



# A Study on Employee Welfare Measures with Special Reference to Trainee Employees at IJL Pvt Ltd

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## How to Cite this Article:

N, Y. (2026). A Study on Employee Welfare Measures with Special Reference to Trainee Employees at IJL Pvt Ltd. International Journal of Creative and Open Research in Engineering and Management, <i>02</i>(04).  
<https://doi.org/10.55041/ijcope.v2i4.014>

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<https://doi.org/10.55041/ijcope.v2i4.014>

## Abstract

Employee welfare has become a strategic component of human resource management, especially in labor-intensive industries such as manufacturing. Welfare measures not only ensure employee well-being but also significantly contribute to improving productivity, motivation, and organizational effectiveness. The present study focuses on analyzing the effectiveness of employee welfare measures provided to trainee employees at IJL Pvt Ltd.

The study adopts a descriptive and analytical research design using both primary and secondary data. Primary data were collected from 100 trainee employees using a structured questionnaire based on a 5-point Likert scale. Secondary data were gathered from academic journals, company records, and relevant literature. Statistical tools such as percentage analysis, mean score analysis, correlation analysis, and Chi-square tests were used to interpret the data.

The findings indicate that welfare measures such as safety facilities, medical support, sanitation, training programs, and canteen services significantly influence employee satisfaction, productivity, and commitment. More than 75% of respondents expressed satisfaction with the welfare facilities provided. The mean score of 3.9 reflects a high level of employee satisfaction. Correlation and Chi-square analysis confirm a significant relationship between welfare measures and job satisfaction.

However, the study also identifies gaps in areas such as transportation, recreational facilities, and awareness of welfare policies. The study concludes that effective welfare measures enhance employee morale, reduce absenteeism, and improve organizational performance. Continuous evaluation and modernization of welfare practices are essential for sustaining long-term growth.

## Keywords

Employee Welfare, Trainee Employees, Job Satisfaction, Productivity, Organizational Performance, Manufacturing Sector



## Introduction

In today's competitive and dynamic business environment, organizations increasingly recognize that human resources are the most valuable assets. The efficiency, productivity, and long-term sustainability of an organization largely depend on the well-being and satisfaction of its employees. As a result, employee welfare has emerged as a crucial element of organizational strategy.

Employee welfare refers to the various services, facilities, and benefits provided by employers to improve the physical, mental, and social well-being of employees. These measures include both statutory provisions (mandated by law) and non-statutory initiatives (voluntarily provided by organizations). Welfare measures aim to create a safe, healthy, and supportive working environment that enhances employee morale and productivity.

In manufacturing industries, employee welfare assumes even greater importance due to the nature of work involved. Employees are often exposed to physically demanding tasks, long working hours, and occupational hazards. In such conditions, welfare facilities such as safety equipment, medical services, sanitation, and proper ventilation become essential.

Trainee employees represent a unique category within the workforce. They are typically new entrants who require guidance, training, and a supportive environment to adapt to organizational culture. Welfare measures play a critical role in helping trainees reduce stress, improve learning, and enhance performance.

This study focuses on IJL Pvt Ltd, a manufacturing organization, to evaluate the effectiveness of welfare measures provided to trainee employees. It examines how these measures influence employee satisfaction, motivation, and overall organizational performance.

## Literature review

The concept of employee welfare has been widely studied across various industries, emphasizing its impact on productivity, job satisfaction, and organizational performance.

Rajat Kumar Saha (2024) highlighted that welfare measures significantly improve employee engagement and productivity. Employees who feel valued demonstrate higher efficiency and lower attrition rates. Similarly, Sabil & Hakim (2023) found that welfare programs such as healthcare, safety, and supportive work environments enhance employee motivation and performance.

Antonaci et al. (2024), in the context of Industry 5.0, emphasized that employee welfare is central to human-centered workplaces. The integration of technology with employee well-being leads to improved productivity and sustainable growth.

Chen et al. (2023) examined the relationship between welfare measures and employee retention, concluding that welfare programs improve job satisfaction and reduce turnover intentions. Ergonomics studies further indicate that welfare measures reduce fatigue, workplace injuries, and absenteeism.

However, most studies focus on general employees rather than trainee employees. There is limited research analyzing the combined impact of welfare measures on awareness, satisfaction, and productivity among trainee employees. This study addresses this research gap.



## Objectives of the study

### Primary Objective

- To examine statutory welfare measures provided to trainee employees

### Secondary Objectives

- To assess awareness levels of trainee employees regarding welfare facilities
- To evaluate employee satisfaction towards welfare measures
- To analyze the relationship between welfare measures and job satisfaction
- To examine the impact of welfare on employee commitment and productivity
- To suggest improvements for enhancing welfare practices

### Statement of the Problem

In modern industrial environments, organizations invest significantly in employee welfare measures. However, the effectiveness of these measures depends on employee awareness, accessibility, and satisfaction.

Trainee employees, being new to the organization, may face challenges in adapting to the work environment. Lack of awareness or inadequate welfare facilities can lead to dissatisfaction, reduced motivation, and lower productivity.

Therefore, it is essential to evaluate whether welfare measures at IJL Pvt Ltd are effectively implemented and whether they meet the expectations of trainee employees.

### Research methodology

The study adopts a **descriptive and analytical research design**, suitable for understanding employee perceptions and welfare effectiveness.

