

Study on Employee Welfare Services and Schemes in a Small Size Organization

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Abstract: *Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. This study was carried for four months with the objective of understanding employee welfare services and schemes in the organization, the relationship between employee welfare schemes and employee absenteeism, the facts regarding the employee welfare, and is there any relation between employee welfare and efficiency and productivity of the employee as well as organization. For this purpose, the primary and secondary data was collected. After conducting the research, it was found that due to implementations of various employee welfare schemes in the organization, the employees are much satisfied and happy with the organization.*

Keywords: Employees, Welfare, Schemes, Services, Organization

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