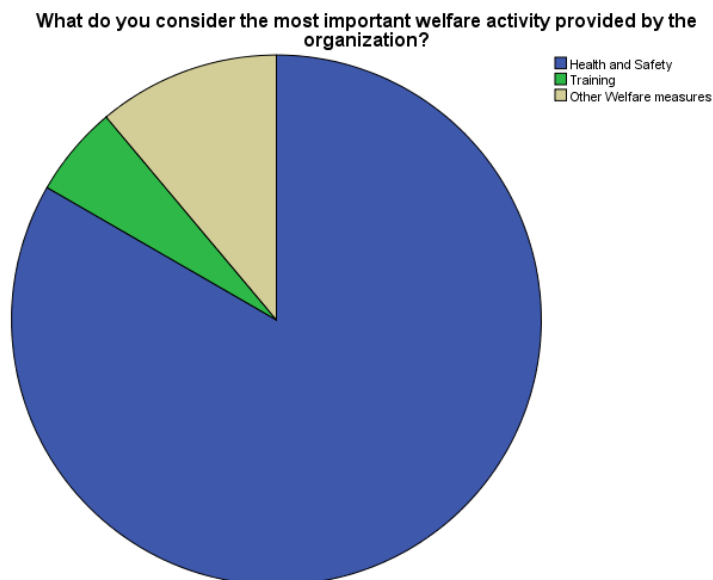
Education				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Master's degree	50	69.4	69.4
	Bachelor's degree	19	26.4	95.8
	Doctorate degree	3	4.2	100.0
	Total	72	100.0	100.0



The education level of the 72 respondents shows that the majority hold a Master's degree, accounting for 69.4% of the total sample. The second-largest group holds a Bachelor's degree, comprising 26.4% of respondents. The smallest group has a Doctorate degree, with just 4.2%. The cumulative percentages indicate that when the Bachelor's degree and Doctorate degree

groups are added to the Master's degree group, the total reaches 100%, suggesting these are the three education categories included in the sample. This distribution suggests that the workforce is highly educated, with most employees having at least a Bachelor's degree. The prevalence of Master's degrees might reflect a focus on advanced qualifications within the organization or industry, implying a need for specialized skills or expertise. The small percentage with Doctorate degrees could indicate limited roles requiring such high-level qualifications or a focus on applied knowledge rather than research-oriented skills.

What do you consider the most important welfare activity provided by the organization?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Health and Safety	60	83.3	83.3	83.3
Training	4	5.6	5.6	88.9
Other Welfare measures	8	11.1	11.1	100.0
Total	72	100.0	100.0	

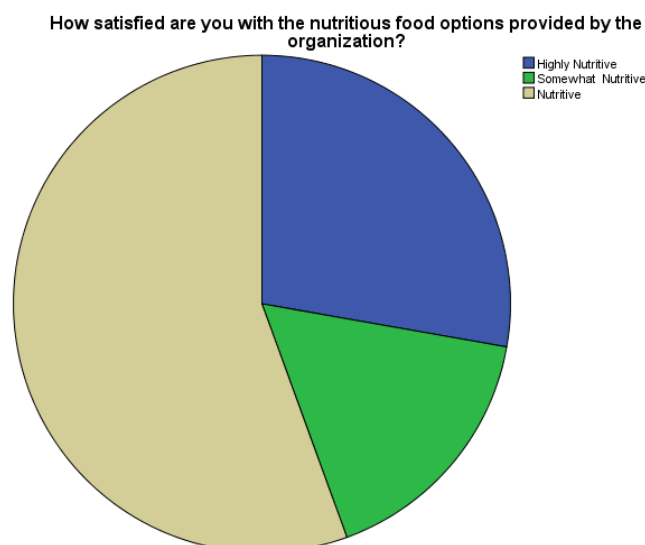


The data on the most important welfare activity provided by the organization reveals that the majority of the 72 respondents, accounting for 83.3% of the total sample, consider health and

safety measures to be the most crucial. This indicates a strong emphasis on employee well-being and workplace safety within the organization, suggesting a proactive approach to maintaining a healthy and safe working environment. The smaller percentages of respondents who prioritize training (5.6%) or other welfare measures (11.1%) suggest that while these activities are valued, they are not perceived as being as paramount as health and safety initiatives. This distribution underscores the importance of prioritizing health and safety initiatives in the organization's welfare policies and practices, potentially indicating a focus on compliance with regulatory standards, employee wellness programs, and risk management strategies.

