

Effect of the public sector organization the welfare practices

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Abstract - *The well-being of an organization's employees is an essential component since they are the organization's "life blood." To ensure the safety of the company's workforce by creating a healthy working environment and mitigating its negative impact on the workers' and their families' lives, welfare facilities have been put in place. Welfare facilities are offered in every organisation, whether public and private, since they will help them achieve their ultimate goal. An effort is being made in this research to assess the influence of various welfare amenities on the productivity of various public and private sector enterprises. This report also provides empirical data by analysing the impact of employee welfare amenities on productivity. Motivation may be described as an intangible notion that relates not only to the specific sentiments members of a group share with each other but also to what they do and how they do it.*

Keywords - *welfare, public sector, employee productivity, work motivation, Organization*

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INTRODUCTION

"Welfare" is defined as "well-being and contentment in living and working situations," and it strives to improve the quality of life for the employees of the business. Workers' behaviour and production are influenced by an organization's welfare facility for its workers. The company should provide its workers with the necessary superior welfare facilities so that they are happy and motivated to work harder, more effectively, and more efficiently for the company. To put it another way, when it comes to welfare measurements that focus on the condition of well-being (such as ensuring that people are happy, satisfied, and motivated), they fit in with the larger picture of what it means to be an individual or a community. Employee well-being is a theoretical and practical area of social well-being that aims to promote industrial output and productivity while also improving the justification of distributions. Employee welfare measures are compounded into systematic pay and other cost-effective reimbursements that are offered to employees and paid in accordance with applicable legislation and collective bargaining. Hence, the purpose of providing welfare amenities is to create a workforce that is efficient, healthy, trustworthy, and delighted, while also enhancing their living standards.

LITERATURE REVIEW

REGINA WANGUI MURUU (2016) In order to combat the negative effects that stress at work may have on an employee's quality of life and productivity, several companies have begun implementing employee

welfare programs. The core premise of welfare activities is to inspire true cooperation among workers, which in turn increases efficiency and production, which in turn benefits the economy. The research strategy used in this study was descriptive. In all, there were 213 people working at the Public Service Commission (this number includes both managers and regular workers). The researcher utilized a stratified random sampling method to pick 137 respondents from the population. Both closed-ended and open-ended questionnaires were utilized to compile the study's findings. To assess the current state of PSC's welfare initiatives, we used statistical packages including SPSS 21.0 and descriptive statistics to examine frequency distribution tables, percentages, and charts. Management in both the public and private sectors, as well as academics, had a vested interest in the study's findings. The study concluded by determining how public sector wages and safety and health programs affected employee satisfaction. Employee satisfaction in the public sector was shown to be impacted by workers' compensation initiatives and safety and health activities. Workers compensation programs were shown to increase employee satisfaction, hence the report advises that the Public Service Commission implement them. The survey also suggests that the Public Service Commission's management team emphasize

workplace safety and health initiatives to boost employee satisfaction.

Dr T S Nanjundeswaraswamy Et.Al (2019) Employer Retention and Attendance are the most pressing issues in today's competitive business environment. The efficient implementation of Quality of Work Life (QWL) campaigns may aid in the retention of talented individuals. Worker well-being is one of the measures included in QWL. Data from a sample of 50 employees was evaluated using K-S Single sample Test and K-S Two-Sample Test to verify the given Hypothesis and regression analysis. Structural Equation Modeling was developed.

Nisha Chanana Et.Al (2019) Due to lockdown, employee engagement has risen to the top of the priority list for human resource managers and practitioners at firms affected by the COVID-19 epidemic. The goal of this study is to examine how different organisations are including their workers in the fight against the coronavirus pandemic. To keep their workforces motivated in these trying times, companies are continually coming up with new and improved methods. Based on different research papers, articles, blogs, online newspapers and World Health Organization (WHO) publications, this study is a conceptual piece. As a result of the pandemic, businesses are implementing a variety of new engagement strategies, such as online family engagement practises, virtual learning and development, online team building activities, webinars with industry experts, and online weekly alignment sessions. These strategies include team meetings over video conference for lunch as well as short online game sessions. Employees and companies alike benefit greatly from participation in work-from-home regime engagement initiatives. Their workers are acquiring new skills and improving themselves as a result of participating in these sorts of events. The epidemic of COVID19 hasn't dampened the enthusiasm of the company's employees, who remain devoted to the cause.

Vishal Gupta Et.Al (2018) In every nation, public sector undertakings (PSUs) have a substantial impact on economic growth and development. For public sector executives and managers, this research examines the most pressing difficulties they confront. We spoke to 42 top managers of public sector enterprises (PSUs) from diverse sectors in 12 Indian states, encompassing the whole country. Political influence and a lack of autonomy, inflexible regulations and HR processes, and a lack of employee engagement were all found to be major management issues in our research. Leadership attributes such as a positive attitude, communication skills, change- and relationship-oriented behaviours, HR skills, and decision-making identified as the most important. Human resources departments of public sector organisations (PSUs) have prioritised staffing, training and development, and performance monitoring. Among the main reasons why Indian leaders chose to remain

employed by PSUs were a sense of purpose, a feeling of safety in their jobs, and a positive work environment. Theory and practise are examined in this section of the paper.

