

A COMPARATIVE STUDY ON EMPLOYEE WELFARE MEASURES WITH REFERENCE TO ALF ENGINEERING PVT. LTD, SRI CITY

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ABSTRACT

This study aims to comparatively analyze employee welfare measures at ALF Engineering Pvt. Ltd., Sri City. The research evaluates the effectiveness, awareness, and satisfaction levels of various welfare initiatives including health, safety, recreational, and financial support services. Using both primary and secondary data, the study highlights the gaps between policy implementation and employee perception. The findings suggest that while the company offers comprehensive welfare programs, awareness and participation levels vary across departments. Recommendations are provided to improve communication strategies and employee engagement. The study contributes to a deeper understanding of how targeted welfare practices can enhance employee morale and organizational productivity.

Keywords: Employee Welfare, ALF Engineering, Satisfaction, Organizational Productivity

INTRODUCTION

Employee welfare is a simple word it means the efforts to make life worth living for workmen it includes various services facilities and amenities provided to employees for their betterment. Employee welfare is a term including various services benefits and facilities offered to employees by the employers they are services including their benefits Employee welfare measures are also known as fringe benefits and services. 'Labour Welfare' is a very broad term, covering social security and such other activities as medical aid, crèches, canteens, recreation, housing, adult education, arrangements for the transport of labour to and from the workplace. Employees Welfare is a term most often used in the context of human resources and it typically refers to a range of benefits and services that are offered to employees. These can include things like health insurance, dental insurance, 401k plans, and other types of benefits. Employee Welfare can also include services like on-site daycare, gym memberships, and other types of perks and benefits. Typically, Employee Welfare is offered to employees as a way to attract and retain talent, as well as to improve employee satisfaction and productivity. ALF Engineering Pvt. Ltd., located in Sri City, is a prominent player in the precision engineering and manufacturing sector, catering primarily to the automotive and allied industries. Established with a focus on high-quality production standards, the company has earned a reputation for delivering innovative and reliable components. ALF Engineering emphasizes both technological advancement and employee engagement, contributing significantly to industrial growth in the region. ALF Engineering holds a crucial position in the local industrial landscape by generating employment opportunities and supporting regional economic development. Its commitment to employee welfare and safety makes it a model organization in terms of corporate responsibility. Through continuous innovation and workforce development, ALF Engineering not only enhances operational efficiency but also contributes to sustainable industrial practices. The precision engineering and automotive component industry

plays a vital role in society by supporting mobility, infrastructure, and manufacturing excellence. Companies like ALF Engineering help bridge the gap between modern technology and societal needs by producing components essential for transportation and industrial machinery. Moreover, the industry's contribution to employment, skill development, and economic stability makes it a pillar of socio-economic progress, especially in developing regions like Sri City.

LITERATURE REVIEW

Garewal, K. S. (1978) Garewal's article delves into the multifaceted aspects of welfare in the coal industry, offering an early yet detailed look at worker conditions. The study highlights both the social and economic dimensions, providing a holistic view of industrial welfare during that era. It emphasizes the importance of balancing productivity with human well-being. His analysis sheds light on institutional gaps and policy implications. Despite being dated, the relevance of the themes remains significant. It's a useful reference for understanding historical welfare framework.

Madhesh, A. (2023) Madhesh's study addresses the quality of life for students with disabilities in higher education, focusing on Shaqra University. It explores the barriers these students face and evaluates institutional support systems. The research uses empirical methods to assess satisfaction, accessibility, and inclusion. It underscores the need for policy reform and improved infrastructure in educational institutions. The study is timely and contributes to the broader discourse on educational equity. It offers recommendations to enhance student welfare.

Das, S. M., Panda, K., & Nanda, S. (2024) This paper examines how businesses engage in socio-political issues to build resilience and drive transformation. The authors present case studies and conceptual insights, linking corporate actions to broader societal change. It reflects on the evolving role of businesses beyond profit-making. The work argues for responsible leadership and ethical governance. It's insightful for those studying CSR and sustainability. The framework provided can guide future research on corporate engagement.

Patro, C. S. (2017) Patro explores the adoption of employee welfare schemes across industrial and service sectors, comparing public and private enterprises. The work identifies disparities in implementation and effectiveness of welfare policies. It uses both qualitative and quantitative data for a comprehensive analysis. The contrast between sectors provides meaningful insights for HR strategies. The study suggests the need for policy standardization and better awareness. It contributes to understanding organizational behavior and employee satisfaction.

