iJRASET
International Journal For Research in Applied Science and Engineering Technology

INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 7 **Issue:** IX **Month of publication:** September 2019

DOI: http://doi.org/10.22214/ijraset.2019.9102

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International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.177
Volume 7 Issue IX, Sep 2019- Available at www.ijraset.com

Employee Welfare Measures at Tenpath Solutions Pvt Ltd

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Abstract: Welfare measures improving, faring or doing well. It is comprehensive term, and refers to the physical, mental, moral and emotional well being of an individual.
A Study On The Safety And Welfare Measures Provided To The Employees This research work aims to study the safety and welfare measures provided for the employees of Port Trust. Safety and Welfare are two areas that play a vital role in the achieving productivity and job satisfaction in any organization. Satisfying or fulfilling the safety and security needs of the workers, would give them a better opportunity and more time to concentrate on job performance.

I. INTRODUCTION

The concept of employee welfare measures is dynamic. The industrial progress depends on a satisfied labor force , and the importance of employee welfare measures. After the placement of employees, the should be given proper training programmers' to develop their efficiency so as to serve the organizations better.
The international employee organization defined employee welfare such as services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work healthy, congenial surroundings and provided with amenities conductive to good health and high morale''.

Types of employee welfare services
Employee welfare services can be classified into two
1) Intra mural
2) Extra mura

A. Objectives Of The Study

1) To study the various welfare measures implemented by TENPATH SOLUTION PVT LTD.
2) To know about the employee satisfaction towards welfare measures
3) To study how welfare measures improve the motivation and performance of the employees.
4) To find out the awareness among the employees about the employee welfare measures.

B. Need of The Study

Employee welfare raises the company's expenses but if done correctly, it has huge benefits for both employer and employee. Other forms of welfare will aid the employee of financial burdens while welfare activities break the monotony of work.
An employee who feels appreciated will be more fulfilled, satisfied and more productive. This will not only lead to higher productivity but also satisfied customers and hence profitability for the company.

C. Scope of The Study

The study entitled ' A STUDY ON EMPLOYEE WELFARE MEASURES PRACTICED IN TENPATH SOLUTIONS PVT LTD. The researcher has given insight into various organization environment factor.
This study will also help the management to reduce the job related problems, increase motivational activities and develop the employees in such a way that their career goals are achieved.

D. Research Methodology

both the primary and secondary research was conducted during the study. Research was conducted to find out the information about the factors and to spot the areas that need the management's attention.

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1) Method of Data Collection

a) Primary data

b) Secondary data

2) Measurement Technique

The questionnaire was used as primary data. A formalized questionnaire was prepared which contains dichotomous questions, open ended questions, choice questions to collect the opinion of the employees. The data collected is represented in the form tables, by using tools such has columns and pie charts. These detailsareanalysed, interpreted and used for findings and suggestions.

II. REVIEW OF LITERATURE

Prabhakar (2019), he found that the employees were satisfied with intramural facilities. In case of extramural and non- statutory facilities further improvement was needed. He suggested that proper functioning of existing welfare schemes is need of the hour to motivate the staff. He further suggested that management should hold sessions with staff to improve welfare schemes. Overall improvement of welfare activities will help to raise the economic status of the employees and their standard of living. Introduction of better increment schemes will help to keep their morale high.

Gupta (2019), in his research study titled: "Labour Welfare and Social Security in Globalizing Economy", emphasized that welfare of labour is an important aspect for the progress of country. He stated that workers are the active partners in the industrial undertakings and without their co-operation and good work, discipline, integrity and character, the industry will not be 44 able to produce effective results or profits. to run. The study concluded that workers should be given their due share to increase their productivity and for overall development of the economy.

Kumar et. al. (2019), The study recommended improvement of the welfare measures in the functioning of cooperative society in the township premises.

Michael (2018) said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employee's thereby good human relations will develop among different cadres of employees.

Punekar, Deodhar and Sankaran (2018) in their book, "Employee Welfare, Trade Unionism and Industrial Relations" stated that employee welfare is anything done for the comfort and development of the employees.

Lalitha, T.Priyanka(2018) improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

Aswathappa (2018) in his book, discussed the various types of benefits and services provided to employee's in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way. Need for the study To know that whether welfare facilities play an important role on the working of employees.

