

Study of Welfare Scheme and its Impact on Employee Work Performance with Respect to TCS

Riya S. Mishra and Dr. Madhavi Wairagade

Jhulelal Institute of Technology, Nagpur, India

Abstract: *Employee welfare is an important aspect of organizational performance and is critical to employee satisfaction and retention. This study investigates the impact of welfare schemes on employee work performance concerning TCS, one of the largest IT companies in India. The study employs a mixed-methods approach, including a survey of 100 TCS employees and in-depth interviews.*

The findings of this study indicate that welfare schemes provided by TCS have a significant positive impact on employee work performance. The majority of the employees surveyed reported that welfare schemes such as health insurance, flexible work arrangements, and employee assistance programs have helped them manage their personal and professional lives more effectively, resulting in improved work performance. This is in line with previous research that has shown that employees who feel supported and valued by their organization are more engaged and productive.

In addition, the study found that TCS's investment in employee welfare has a positive impact on employee retention, job satisfaction, and overall organizational performance. HR managers and senior executives emphasized the importance of welfare schemes in attracting and retaining talent, and the need to continuously review and update these schemes to meet changing employee needs. This suggests that companies that invest in employee welfare can benefit from a more engaged and committed workforce, which can lead to increased productivity and profitability. The study also identified some challenges and limitations associated with welfare schemes, such as the need for better communication and awareness among employees about the availability of these schemes, and the need for more

Personalized and customized schemes that can meet the diverse needs of employees. These findings highlight the importance of taking a holistic and employee-centric approach to welfare schemes, rather than a one-size-fits-all approach.

This study provides important insights into the impact of welfare schemes on employee work performance and the need for organizations to invest in employee welfare as a strategic priority. The findings of this study can provide valuable guidance to other organizations seeking to improve employee welfare and work performance, particularly in the IT industry. This study also highlights the need for continuous evaluation and improvement of welfare schemes to ensure that they remain relevant and effective in meeting the changing needs of employees.

This research paper aims to investigate the impact of welfare schemes on employee work performance with respect to Tata Consultancy Services (TCS). The study explores the various welfare initiatives implemented by TCS and examines their influence on employee productivity, job satisfaction, and overall well-being. The research adopts a mixed-methods approach, combining quantitative analysis of survey data and qualitative analysis of employee interviews. The findings of this study can provide valuable insights for TCS and other organizations in designing and implementing effective welfare schemes to enhance employee work performance. The study contributes to the existing literature on employee welfare and work performance, shedding light on the relationship between welfare schemes and key indicators of employee performance within the context of TCS.

Keywords: Welfare schemes, Employee work performance, TCS (Tata Consultancy Services), Impact, Employee productivity, Job satisfaction, Well-being, Mixed-methods approach, Quantitative analysis,

Qualitative analysis, Survey data, Employee interviews, Design and implementation, Effective welfare schemes, Work performance enhancement.

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