Sharma, G. R. (1974) Sharma's thesis offers an in-depth account of the living conditions of workers in the Jharia coalfield. Based on fieldwork, it captures the socio-economic struggles and health risks faced by colliery workers. The work documents housing, sanitation, and workplace hazards. It highlights the neglect of welfare in resource-intensive industries. Though unpublished, it remains a valuable primary source. It adds historical depth to the study of industrial labor welfare.

Srivastava, A., & Dubey, L. (2017) This study evaluates the labour welfare system in the Chunar Cement Industry, with a specific focus on employee satisfaction. It highlights the gaps between the designed welfare schemes and their actual impact on workers. Using survey data, the authors assess perceptions of facilities, work environment, and management responsiveness. The findings reveal mixed satisfaction levels and suggest areas needing improvement. The research offers practical implications for HR departments in similar sectors. It contributes to the discourse on employee engagement and workplace well-being.

Srivastava, V. L. (1970) Srivastava's socio-economic survey provides a detailed analysis of coal mine workers in Bihar, reflecting conditions in mid-20th century India. The study covers income levels, living standards, and access to welfare services. It presents both statistical and anecdotal evidence, offering a comprehensive portrait of worker life. The work is significant for understanding historical patterns of labour exploitation and neglect. It emphasizes the urgency of structured welfare mechanisms. This foundational research remains relevant for comparative studies on labour progress.

Verma, O. (1958) Verma's unpublished thesis investigates the relationship between labour welfare and industrial peace in India. The work posits that proper welfare policies can significantly reduce workplace conflict. It draws from various industrial sectors to establish a correlation between employee well-being and productivity. Though dated, the thesis presents timeless principles on the role of human resource development in maintaining harmony. It's an important reference for anyone studying the evolution of labour relations in post-independence India.

Dasgupta, R. K., Jordan, J., Hitchen, G., Bhattacharjee, K., Chaudhuri, D., & Roychowdhury, A. (2023) This publication explores innovation within India's creative industries, focusing on policy frameworks, cultural context, and future opportunities. The authors map industry trends and assess the impact of government initiatives. It also identifies barriers to growth such as funding, infrastructure, and policy fragmentation. The study offers recommendations for strengthening creative ecosystems. It is rich in policy analysis and practical insight. This work is valuable for stakeholders aiming to boost innovation-driven sectors.

Joshi, A., Sekar, S., & Das, S. (2024) This paper examines employee experiences during the COVID-19 pandemic using online reviews as data sources. The authors decode sentiments, challenges, and workplace dynamics that emerged during the crisis. It provides insights into employee perceptions of management, flexibility, and support systems. The use of digital data offers a novel approach to organizational studies. The findings are important for developing resilient HR practices. It contributes meaningfully to post-pandemic workplace literature.

- My Topic is Employee welfare measures performing in. ALF ENGINEERING (PVT) (LTD): SRICITY.
- There is no clear and concise information about employee welfare in that organization. So I selected this particular topic in that particular company

METHODOLOGY

It helps in improving recruitment Employers at stable labor force by providing welfare facilities workers take activity interest in their jobs and work with a feeling of involvement and participants. It helps in improving industrial relation & industrial peace Finding based on this study cannot be used in other organizations

The present study has been undertaken to study and find out the Effectiveness of Employee Welfare Measures. To find out the practical difficulties involved in welfare measures that can be evaluated through this study. The study can be used to bring out the solution for the welfare facilities to the employee by the organization The present study has been undertaken to study find out effectiveness of employees welfare measures in ALF Engineering (p) ltd. To find out the practical difficulties involved in welfare measures that can be evaluated through this study.

OBJECTIVES

- Study various employee welfare programs at ALF engineering (p) ltd .
- Assess employee opinions on welfare programmes in the organizations
- Evaluate the effectiveness of welfare programmes at ALF engineering (p) ltd .
- Examine the impact of welfare measures on organization performance .
- Recommend strategies to enhance employee welfare measures

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure .Regarding this project, descriptive research design concern with describing the perception of each individual or narrating facts on welfare measures and diagnostic design helps in determine the frequency with which something occurs, or it's associated with something else. These two-research design help in understand the characteristic in each situation Think systematically about aspects in given situation, offers idea for probe and research help to make certain simple decision.