III. INDUSTRY PROFILE

A. Information Technology

The Information Technology industry has gained a brand image as knowledge economy due to its development from software exporter to providing IT services to IT enabled services (BPO segment).The sector has been consistently contributing to India's GDP from 1.2% in the FY 1998 to 7.5% in the FY 2012.

According to NASSCOM, the IT – BPO sector in India has aggregated revenues of US $ 100 billion in FY 2012, where export comprises of US $ 69.1 billion and US $ 31.7 billion respectively growing by over 9 %.

The cities that account nearly 90% of this sectors exports are Banglore, Chennai, Hyderabad, Delhi, Mumbai and Kolkatta.

IT industry has registered a notable growth because of the rich and varied expansion into verticals, well –differentiated service offerings and Increasing growth penetration.

B. Company Profile

Tenpath solutions private limited is a private incorporated on 26th September 2000. It is classified as non govt company and is registered at register of companies, Hyderabad. Its authorized share capital is RS.500,00 and its paid capital is RS. 500,000. It is involved in software publishing, consultancy and supply software, operating systems software, business and other applications software, computer games software for all platforms.

Consultancy includes providing the best solutions in the form of custom software after analyzing the user? Custom software also includes made to order software based on order forms specific users Tenpath solutions private Limited's annual general meeting was last held on 12th September 2018 and as per records from ministry of corporate affairs, its balance sheet was last field on 2018.

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Directors ofTenpath solutions private limited are Daniel Thomas William and franklin Carroll john.
Headquater of tenpath solution private limited

Figure No: 4 Headquater of Tenpath solutions private limited

Headquartered in the united states, Tenpath solutions is a multinational leader in outsourced IT professional services. With an excellent reputation for building offshore dedicated development teams, high quality, custom software solutions with a wide array of expertise.

1) Tenpath Solutions Private Limited Services
a) Software applications – development and maintenance
b) Business intelligence – implementation and support
c) Legacy applications – migration and maintenance
d) Product development – maintenance and support
e) Software testing – automated and manual
f) Mobile applications and products – android, window phone, RIM
2) We Serve An Array Of Industries, Including
a) IT
b) Health
c) Insurance
d) Oil
e) Engineering
f) Finance
g) Security
h) Transportation
3) Welfare Measures Implemented By Tenpath Solution Private Limited
a) Disposal of wastes and effluent
b) Ventilation
c) Drinking water
d) Latrines and urinals
e) cleanliness

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IV. DATA ANALYSIS AND INTERPRETATION

A. To Study The Various Welfare Measures Implemented By Tenpath Solutions Private Limited

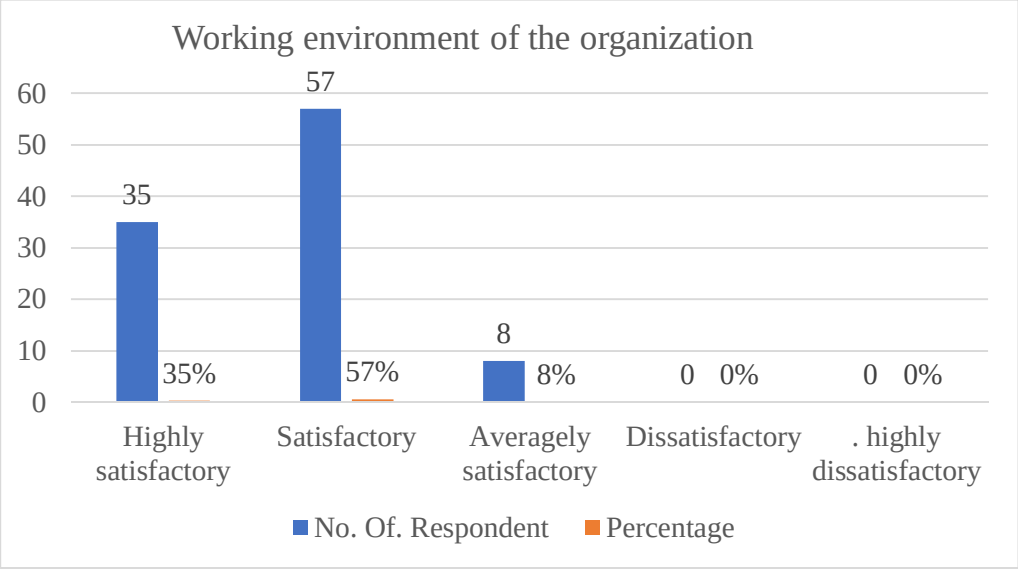
1) Q1. How do you rate the working environment of the organization?