Asif Et.Al (2017) By implementing New Public Management, the government is better able to manage government programmes and ensure that the public sector is more effective, which benefits the public at large and improves everyone's quality of life. It is inevitable that contemporary governments would implement reforms in order to increase the public sector's efficiency and effectiveness by embracing private-sector methods. In Pakistan, public sector reforms have been designed and executed to some degree, although the claims of better performance have been inadequate. The fact that performance hasn't improved suggests that NPM deployment in Pakistan isn't working as intended. By assessing the elements that influence the performance of Pakistan's public sector organisations, this research tries to answer these issues and more. Both "Democratization and Participation (Involvement in Decision Making)" and "Customer Concept (Customer Orientation)" are shown to have a good impact on performance under NPM, according to the findings. As a consequence of workers' opposition to current efforts to devolve control or authority, "Decentralization (Delegation)" has a negative impact on performance under NPM. Due to employee unresponsiveness to current management methods, "Management Style (HR Practices)" has little impact on performance under NPM. Organizational performance may be improved by using NPM's general and particular tactics, which have been presented as recommendations.

IMPACT OF EMPLOYEE MORALE TOWARDS WELFARE MEASURES

An intangible notion, morale refers to the particular sentiments that members of the group have with one other, such as trust, self-worth, purpose and pride in one's accomplishments and faith in the leadership and organisational success. Morale in the workplace refers to an individual's or a group's sense of self-assurance or optimism, particularly as it pertains to issues like self-control and initiative. Additionally, leadership has a greater impact on employee morale than does the rest of the organisation.

In order to fulfil organisational objectives, human resources must be acquired, developed, maintained, and controlled. When all essential facilities are given and workers are satisfied, productivity is likely to rise and the business will be able to grow. Well-being refers to how well one is doing. It's a broad phrase that encompasses a person's physical, mental, ethical, and emotional well-being. Improvement of working representatives is another name for labour welfare aid. It is a term used by management, labour unions, government and non-government groups to refer to the wellbeing of workers. Worker Morale is

described as the employee's sense of well-being and job satisfaction as a result of their time spent in the working environment. Staff who are unhappy and unsatisfied with their work environment are referred to as having poor morale.

FACTORS AFFECTING EMPLOYEE MORALE IN AN ORGANISATION

Any organization's employees depend on it to maintain a culture of trust and open communication. An company that has a high level of confidence also reaps the benefits of fewer unplanned days off and a better level of employee satisfaction. Repertoire assurance is an incredibly intricate wonder that is affected by a wide range of factors on the shop floor. Components include

1. Employees are energised when their job commitment is strong and their individual ambitions and targets are aligned with the organisational success of the company.
2. It is the nature of the job that is affected by organisational behaviour, particularly when it comes to settling any differences amongst workers.
3. Aspects of the individual Workers' confidence is influenced by factors such as how long they spend at work and how much excitement for the company's mission they have, as well as their age and training.
4. Employees demand a fair wage commensurate with their expertise. As long as salaries, bonuses, raises, and other incentives are in place, workers will remain optimistic about their future prospects.
5. People's moods are influenced by the work environment and the look of the workplace itself.
6. Being a social creature, he finds his words more meaningful if he believes he has the support and fraternity of his colleagues.

EMPLOYEE SERVICES AND BENEFITS

These have to do with a company's ability to retain and motivate its employees. These are some examples:

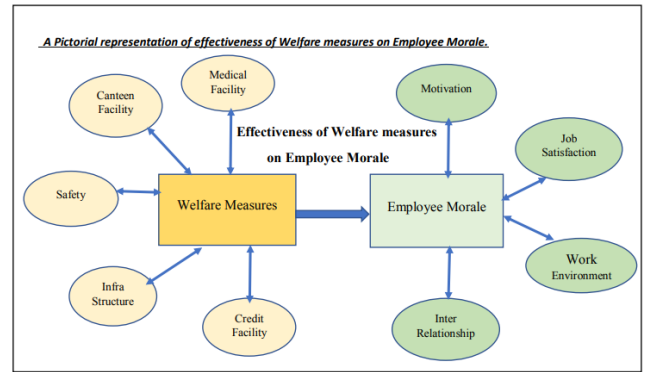
- 1) Safety provision inside the workshop
- 2) Employee counselling
- 3) The medical services
- 4) The recreational and other welfare facilities
- 5) Fringe benefits and supplementary items

Welfare Measures on Employee Morale

The work environment and organisational culture are primarily represented by employee morale. Workers' morale is greatly affected by the success of social programmes. There are two major categories of welfare measures.

1. Welfare Measures inside the workplace

2. Welfare measures outside the workplace.



Public Sector

As a general rule, the public sector is made up of the government and its owned or sponsored businesses. Federal, provincial, state, and local governments are all included in this category. Organizations in the public sector are often referred to as "public bodies" or "public authorities" under privacy law. The term "private sector" refers to businesses that are not owned by the government and hence do not fall under its purview. Corporations, enterprises, firms, and businesses of all sizes, regardless of ownership and structure, are often included in this category. Food, agricultural, forestry, and fisheries systems from production to consumption, as well as supporting services such as banking, investment, insurance, marketing, and commerce may all be included.

CONCLUSION

The research on the influence of welfare measures on employee morale assists management to better understand the degree of employee satisfaction with the welfare measures given by the company. This research shows that different factions, such as Social Security measures, welfare facilities, wage status, bonus, health condition, shift system, and acknowledgment of labour, are becoming more important in influencing the morale and productivity of the employees. When it comes to managing an organisation, employee morale has a big impact on the performance of the company since it helps to fulfil the employee's demands. Effective markers of good morale include staff retention, high productivity, development of the organization's growth, and achievement of the organization's goals.

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