Out of a population of 500 Employees of Alf engineering pvt Ltd, a sample size 100-150 employees (including junior staff, mid-level managers, and HR personnel) using stratified random sampling is considered to ensure representation from different departments. Primary data is known as the data collected from the first time through field survey. Such data are collected with specific set of objectives to assess the current status of any variable studied.

secondary data can be collected from various resources .lets take a look at some of the most common sources of such information .Secondary data are second-hand pieces of information .These are not gathered from the source as the primary data. Secondary data sources are journals ,magazines In this project, the data were collected through structured questionnaire.

ANALYSIS AND INTERPRETATION

How satisfied are you with the availability of first-aid kits and trained personal for medical emergencies?

The satisfaction levels regarding the availability of first-aid kits and trained personnel for medical emergencies are mixed, with 33% expressing dissatisfaction or neutrality and 67%

reporting satisfaction. Notably, 38% of respondents are highly satisfied with the current provisions.

TABLE 1 RESPONDENTS AND PERCENTAGE

S.NO	OPTIONS	RESPONDENTS	PERCENTAGE
1	Highly dissatisfied	10	8
2	Dissatisfied	10	8
3	Neutral	15	13
4	Satisfied	40	33
5	Highly Satisfied	45	38
	Total	120	100

Source: Primary data

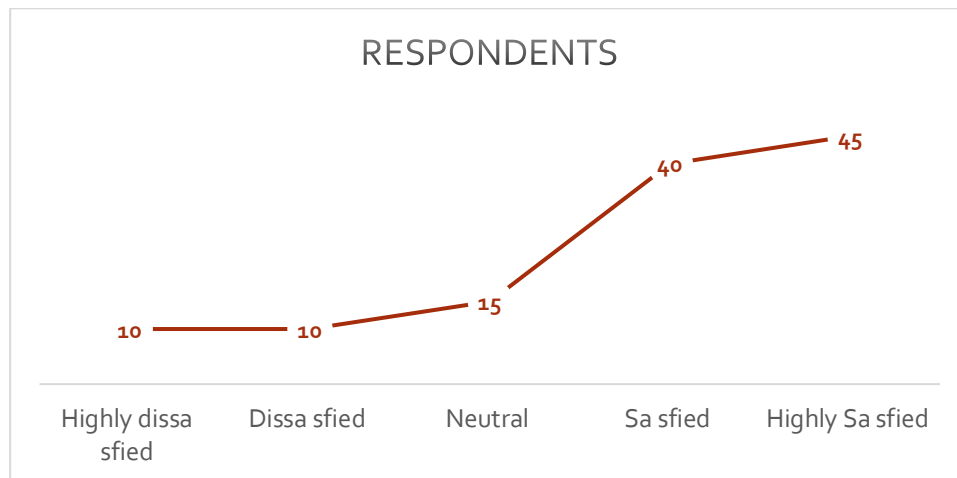


Figure 1 Respondents

Figure 1 illustrates the level of satisfaction among respondents regarding employee welfare measures. It reveals that a majority of the respondents are either satisfied (40) or highly satisfied (45), indicating a positive perception of the welfare initiatives in the organization. Only a small number expressed dissatisfaction, with 10 respondents each in the "highly dissatisfied" and "dissatisfied" categories. A moderate number (15) remained neutral. This suggests that the overall welfare measures implemented are effective and well-received by most employees.

How important do you think creche facilities are for working parents in the organizations.

Opinions on the importance of creche facilities for working parents vary, with 41% considering them important or very important, while 58% express a neutral or negative view on their significance within organizations.