a. Highly satisfactory b. Satisfactory
c. Dissatisfactory d. Averagely satisfactory
e. Highly dissatisfactory

Table No: 1 Particulars of working environment of the organization

Variables	Highly satisfactory	Satisfactory	Averagely satisfactory	Dissatisfactory	. highly dissatisfactory
No. Of. Respondent	35	57	8	0	0
Percentage	35%	57%	8%	0%	0%

Figure No :1 graphical representation ofworking environment of the organization



Interpretation

a) The above table shows that 35% of the respondents are highly satisfied with the working environment in the organization.
b) 57% of the respondents are satisfied with the working environment in the organization.
c) 8% of the respondents are averagely satisfied with the working environment in the organization.
d) No one can be dissatisfied with the working environment in the organization.

2) Q2 Are you satisfied with the medical benefits provided by the organization for the empolyees and their families?

a. Highly satisfactory b. Satisfactory
c. Average d. Dissatisfactory
e. Highly dissatisfactory

Table No: 2 Particulars of medical benefits provided by the organization

Variables	Highly satisfactory	Satisfactory	Average	Dissatisfactory	Highly dissatisfied
No. Of. Respondents	28	48	24	0	0
Percentage	28%	48%	24%	0%	0%

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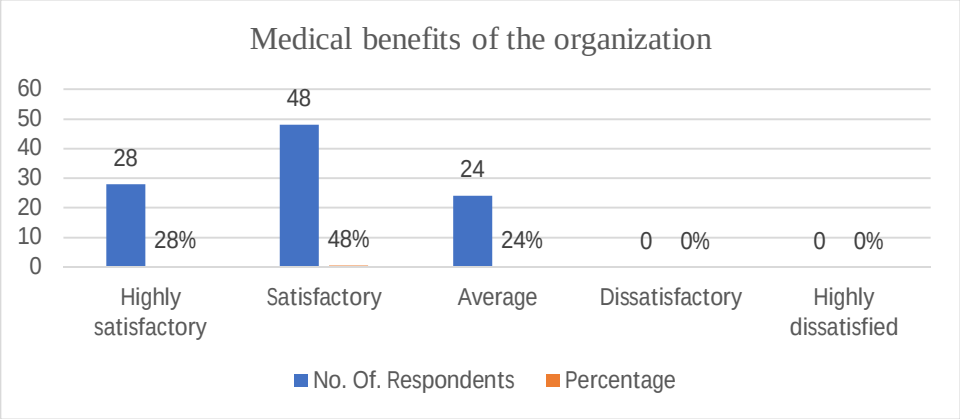
Figure No 2: graphical representation of medical benefits provided in the organization



Interpretation

a) The above table shows that 28% of the respondents are highly satisfied with the medical benefits provided by the organization.
b) 48% of the respondents are satisfied with the medical benefits provided by the organization.
c) 24% of the respondents are averagely satisfied with the medical benefits provided by the organization.
d) No one can be dissatisfied with the medical benefits provided by the organization.

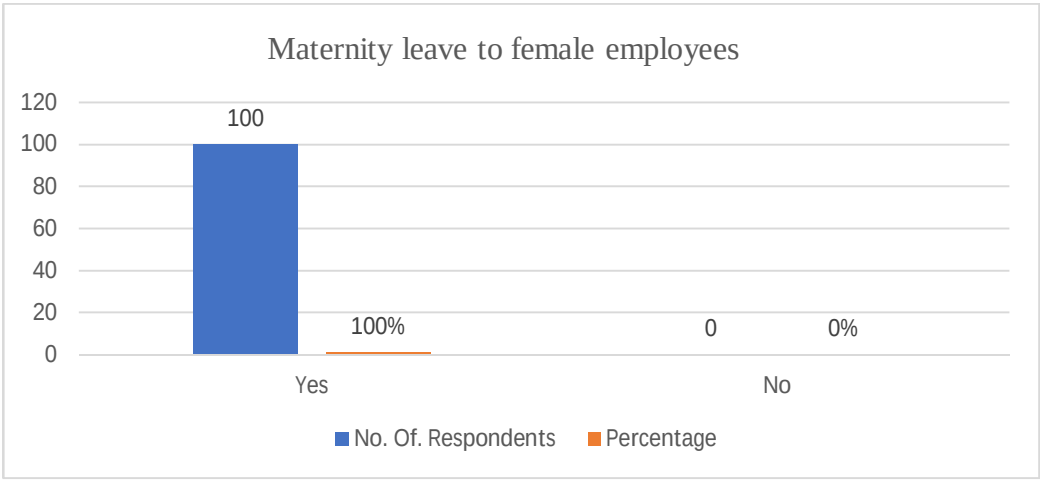
3) Q3.Does the company provide maternity leave to female empolyees ?