How satisfied are you with the nutritious food options provided by the organization?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly Nutritive	20	27.8	27.8	27.8
Somewhat Nutritive	12	16.7	16.7	44.4
Nutritive	40	55.6	55.6	100.0
Total	72	100.0	100.0	

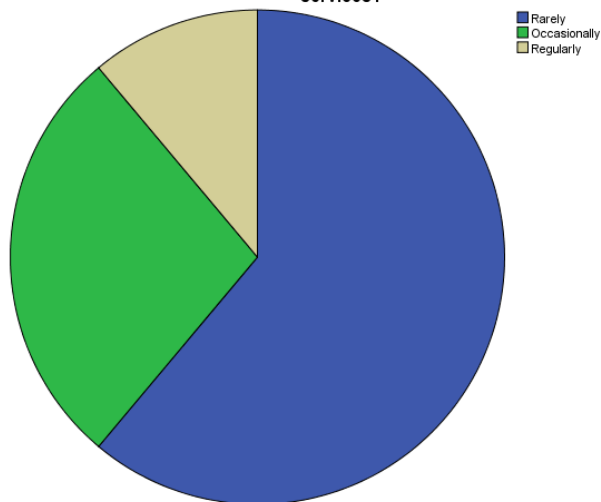


The data on satisfaction with nutritious food options provided by the organization shows that a majority of the 72 respondents, accounting for 55.6%, consider the food to be Nutritive, suggesting a general level of satisfaction with the food's nutritional quality. However, 27.8% of respondents find the food options to be Highly Nutritive, indicating a segment of employees who are very satisfied with the food's health benefits. A smaller portion, 16.7%, considers the food to be only Somewhat Nutritive, hinting at some reservations about the nutritional value or variety. This distribution suggests that while most respondents are generally satisfied with the nutritious food options, there is room for improvement to increase the proportion of those who view the options as highly nutritious. The organization might focus on enhancing food variety or promoting healthier choices to raise overall satisfaction levels.

How often do you use your organization's clinic for health check-ups or medical services?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rarely	44	61.1	61.1
	Occasionally	20	27.8	88.9
	Regularly	8	11.1	100.0
	Total	72	100.0	

How often do you use your organization's clinic for health check-ups or medical services?



Examining the frequency of using the organization's clinic for health check-ups or medical services, the data indicates that 61.1% of the 72 respondents use the clinic Rarely. This shows that the majority of employees do not frequently utilize the organization's healthcare facilities. A smaller portion, 27.8%, report using the clinic Occasionally, suggesting a moderate level of engagement. Only 11.1% use the clinic Regularly, indicating that a small minority consistently relies on the organization's medical services. This pattern could imply that most employees prefer other healthcare options or have limited reasons to visit the clinic. To address this, the organization could investigate the factors behind low usage, such as service quality, convenience, or awareness, and implement strategies to increase clinic utilization, enhancing employee health and satisfaction.

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.949	3	4.316	4.144	.009 ^b
	Residual	70.829	68	1.042		

Total	83.778	71			
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a. Dependent Variable: [How satisfied are you with the welfare measures provided by the organization?]

b. Predictors: (Constant), [How would you evaluate the overall health and safety facilities provided by the organization?], [How satisfied are you with the medical benefits provided to employees and their families?], [Are you satisfied with the on-site medical facility provided by the organization?]

Coefficients						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.609	.473	3.403	.001	
	[How satisfied are you with the medical benefits provided to employees and their families?]	.405	.161	.400	2.518	.014
	[Are you satisfied with the on-site medical facility provided by the organization?]	-.061	.188	-.052	-.325	.746
	[How would you evaluate the overall health and safety facilities provided by the organization?]	.214	.158	.152	1.357	.179

a. Dependent Variable: [How satisfied are you with the welfare measures provided by the organization?]

The analysis presents a regression model exploring the factors that impact employees' satisfaction with welfare measures provided by their organization. The model investigates three independent variables: satisfaction with medical benefits for employees and their families, satisfaction with the on-site medical facility, and evaluation of overall health and safety facilities.

The findings indicate that satisfaction with medical benefits for employees and their families is a significant predictor of satisfaction with welfare measures. With an unstandardized coefficient of 0.405 and a p-value of 0.014, this variable shows a strong positive relationship

with the dependent variable. This suggests that when employees are more satisfied with their medical benefits, they are likely to feel more content with the organization's welfare measures overall.