TABLE 2 RESPONDENTS AND PERCENTAGE

S.NO	OPTIONS	RESPONDENTS	PERCENTAGE
1	Very important	10	8
2	Important	40	33

3	Neutral	25	21
4	Not important	35	29
5	Not all important	10	8
	Total	120	100

Source: Primary data

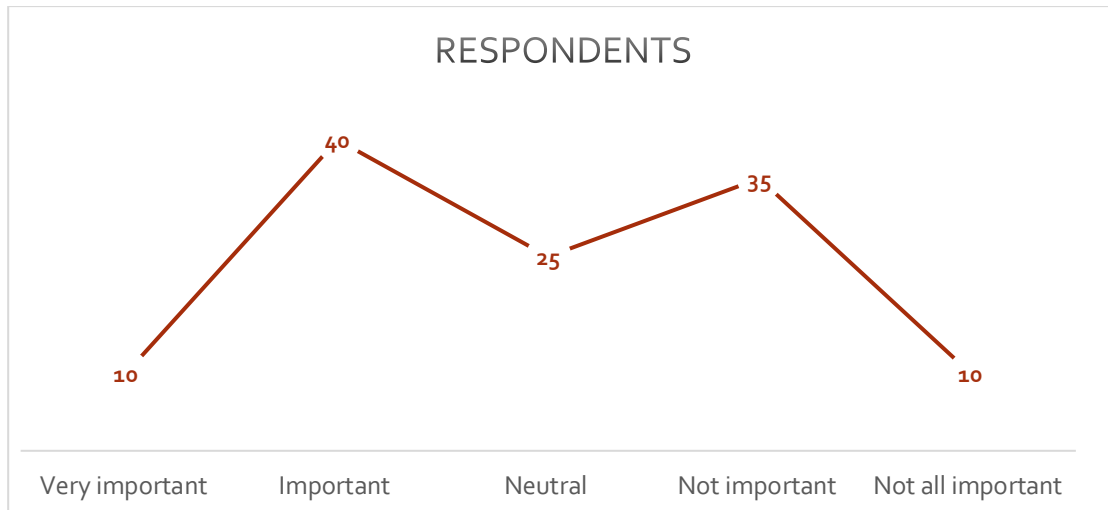


Figure 2 Respondents

Figure 2 Represents Respondents' Views on The Importance of Employee Welfare Measures. A Significant Portion (40 Respondents) Consider Welfare Measures "Important," While 35 Respondents Feel They Are "Not Important." About 25 Remained Neutral, Suggesting Some Uncertainty or Lack of Awareness. Only 10 Respondents Each Viewed Welfare As "Very Important" or "Not at all important." This Indicates That While Welfare Is Generally Recognized as Valuable, There Is Still a Notable Group Who May Underestimate Its Importance or Feel It Lacks Impact.

Are you aware of the mental health supports programme (counselling services, stress management workshops)

The majority of respondents, totaling 67%, indicate awareness of the mental health support program, with 38% being fully aware and 29% mostly aware. This suggests a substantial level of awareness regarding counseling services and stress management workshops offered within the organization.

TABLE 3 RESPONDENTS AND PERCENTAGE

S.NO	OPTIONS	RESPONDENTS	PERCENTAGE
1	Fully Aware	45	38
2	Mostly Aware	35	29
3	Somewhat Aware	20	17
4	Minimally Aware	10	8