a. Yes b. No

Table No: 3 Particulars of maternity leave to female employees.

Variables	Yes	No
No. Of. Respondents	100	0
Percentage	100%	0%

Figure No 3 : graphical representation on maternity leave to female employees



Interpretation

a) The above table shows that 100% of the respondents are highly satisfied with the maternity leaves given by the organization.
b) No one can be dissatisfied with the maternity leaves given by the organization.

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4) Q4.How do you rate the working hours of the organization?

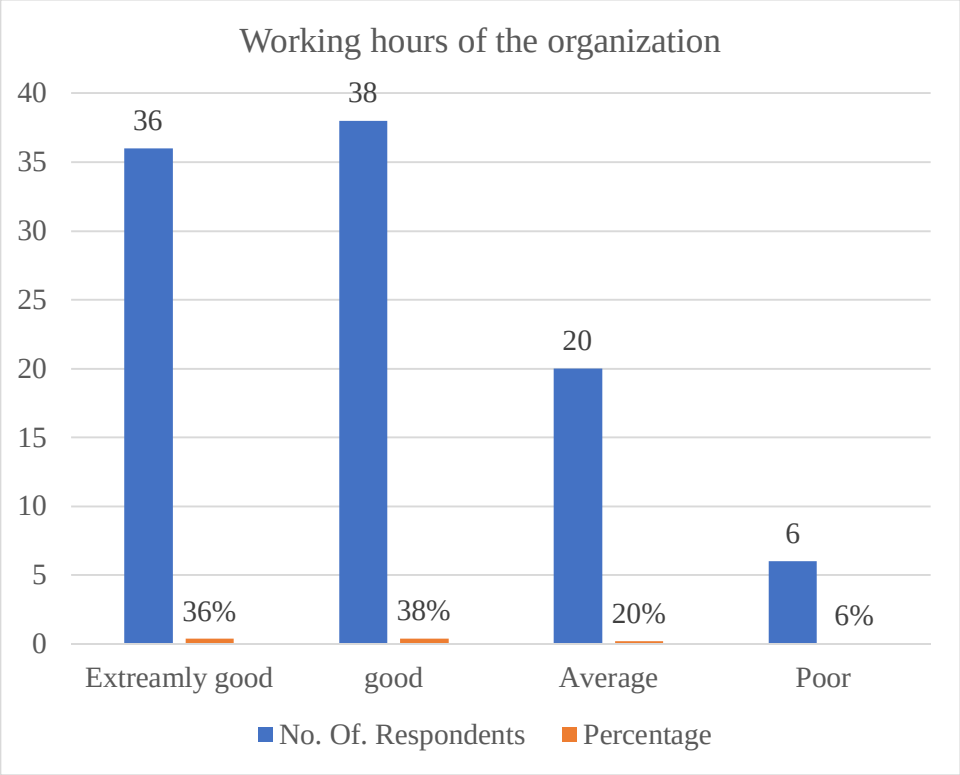
a. extreamly good b. good

c. Average d. poor

Table No: 4 Particulars of working hours of the organizationT

Variables	Extreamly good	good	Average	Poor
No. Of. Respondents	36	38	20	6
Percentage	36%	38%	20%	6%

Figure No : 4Graphical representation on working hours of the organization



Interpretation

a) The above table shows that 36% of the respondents are highly satisfied with the working hours of the organization.

b) 38% of the respondents are satisfied with the working hours of the organization.

c) 20% of the respondents are averagely satisfied with the working hours of the organization.

d) 6% of the respondents are dissatisfied with the working hours of the organization.