On the other hand, satisfaction with the on-site medical facility has a slight negative coefficient (-0.061), but this effect is not statistically significant, as reflected in the p-value of 0.746. This suggests that any impact of the on-site medical facility on satisfaction with welfare measures is likely negligible.

Similarly, the evaluation of overall health and safety facilities, with a coefficient of 0.214, does not show a significant effect on the satisfaction with welfare measures, given the p-value of 0.179. This indicates that the relationship between health and safety facilities and satisfaction with welfare measures isn't strong enough to be considered statistically meaningful.

In summary, satisfaction with medical benefits is a key factor influencing employees' perception of welfare measures, while other factors like the on-site medical facility and overall health and safety facilities do not show a significant impact in this context.

CORRELATIONS

Correlations

		How satisfied are you with the nutritious food options provided by the organization ?	[How satisfied are you with the welfare measures provided by the organization?]	[How satisfied are you with the medical benefits provided to employees and their families?]	[How would you rate the overall welfare facilities offered by the organization?]	[Are you satisfied with the on-site medical facility provided by the organization?]
How satisfied are you with the nutritious food options provided by the organization?	Pearson Correlation Sig. (2-tailed) N	1 72				
[How satisfied are you with the welfare measures provided by the organization?]	Pearson Correlation Sig. (2-tailed) N	.313** .007 72	1 72			
[How satisfied are you with the medical benefits provided to employees and their families?]	Pearson Correlation Sig. (2-tailed) N	.375** .001 72	.360** .002 72	1 72		
[How would you rate the overall welfare facilities offered by the organization?]	Pearson Correlation Sig. (2-tailed) N	.085 .477 72	.453** .000 72	.394** .001 72	1 72	
[Are you satisfied with the on-site medical facility provided by the organization?]	Pearson Correlation Sig. (2-tailed) N	.234* .047 72	.223 .060 72	.712** .000 72	.461** .000 72	1 72

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

This table shows the Pearson correlation coefficients between several factors relating to employees' satisfaction with various organizational facilities. A correlation coefficient (r) indicates the strength and direction of the linear relationship between two variables. Values closer to 1 or -1 represent stronger relationships, with positive values indicating a positive

relationship and negative values indicating a negative relationship. Asterisks indicate statistical significance at different levels.

Nutritious Food and Welfare Measures: The correlation between satisfaction with nutritious food options and satisfaction with welfare measures is 0.313, significant at the 0.01 level ($p = 0.007$). This indicates a moderate positive relationship, suggesting that employees who are more satisfied with nutritious food options tend to be more satisfied with the organization's welfare measures.

Welfare Measures and Medical Benefits: The correlation between welfare measures and medical benefits is 0.360, also significant at the 0.01 level ($p = 0.002$). This shows a moderate positive relationship, indicating that employees who are satisfied with medical benefits are also likely to be satisfied with welfare measures.

Nutritious Food and Medical Benefits: The correlation between nutritious food options and medical benefits is 0.375, which is significant at the 0.01 level ($p = 0.001$). This suggests a moderate positive relationship, indicating that satisfaction with nutritious food is associated with satisfaction with medical benefits.

Welfare Measures and Overall Welfare Facilities: The correlation between welfare measures and overall welfare facilities is 0.453, significant at the 0.01 level ($p < 0.001$). This indicates a relatively strong positive relationship, suggesting that satisfaction with welfare measures tends to align with satisfaction with overall welfare facilities.

Medical Benefits and On-Site Medical Facility: The correlation between these two variables is the highest in the table, at 0.712, significant at the 0.01 level ($p < 0.001$). This indicates a strong positive relationship, suggesting that satisfaction with medical benefits is closely related to satisfaction with the on-site medical facility.

Nutritious Food and On-Site Medical Facility: The correlation between nutritious food options and the on-site medical facility is 0.234, which is significant at the 0.05 level ($p = 0.047$). This suggests a weak to moderate positive relationship, indicating that satisfaction with nutritious food is somewhat associated with satisfaction with the on-site medical facility.

Overall, these correlations suggest that various aspects of organizational welfare are interrelated, with satisfaction in one area often accompanying satisfaction in others. The relationships between medical benefits and the on-site medical facility are particularly strong, while other relationships, such as those between nutritious food and the on-site medical facility, are weaker but still significant.

FINDINGS OF THE RESEARCH

Strong Emphasis on Health and Safety

Overall Importance: A significant majority of respondents (83.3%) consider health and safety to be the most important welfare activity provided by the organization. This underscores the organization's strong focus on employee well-being and compliance with safety standards.