5	Not Aware	10	8
	Total	120	100

Source Table: Primary Data

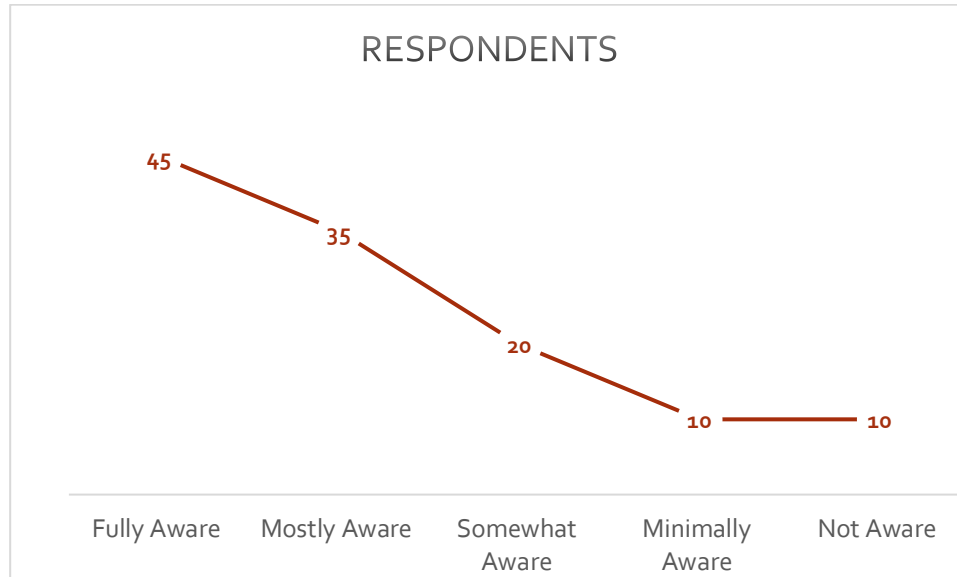


Figure 3 Respondents

Figure 3 reflects the level of awareness among respondents regarding employee welfare measures. A large number of respondents (45) are fully aware, followed by 35 who are mostly aware, indicating strong communication or visibility of these programs. However, awareness declines with only 20 somewhat aware, and 10 each minimally or not aware. This suggests that while the majority are well-informed, there is still a need to improve outreach and information sharing among a small section of employees.

How can communication about welfare programmes be enhanced within the organization

Communication about welfare programs within the organization could be bolstered by utilizing suggestion boxes (33%) and open-door policies (25%), fostering feedback and direct dialogue between employees and management.

TABLE 4 RESPONDENTS AND PERCENTAGE

S.NO	OPTIONS	RESPONDENTS	PERCENTAGE
1	Email updates	15	13
2	Work forms	25	21
3	Digital signage	10	8
4	Sugges on box	40	33
5	Open door policies	30	25
	Total	120	100

Source : primary data

From the responses of 120 individuals, various methods for enhancing communication about welfare programs within the organization were suggested. The options provided include email updates (13%), work forms (21%), digital signage (8%), suggestion box (33%), and open door policies (25%)

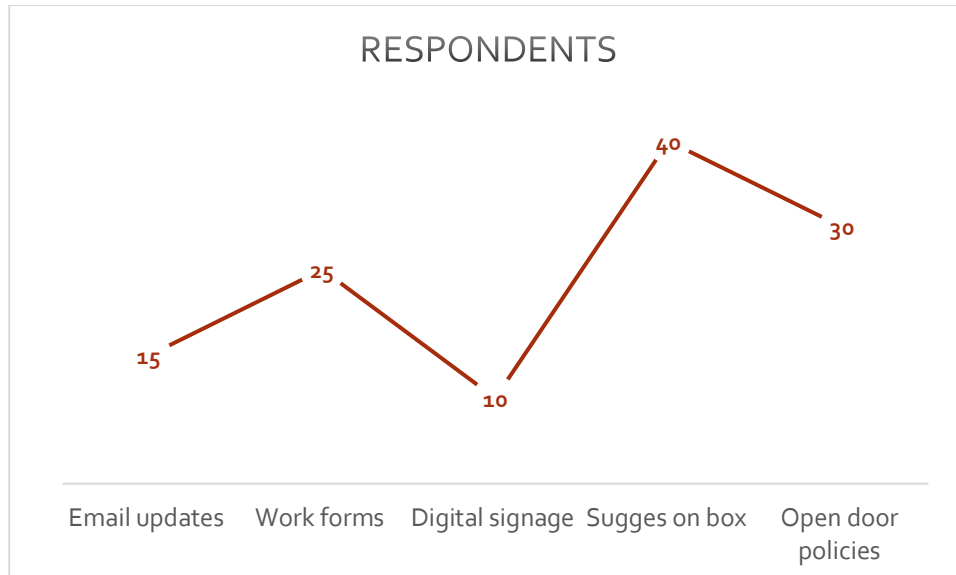


Figure 4 Respondents

Figure 4 shows the preferred modes of communication regarding employee welfare. The most favored method is the suggestion box, with 40 respondents supporting it, followed by open door policies (30) and work forms (25). Fewer respondents preferred email updates (15), and digital signage was the least favored, with only 10 respondents. This indicates that employees value interactive and personal feedback channels over passive or digital methods.

ANALYSIS OF FINDINGS

The majority of respondents express varying degrees of satisfaction with welfare programs, with 71% reporting satisfaction (Satisfied + Highly Satisfied). There's a perceived correlation between employee satisfaction with welfare programs and organizational success, as indicated by 77% of respondents. Dissatisfaction is observed in specific areas such as restroom cleanliness, availability of clean drinking water, and recreational facilities, highlighting the need for improvements in these aspects. Communication about welfare programs needs enhancement, as suggested by respondents' varying levels of awareness and satisfaction with communications regarding welfare programs.