5) Q5. Does the companyprovided all the facilities to the empolyees working in night shift?

a. Yes b. No

Table No: 5 Particulars of company take care of employees working in night shifts

Variables	Yes	No
No. Of. Respondents	100	0
Percentage	100%	0%

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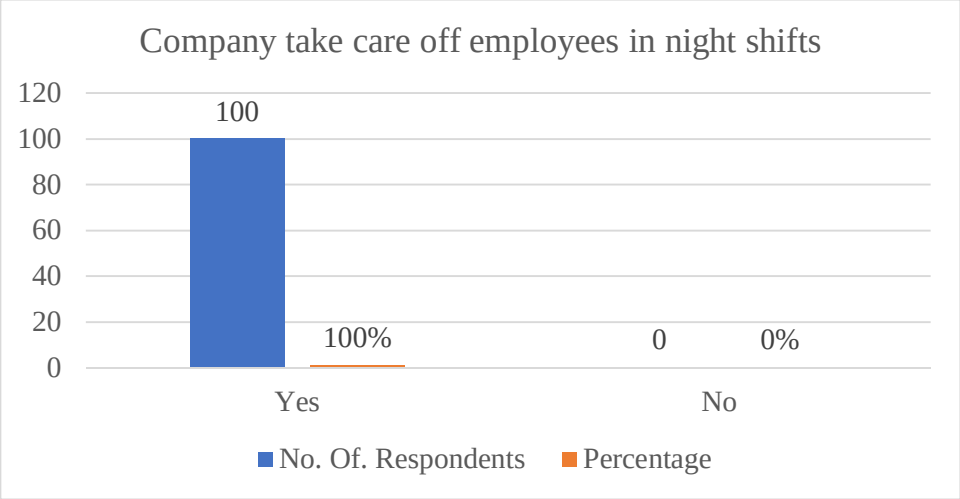
Figure No 5: Graphical representation on company take care of employees working in night shifts



Interpretation

a) The above table shows that 100% of the respondents are highly satisfied with the organization take care of the employees in night shifts.

b) No one can be dissatisfied with the organization take care of the employees in night shifts.

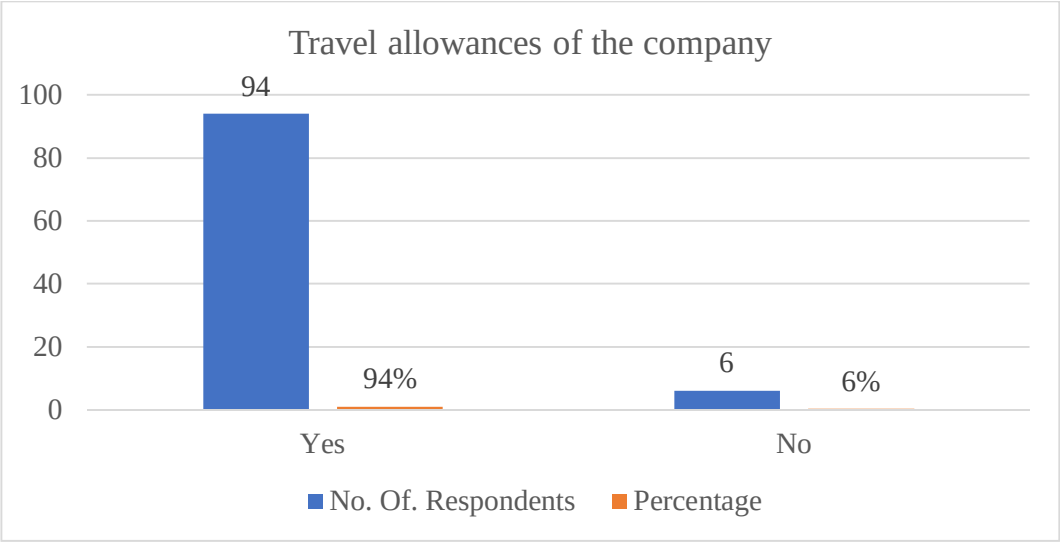
6) Q6. Does the current company offer travel allowances?

a. Yes b. No

Table No: 6 particulars of travel allowances of the company

Variables	Yes	No
No. Of. Respondents	94	6
Percentage	94%	6%

Figure No 6 : Graphical representation on travel allowances of the company



Interpretation

a) The above table shows that 94% of the respondents are highly satisfied with the travel allowances provided by the company.

b) 6% of the respondents are dissatisfied with the travel allowances provided by the company.