Potential Correlation: Given that health and safety is viewed as critical, this suggests a need for robust health and safety protocols to maintain a high level of satisfaction among employees.

Clinic Usage and Medical Benefits

Low Clinic Usage: The data indicates that most respondents (61.1%) rarely use the organization's clinic for health check-ups or medical services. This suggests that while the organization provides on-site medical facilities, they are underutilized.

Significance of Medical Benefits: Satisfaction with medical benefits has a significant impact on overall satisfaction with welfare measures, with a significant coefficient of .405 ($p = .014$).

This indicates that employees place considerable importance on the quality and availability of medical benefits.

Nutritious Food and Welfare Measures

Moderate Satisfaction with Nutritious Food: Most respondents are generally satisfied with the nutritious food options, with 55.6% considering them Nutritive and 27.8% Highly Nutritive. However, 16.7% find the food only Somewhat Nutritive, indicating a need for improvement.

Food and Welfare Satisfaction: There is a moderate correlation ($r = .313$, $p = .007$) between satisfaction with nutritious food and satisfaction with welfare measures, suggesting a link between the two.

Education and Workforce Demographics

Highly Educated Workforce: The majority of respondents (69.4%) have a Master's degree, indicating a workforce with advanced education levels. This could point to a need for specialized training and professional development to keep employees engaged and motivated.

Age Distribution: The age distribution shows a predominantly younger workforce, with 83.3% of respondents under 40 years old. This suggests a need for youth-oriented workplace benefits and career development opportunities.

Areas of Improvement

Increase Clinic Utilization

Address Clinic Usage: Given the low utilization of the on-site clinic, the organization should explore the reasons behind this trend. This could involve addressing issues like accessibility, quality of care, and employee awareness of services offered.

Promote Clinic Services: Implement campaigns to increase employee awareness of the clinic's benefits and encourage more frequent use for health check-ups and medical services.

Enhance Health and Safety Programs

Reinforce Health and Safety: As health and safety is considered the most important welfare activity, the organization should ensure that its programs meet or exceed employee expectations. This could involve conducting regular safety audits and providing additional training on safety protocols.

Expand Health and Safety Initiatives: Consider broadening the scope of health and safety programs to include mental health support and stress management resources.

Improve Nutritious Food Options

Expand Food Variety: Since there is some dissatisfaction with nutritious food options, the organization could expand the variety and quality of food offered. This could include offering more balanced meals and healthy snacks.

Engage Employees in Food Planning: Involve employees in planning the food menu to ensure their preferences are considered, leading to higher satisfaction with food offerings.

Strengthen Medical Benefits

Improve Medical Benefits: Given the significant impact of medical benefits on overall satisfaction with welfare measures, the organization should focus on enhancing the quality and range of medical benefits offered to employees and their families.

Regularly Review Benefits Packages: Conduct periodic reviews of medical benefits packages to ensure they meet employee needs and industry standards.

Focus on Education and Development

Provide Professional Development Opportunities: With a highly educated workforce, the organization should focus on providing advanced training and professional development opportunities to keep employees engaged and motivated.

Tailor Training to Age Demographics: Considering the younger age distribution, the organization could offer career development opportunities and mentorship programs tailored to a younger workforce, promoting career growth and retention.

RECOMMENDATIONS

Increase Awareness and Accessibility of the On-Site Clinic

Health Campaigns: Launch internal campaigns to raise awareness about the on-site clinic's services and benefits, emphasizing its role in promoting employee health.

Flexible Clinic Hours: Offer flexible operating hours to accommodate employees' varying schedules, encouraging more frequent use of the clinic.

Employee Feedback Mechanisms: Create channels for employees to provide feedback on their experiences with the clinic to identify areas for improvement and increase trust in the clinic's services.

Enhance Health and Safety Programs

Regular Safety Audits: Conduct periodic safety audits to ensure compliance with safety standards and identify areas that require improvement.

Safety Training and Workshops: Organize regular safety training sessions and workshops for employees to reinforce safe practices in the workplace.

Mental Health Support: Expand health and safety initiatives to include mental health resources, such as stress management workshops and access to counseling services.

Improve Nutritious Food Options

Diversify Food Offerings: Expand the variety of nutritious food options available to employees, incorporating a broader range of healthy meals and snacks.

Employee Involvement in Menu Planning: Engage employees in planning the food menu to ensure their preferences are considered, leading to higher satisfaction with the food options.

Nutrition Education: Provide educational resources on nutrition to encourage employees to make healthier food choices, thereby supporting overall well-being.