### Data Collection

- **Primary Data:** Structured questionnaire (100 respondents)
- **Secondary Data:** Journals, reports, company documents

### Sampling Design

- Population: Trainee employees
- Sample Size: 100
- Sampling Method: Convenience sampling

### Statistical Tools

- Percentage Analysis
- Mean Score Analysis
- Correlation Analysis
- Chi-square Test



## Hypothesis

- **H0:** No relationship between welfare and job satisfaction
- **H1:** Significant relationship exists

## Results and Discussion

### 1. Welfare Facilities Analysis

The study reveals that IJL Pvt Ltd provides comprehensive welfare facilities including:

- Drinking water and sanitation
- Safety equipment and training
- Medical facilities
- Canteen services
- Ventilation and working conditions

These facilities ensure employee safety and improve working conditions.

### 2. Employee Awareness

A majority of employees are aware of welfare measures, indicating effective communication by the HR department. However, some employees lack full awareness of available benefits.

### 3. Employee Satisfaction

- Over **75% of employees are satisfied**
- Mean score: **3.9 (High Satisfaction)**

Key satisfaction drivers:

- Safe working environment
- Medical support
- Clean facilities
- Training opportunities

### 4. Statistical Analysis

- **Correlation:** Strong positive relationship between welfare and job satisfaction
- **Chi-square:** Significant relationship confirmed

This proves that **better welfare = higher productivity & commitment**

## Findings

The study provides a clear understanding of how employee welfare measures influence trainee employees at IJL Pvt Ltd. Based on the analysis of responses collected from 100 respondents, several important findings have emerged.



Firstly, it is observed that the organization provides a wide range of welfare facilities, including basic amenities such as drinking water, sanitation, ventilation, medical support, and safety equipment. These facilities meet the statutory requirements and ensure a safe working environment for employees.

Secondly, the level of awareness among trainee employees regarding welfare measures is relatively high. Most respondents are aware of the facilities provided by the organization, which indicates effective communication by the management. However, a small percentage of employees are not fully informed about all available welfare benefits, suggesting a need for better awareness initiatives.

Another key finding is that the majority of employees are satisfied with the welfare measures provided. Facilities such as safety provisions, medical services, and clean working conditions received positive responses. This indicates that the organization is successful in meeting the basic expectations of its employees.

The study also reveals a strong relationship between employee welfare and job satisfaction. Employees who perceive welfare measures positively tend to show higher levels of satisfaction, motivation, and commitment towards the organization. This highlights the importance of welfare practices in improving overall employee performance.

Furthermore, welfare measures contribute to reducing absenteeism and improving productivity. Employees working in a safe and supportive environment are more focused and efficient in their tasks. This ultimately benefits the organization in terms of performance and output.

However, the study also identifies certain gaps. Facilities such as transportation and recreational amenities are either limited or not fully satisfactory. Some employees expressed the need for additional welfare benefits that go beyond basic facilities.

Overall, the findings indicate that while IJL Pvt Ltd has implemented effective welfare measures, there is still scope for improvement in certain areas to enhance employee satisfaction further.

### Suggestions

Based on the findings of the study, several suggestions are proposed to improve employee welfare measures and enhance overall organizational effectiveness.

To begin with, the organization should focus on improving awareness of welfare facilities. Even though most employees are aware, there are still some who lack complete knowledge. Regular awareness programs, orientation sessions, and communication through digital platforms can help employees better understand the benefits available to them.

Secondly, transportation facilities should be improved or introduced for employees. Many trainee employees may face difficulties in commuting, which can affect their punctuality and productivity. Providing transportation support would increase convenience and job satisfaction.

Another important suggestion is to enhance recreational and relaxation facilities. Introducing rest areas, recreational activities, or stress-relief programs can help employees maintain a healthy work-life balance. This is especially important in manufacturing environments where work can be physically demanding.

The organization should also consider implementing modern welfare initiatives such as mental health support, wellness programs, and counseling services. These measures can help employees manage stress and improve their overall well-being.



Improving training and development programs is another key area. Trainee employees require continuous learning opportunities. Providing structured training, skill development programs, and mentorship can enhance their performance and confidence.

In addition, the company should strengthen its safety measures and regularly monitor workplace conditions. Conducting safety audits, providing updated equipment, and offering regular safety training can further reduce risks.

The organization should also introduce a feedback system where employees can share their opinions about welfare facilities. This will help management identify issues quickly and make necessary improvements.

Finally, adopting digital solutions such as employee welfare portals or mobile applications can make welfare services more accessible and transparent.

## Conclusion

The study clearly shows that employee welfare measures play a vital role in shaping employee satisfaction, motivation, and productivity, especially among trainee employees. IJL Pvt Ltd has taken significant steps in providing essential welfare facilities, ensuring a safe and supportive work environment.

The findings indicate that most employees are satisfied with the welfare measures, and these facilities positively influence their job performance and commitment towards the organization. The strong relationship between welfare and job satisfaction highlights the importance of investing in employee well-being.

At the same time, the study also identifies areas where improvements are needed, such as transportation, recreational facilities, and awareness of welfare benefits. Addressing these gaps will further enhance employee satisfaction and organizational efficiency.

In today's competitive business environment, employee welfare is not just a legal requirement but a strategic necessity. Organizations that prioritize employee well-being are more likely to achieve long-term success, higher productivity, and better employee retention.

Therefore, IJL Pvt Ltd should continue to strengthen and modernize its welfare practices by adopting a more employee-centric approach. A balanced focus on both physical and psychological well-being will ensure a motivated workforce and sustainable organizational growth.



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