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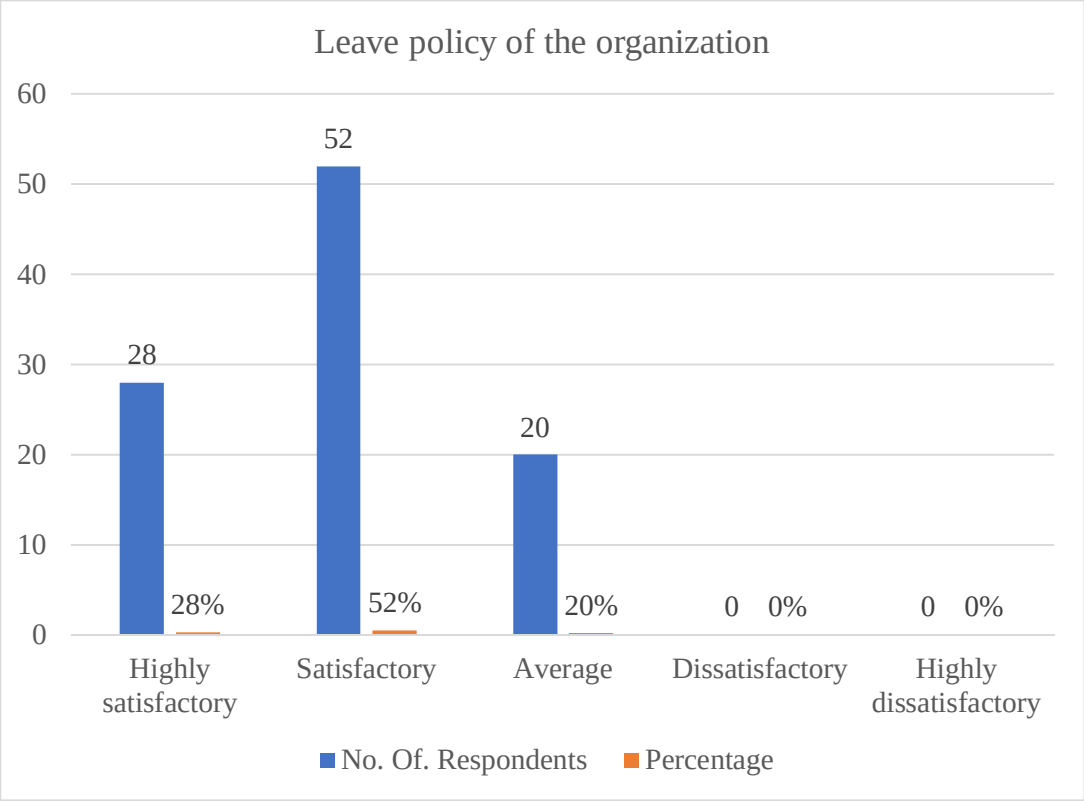
7) Q7.Are you satisfied with the leave policy of the organization?

a. Highly satisfactory b. Satisfactory
c. Average d. Dissatisfactory
e. Highly dissatisfactory

Table No: 7 Particulars ofleave policy of the organization

Variables	Highly satisfactory	Satisfactory	Average	Dissatisfactory	Highly dissatisfactory
N. Of. Respondents	28	52	20	0	0
Percentage	28%	52%	20%	0%	0%

Figure No 7: Graphical representation on leave policy of the organization



Interpretation

a) The above table shows that 28% of the respondents are highly satisfied with the leave policy of the organization.
b) 52% of the respondents are satisfied with the leave policy of the organization.
c) 20% of the respondents are averagely satisfied with the leave policy of the organization.
d) No one can be dissatisfied with the leave policy of the organization.