Strengthen Medical Benefits

Review and Update Medical Benefits: Conduct regular reviews of medical benefits packages to ensure they meet the changing needs of employees and align with industry best practices.

Family Inclusion: Ensure that medical benefits cover employees' families, as this is a key factor in employee satisfaction with welfare measures.

Employee Consultation on Benefits: Engage employees in discussions about medical benefits to gather feedback and suggestions for improvement, fostering a sense of ownership and satisfaction.

Professional Development and Training

Offer Advanced Training: Provide a range of advanced training and professional development opportunities to keep employees engaged and motivated, particularly for those with higher education levels.

Mentorship Programs: Implement mentorship programs to foster career development, especially for the predominantly younger workforce, promoting long-term retention and growth.

Customized Training Plans: Develop customized training plans to meet the unique needs of different age groups and educational backgrounds, ensuring that training is relevant and effective.

Promote Gender Diversity and Inclusion

Gender Diversity Initiatives: Launch initiatives to promote gender diversity and inclusion in the workplace, addressing the current gender imbalance.

Diversity Training: Offer diversity training to all employees to foster an inclusive workplace culture and raise awareness about gender equity.

Equal Opportunity Programs: Implement programs that support equal opportunities for career advancement and leadership roles, encouraging a more balanced representation of genders in the workforce.

CONCLUSION

In summary, the analysis of welfare measures in the organization reveals that health and safety are viewed as the most important aspect, pointing to the need for strong safety protocols and expanded health-related initiatives. However, the underutilization of the on-site clinic indicates a need to raise awareness and address barriers to its use, while the moderate satisfaction with nutritious food suggests room for improvement in food variety and quality. The significant

influence of medical benefits on overall welfare satisfaction underscores the importance of comprehensive benefits packages. To address these findings, recommendations focus on enhancing health and safety programs, diversifying food options, strengthening medical benefits, promoting professional development, and advancing gender diversity and inclusion. By implementing these recommendations, the organization can create a supportive work environment that boosts employee well-being and engagement, leading to improved productivity and a positive organizational culture.

TASK HANDLED

As part of the human resources and administration department, a variety of tasks were undertaken aimed at streamlining processes and supporting the organization's workforce. These tasks included:

Onboarding Process- Facilitated the smooth onboarding of new hires by arranging orientation and training sessions, as well as sharing crucial information about company policies and culture.

Oversaw the distribution of onboarding materials and resources to ensure new employees were equipped for success.

Competency Matrix and Training Assessment- Revamped the competency matrix to assess employee skills and pinpoint areas for further training, leading to tailored development plans.

This systematic assessment helped improve employee performance and satisfaction with their roles.

Leave Entries Management -Handled employee leave requests and tracked absences, ensuring adherence to company rules and legal regulations.

Accurate record-keeping supported productivity and workforce continuity.

Inward and Outward Documentation-Managed documentation for all incoming and outgoing communications, maintaining organized records.

This facilitated efficient communication within the organization and with external contacts.

Data Entry and Management-Inputted and managed various employee and organizational data, ensuring information accuracy and supporting decision-making.

This contributed to efficient data management and a well-organized HR department.

This work contributed to a safe working environment and compliance with safety standards.

Digitalization of Data- Transitioned from paper-based to digital record-keeping, improving data efficiency and accessibility.

This shift supported streamlined operations and enhanced data security.

Filing and Organization- Systematically organized physical and digital files, ensuring that important documents were easily retrievable.

This meticulous filing maintained the integrity of records and supported future reference.

Restructured Organization Chart and Job Descriptions- Updated organizational structures and job descriptions to align with evolving company needs and objectives.

This ensured clear reporting lines and defined role expectations, which improved team dynamics and productivity.

Updated Internal Employee Database

Kept employee records updated in the internal database, ensuring accurate information for reporting and compliance.

This task supported HR planning, performance, reviews, and legal compliance.

LEARNINGS

1. Comprehending Onboarding Processes

- Ensuring new employees are properly trained and oriented during onboarding is key to their successful integration. This experience underscores the significance of a thorough onboarding process for enhancing employee engagement and retention.

2. Data Management and Organization

- Overseeing data entries, records, and filing systems has sharpened attention to detail and organizational abilities. This underscores the importance of maintaining accurate records for effective HR operations.

3. Embracing Digital Transformation

- Moving from paper-based to digital systems provides insights into the advantages of digitalization in HR, including greater efficiency, better accessibility, and enhanced data security.

