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ABSTRACT

Pharmaceutical labour welfare initiatives for CIPLA, a major participant. The study examines how welfare programmes affect employee happiness and organisational success. Comprehensive analysis uses primary and secondary data in a mixed-method manner.

Primary data is collected by polling 100 corporate workers using a standardised questionnaire. Employee opinions, preferences, and satisfaction with welfare metrics are assessed by the questionnaire. This primary study provides essential input on welfare programmes by revealing worker needs and expectations.

I. INTRODUCTION

Labour welfare work provides service facilities and amenities to help employees operate in a healthy, morale-boosting environment.

Labour welfare include employer services, perks, and facilities. Through significant fringe benefits, employers make life worthwhile for workers. Welfare benefits are added to lawful pay and other economic incentives for workers.

Government, labour unions, and non-government entities may offer welfare in addition to employers. "International Labour Organisation efforts to make life worth living for workers" Oxford dictionary says "Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken."

II. REVIEW OF LITERATURE

A. SRIDEVI; M. VETRIVEL (2023) The leather goods manufacturing business in India accounts for about 20% of industrial output. Labour wellbeing is an important variable in business interactions since it assesses employee satisfaction, inspiration, and profitability. The labour welfare facility persuades and holds representatives. Welfare measures provoke unhappiness among professionals, yet most welfare facilities are sanitation and hygiene. Labour welfare includes HR wellness, happiness, contentment, protection, and progress. The research examines labour welfare facilities to determine their impact on employee satisfaction. To evaluate labour welfare and employee satisfaction. The research collected primary and secondary data. The organization's issue is studied using descriptive research. This study shows that leather manufacturers provide excellent worker wellbeing. Most labour welfare facilities in Vellore District leather products production are adequate, according to the survey.

DR. GEETANJALI BHAMBHANI (2023) Employee wellness is popular. Social and economic developments may alter its wide viewpoint and substance. Employee welfare includes the advantages and amenities firms seek to provide. A corporation must give welfare benefits to motivate employees. The study's major data source was an online survey. A

random sample of 50 people was utilised for the analysis. The studies found that workers prioritise welfare, health, and safety to improve pleasure.

YASH JADAV (2023) The research seeks to understand M/an Orient Bell Tiles' welfare facilities strategy. Welfare amenities like as health care, a positive work environment, and nutritious meals may motivate employees to accomplish their goals. Many companies face fast environmental changes. Complex, dynamic, and unexpected describes today's global competitive climate. The research examined how staff facilities affect performance. This case study was useful because it allowed an in-depth assessment of welfare facilities' effects on performance. Orient Bell Tiles staff. The report uses original data from M/s Orient Bell Tiles management and crew. The research found that M/s Orient Bell Tiles' wellness amenities improve staff performance. The company's employee welfare goals include enhanced lives, greater national policy contribution, community ownership, service access, and strategic execution.

DR. PANKAJ KAMAL SHANKAR KUMBHAR (2023) According to the 2011 Census, 90% of India's workforce is unorganised, mostly migrant labour. Work drives 41.4 million of the 456 million migrants in the nation, according to Census 2011. Labour migration is a major aspect in India's demographic shift. India has a history of internal and international migration. Unfortunately, there is no coordinated and inclusive strategy for migrant worker security and welfare. However, COVID-19 and its repercussions on migrant workers nationwide have highlighted their importance to the Indian economy. Social security and wellbeing of this industrious population are ignored, particularly during pandemics. Migrant labourers are vulnerable due to lack of basic facilities and social security. Migrant workers are unaware of legal, welfare, and social security requirements. Thus, migrant workers' difficulties and welfare must be addressed urgently as they are key to the nation's growth. Based on secondary data, this manuscript analyses the situation of migrant workers, examines government social security and welfare programmes, and discusses the roles of local stakeholders in addressing these issues in the constitutional framework.

VANITHAMANI (2023) Employee welfare advances the organization's main purpose of improving employer-employee relations, and total development is closely tied to employee pleasure. To satisfy workers psychologically and physically, the company offers several incentives and welfare programmes. This research examines dairy product manufacturing employee satisfaction with labour welfare measures. The research also identifies industry actions to improve and execute. This Pollachi manufacturing research was undertaken. The research uses structured questionnaires and simple random sampling to obtain employee data. The study sample is 97 people. This survey aims to determine employee satisfaction with social and legal welfare assistance.

DR P MANOCHITHRA (2023) The importance of industrial systems for welfare stems from two basic facts: 1) Work conditions are unhealthy, and 2) When workers join industry, they must adjust to a strange environment. Every company needs a happy staff to run smoothly. This survey determines whether textile workers are happy with welfare amenities. The report advising them on employee happiness highlights system flaws.