8) Q8. Does working in the organization give a feeling of security?

a. Yes b. No

Table No: 8 Particulars ofworking in the organization give a feeling of security

Variables	Yes	No
No. Of. Respondents	100	0
Percentage	100%	0%

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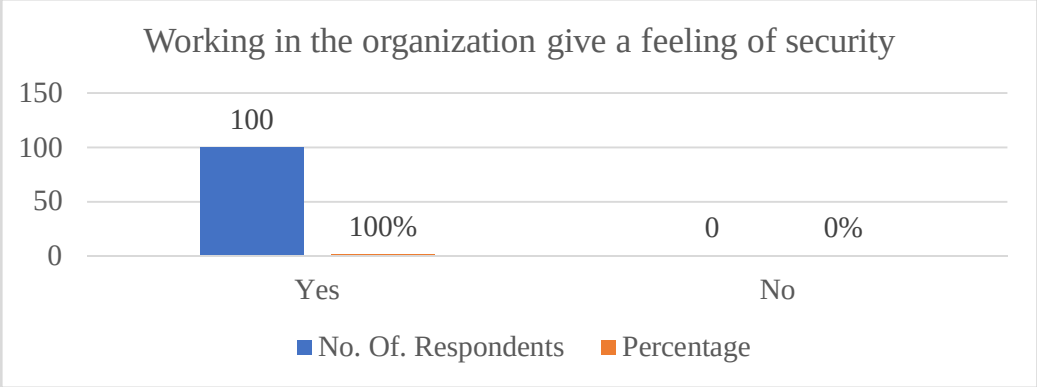
Figure No 8: Graphical representation on working in the organization give a feeling of security



Interpretation

a) The above table shows that 100% of the respondents are highly satisfied with the working in the organization give a feeling of security.

b) No onecan be dissatisfied with the working in the organization give a feeling of security.

9) Q9. Are you satisfied with the housing loan facility of the organization?

a. Highly satisfactory b. Satisfactory

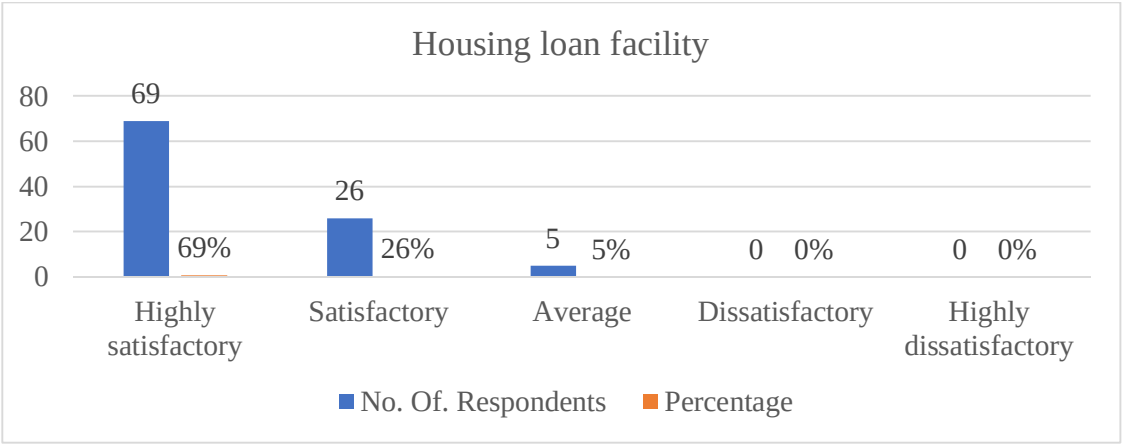
c. Average d. Dissatisfactory

e. Highly dissatisfactory

Table No: 9 Particulars of housing loan facility of the organization

Variables	Highly satisfactory	Satisfactory	Average	Dissatisfactory	Highly dissatisfactory
No. Of. Respondents	69	26	5	0	0
Percentage	69%	26%	5%	0%	0%

Figure No 9: Graphical representation on housing loan facility of the organization



Interpretation

a) The above table shows that 69% of the respondents are highly satisfied with the housing loan facility of the organization.

b) 26% of the respondents are satisfied with the housing loan facility of the organization.

c) 5% of the respondents are averagely satisfied with the housing loan facility.

d) No one can be dissatisfied with the housing loan facility of the organization.