RECOMMENDATIONS

Managers

To strengthen the financial health of companies like ALF Engineering PVT. Ltd., managers should regularly conduct comprehensive financial statement analysis using key ratios such as profitability, liquidity, solvency, and efficiency. This practice enables informed strategic decisions, early identification of financial risks, and more effective resource allocation. Emphasis should be placed on improving working capital management by optimizing inventory, receivables, and payables. Additionally, controlling operating costs is essential to maintain profit margins in a competitive market. Investing consistently in research and development can drive innovation and long-term growth. Finally, managers should embrace digital transformation by leveraging data analytics and financial forecasting tools to improve decision-making accuracy and enhance overall transparency.

Policy makers

To support the financial stability and global competitiveness of pharmaceutical companies like ALF Engineering PVT. Ltd., policymakers should focus on simplifying regulatory frameworks and facilitating easier access to capital for mid-sized firms. Providing targeted incentives—such as tax benefits or grants for research and development—can encourage innovation and sustained growth. Strengthening patent protection laws and expediting the drug approval process would further enhance the sector's ability to compete internationally. Additionally, fostering collaboration between industry players, academic institutions, and government bodies can create a more resilient and innovation-driven ecosystem. Promoting digital transformation through AI, data analytics, and centralized data systems can also improve transparency, efficiency, and financial forecasting across the industry.

Industry development

To drive sustainable growth in the pharmaceutical sector, industry stakeholders should promote greater collaboration among private companies, academic institutions, and government agencies. Such partnerships can accelerate innovation, enhance research capabilities, and strengthen the overall industry ecosystem. Embracing digital transformation—through the adoption of AI, machine learning, and advanced data analytics—can improve operational efficiency, quality control, and financial forecasting. Developing centralized data systems will also enhance transparency and decision-making across the value chain. Additionally, investing in talent development and upskilling the workforce will ensure that the industry remains competitive and adaptable in a rapidly evolving global landscape.

Scholarly contribution

There is a growing need for continuous and in-depth empirical research focused on the financial performance of the Indian pharmaceutical sector, particularly in the context of mid-sized companies like ALF Engineering PVT Ltd. Scholars should explore the development of predictive

financial models that can help identify early signs of financial distress and assess long-term sustainability. Research should also examine the impact of Environmental, Social, and Governance (ESG) factors on financial outcomes, as well as the evolving relationship between capital structure and firm performance. Additionally, sector-specific studies in the post-COVID era can provide valuable insights into how global disruptions affect financial resilience. Such scholarly efforts will contribute meaningfully to financial theory, policy-making, and industry best practices.

Scope for further study

While this study focused on AXA Parenterals Ltd. as a case within the Indian pharmaceutical landscape, further research can expand the scope by incorporating a comparative analysis between multiple mid-sized pharmaceutical companies across different regions of India. Future studies could also explore sector-specific challenges, such as dependency on imports for Active Pharmaceutical Ingredients (APIs), the impact of global regulatory changes, and the effectiveness of government initiatives like “Make in India” in the pharmaceutical domain. Additionally, integrating non-financial parameters such as ESG compliance, corporate governance practices, and digital maturity could provide a holistic view of firm performance. Advanced statistical tools like multivariate regression, factor analysis, or machine learning algorithms could be employed for deeper analytical insights.

Limitations

The present study is subject to several limitations. Firstly, it focuses solely on ALF Engineering PVT. Limited, and therefore, the findings may not be applicable to other firms within the Automobile industry. Secondly, the analysis is based entirely on secondary data, which may not always reflect the real-time employee condition of the company. Additionally, variations in employee policies or unforeseen market fluctuations could impact the results, yet such factors fall outside the scope of this study. Furthermore, external influences such as economic downturns, inflation, and changes in government regulations may significantly affect the company’s employee performance, but these aspects have not been examined in depth.

CONCLUSION

The survey findings provide valuable insights into the perceptions and needs of employees regarding various welfare aspects within the organization. While there are areas of satisfaction and effectiveness, such as mental health support awareness and communication effectiveness, there are also notable areas for improvement, such as first-aid preparedness and creche facilities. By addressing these findings and implementing the suggested strategies, the organization can foster a more supportive and inclusive workplace environment, ultimately enhancing employee well-being and satisfactions.

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