4. Safety and Compliance

- Keeping the safety manual current emphasizes the critical role of safety protocols and compliance in maintaining a secure workplace environment.

5. Restructuring Organizational Charts and Job Descriptions

- Involvement in updating company structures and job roles offers a glimpse into how organizations adapt to evolving business needs and objectives.

6. Employee Relations and Communication

- Managing leave requests, employee information, and communication stresses the importance of clear communication and positive employee relations for a harmonious work environment.

7. Project Management and Flexibility

- Handling a diverse range of tasks enhances project management skills and flexibility, requiring effective prioritization and juggling of multiple responsibilities.

8. Understanding Workplace Dynamics and Team Collaboration

- Working with various teams and interacting with employees from different departments provides a better understanding of workplace dynamics and underscores the value of cross-departmental collaboration.

CHALLENGES

1. Manager Coordination

- Working with managers can be difficult due to their varying schedules and priorities. Successful teamwork relies on effective communication and careful scheduling to ensure tasks are completed on time.

2. Restricted Access to Confidential Information

- Privacy policies and organizational rules may limit access to sensitive information. This can pose challenges when trying to gather the necessary data for certain tasks.

3. Converting to Digital Data

- Transitioning from paper-based to digital systems involves challenges like ensuring data accuracy, organizing information, and protecting data privacy and security.

4. Time Management and Task Prioritization

- Managing multiple projects simultaneously demands strong time management skills and the ability to prioritize tasks. This involves planning daily activities and adjusting schedules to meet deadlines.

5. Managing Employee Expectations

- Addressing employee requests, concerns, and expectations requires tact and clear communication to ensure fair treatment while adhering to company policies.

6. Learning New HR Software and Technologies

- Getting familiar with new HR software and technologies can be tricky, particularly if the systems are frequently updated or subject to change.

7. Building Workplace Relationships

- Establishing positive relationships with colleagues, managers, and employees can be a challenge, especially for interns. Building trust takes time and a consistent effort to connect with others.

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Annexure

Questionnaire

A Study of Employee Welfare Facilities at Deccan Fine Chemicals

Dear Participant,

I am conducting a study titled “A Study of Employee Welfare Facilities at Deccan Fine Chemicals” and need your input.

Your feedback will help us evaluate our current training effectiveness and identify areas for improvement. Your participation is voluntary and all responses are confidential. Instructions for Completing the Survey: Simply **tick (✓) the box or circle** the word that corresponds to your choice. You can only select one option for each question. If you need to change your answer, make sure to clearly indicate your final choice.

Age

21-30 years	31-40 years	41-50 years	Above 50 years
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Gender

Male	Female
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Education

Diploma	Bachelor's degree	Master's degree	Doctorate degree
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Welfare

How satisfied are you with the welfare measures provided by the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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How would you rate the overall welfare facilities offered by the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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Employee benefits

How satisfied are you with the conveyance, housing rent allowance (HRA), and educational allowances provided by the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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How satisfied are you with the Social Security Benefits (e.g., Gratuity, Provident Fund, Insurance) offered by the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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How satisfied are you with the regularity of salary increments?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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Canteen facilities

How satisfied are you with the canteen services at the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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How satisfied are you with the nutritious food options provided by the organization?

Highly Nutritive	Nutritive	Somewhat Nutritive	Least Nutritive
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How satisfied are you with the hygienic conditions in and around the canteen and workplace area?

Always Maintained	Mostly Maintained	Sometimes Maintained	Never Maintained
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How satisfied are you with the food, snacks, and drinks provided at different intervals throughout the day?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
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Medical Facilities

How satisfied are you with the medical benefits provided to employees and their families?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
---------------------	--------------	---------	-----------------	------------------------

Are you satisfied with the on-site medical facility provided by the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
---------------------	--------------	---------	-----------------	------------------------

How often do you use your organization's clinic for health check-ups or medical services?

Regularly	Occasionally	Rarely	Never	Not applicable
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Quality of Workplace

How would you rate the working environment in the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
---------------------	--------------	---------	-----------------	------------------------

How would you rate the hygienic conditions in the washrooms?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
---------------------	--------------	---------	-----------------	------------------------

How would you evaluate the overall health and safety facilities provided by the organization?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
---------------------	--------------	---------	-----------------	------------------------

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How do you feel about the organization's leave policy?

Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
---------------------	--------------	---------	-----------------	------------------------

What do you consider the most important welfare activity provided by the organization?

Training	Health and Safety	Other Welfare Measures
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Thank you for your response

Your time and feedback are greatly appreciated