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ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.177
Volume 7 Issue IX, Sep 2019- Available at www.ijraset.com

V. CONCLUSION

The study was to know the various welfare measures adopted by TENPATH SOLUTIONS PRIVATE LTD, and to know the effectiveness of welfare measures in the company. From this study can understand the welfare measures reduce the labour turnover, absenteeism and increase the efficiency of the employees.it is concluded that this project will be very much helpful to the management to improve better welfare measures, working conditions of the organization. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy,At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals

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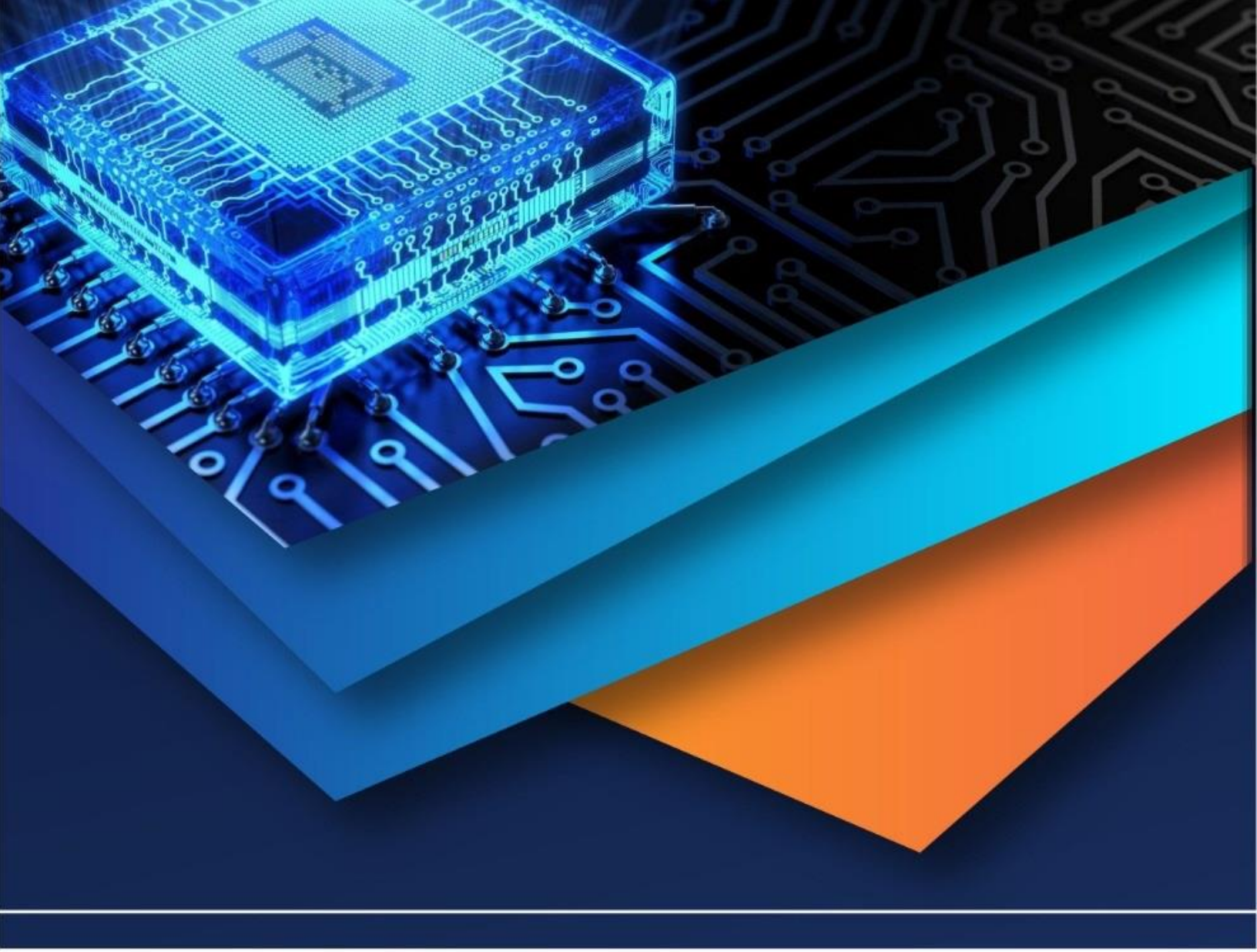

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