III. NEED FOR THE STUDY

The study was motivated by the idea that employee welfare is often measured by “wellbeing”. Management takes welfare initiatives to make workers happy physically and emotionally. That sort of method and to know Cipla's welfare programmes, employee satisfaction, and how much these facilities have changed Cipla's productivity.

IV. OBJECTIVES OF THE STUDY

- 1) To win over employees' loyalty and increase their morale.
- 2) To develop efficiency and productivity among workers.
- 3) To reduce of threat of future government intervention.
- 4) To make recruitment more effective.

V. METHODOLOGY

SOURCE OF DATA:

Primary data:

The researcher obtained both from employees via questionnaire. Researchers employed structured questionnaires.

Secondary data:

The researcher acquired secondary data from corporate, industry, and official websites.

Sample Size: 100

Period of Study: 45 Days

VI. DATA ANALYSIS AND DISCUSSION

Q1: What is your age group?

Age Group	Employee Response	Percentile
Under 20	8	8%
20-30	42	42%
31-40	27	27%
41-50	16	16%
51 and above	7	7%
Total	100	100%

Interpretation: The workforce is predominantly young, with 69% under 40. Only 8% are under 20, likely interns or entry-level employees. The smaller percentage of older employees (23% over 40) may suggest a need for age diversity initiatives or potential for mentorship programs.

Q2: What is your employment status?

Status	Employee Response	Percentile
Full-time	68	68%
Part-time	13	13%
Contract	9	9%
Temporary	7	7%
Intern	3	3%
Total	100	100%

Interpretation: A strong majority (68%) are full-time employees, indicating a stable workforce. However, 32% have alternative arrangements, suggesting a need for flexible welfare measures. The organization should ensure equitable treatment across all employment categories and consider tailored welfare programs for different employment statuses.

Q3: Do you feel the current labour welfare measures provided by your organization are sufficient?

Response	Employee Response	Percentile
Yes	61	61%
No	39	39%
Total	100	100%

Interpretation: While a majority (61%) feel current welfare measures are sufficient, a significant portion (39%) disagree. This suggests room for improvement in the organization's welfare measures. The company should investigate reasons for dissatisfaction and consider enhancing or expanding their welfare programs to address concerns.

Q4: Have you ever utilized any labour welfare services offered by your organization?

Response	Employee Response	Percentile
Yes	72	72%
No	28	28%
Total	100	100%

Interpretation: A strong majority (72%) have utilized labour welfare services, indicating good awareness and accessibility. However, 28% haven't used any services, suggesting potential barriers or lack of relevance for some employees. The organization should investigate reasons for non-utilization and work on increasing engagement with welfare services.

VII. FINDINGS AND RECOMMENDATIONS

- The workforce is predominantly young, with 69% under 40. Only 8% are under 20, likely interns or entry-level employees. The smaller percentage of older employees (23% over 40) may suggest a need for age diversity initiatives or potential for mentorship programs.
- A strong majority (68%) are full-time employees, indicating a stable workforce. However, 32% have alternative arrangements, suggesting a need for flexible welfare measures. The organization should ensure equitable treatment across all employment categories and consider tailored welfare programs for different employment statuses.
- While a majority (61%) feel current welfare measures are sufficient, a significant portion (39%) disagree. This suggests room for improvement in the organization's welfare measures. The company should investigate reasons for dissatisfaction and consider enhancing or expanding their welfare programs to address concerns.
- A strong majority (72%) have utilized labour welfare services, indicating good awareness and accessibility. However, 28% haven't used any services, suggesting potential barriers or lack of relevance for some employees. The organization should investigate reasons for non-utilization and work on increasing engagement with welfare services.

VIII. RECOMMENDATIONS

- **Survey and Feedback Mechanism:** Conduct comprehensive surveys and feedback sessions with employees to gather insights on current welfare measures and identify areas for improvement. Ensure anonymity to encourage honest responses.
- **Benchmarking with Industry Standards:** Compare the organization's labour welfare measures with industry standards and best practices. This helps in understanding where the organization stands and what can be adopted or improved.
- **Health and Safety Programs:** Assess the effectiveness of health and safety programs in place. Evaluate the frequency of workplace accidents, the availability of safety equipment, and the organization's response to health emergencies.

IX. CONCLUSION

The study of labour welfare measures in an organization highlights the significant impact of comprehensive welfare programs on employee satisfaction, productivity, and overall well-being. Effective welfare measures, such as healthcare benefits, safe working conditions, and recreational facilities, play a crucial role in fostering a supportive work environment. These initiatives not only enhance the quality of life for employees but also contribute to reduced absenteeism and turnover rates. Furthermore, organizations that prioritize labour welfare are likely to experience higher levels of employee engagement and loyalty. The study underscores the necessity for continuous evaluation and

improvement of welfare measures to align with the evolving needs of the workforce. In conclusion, investing in robust labour welfare programs is instrumental in building a motivated and resilient workforce, ultimately leading to sustainable organizational growth and success.

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