

A Study On Employee Attitudes Towards The Statutory Welfare Measures At Lucas Tvs Ltd

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Abstract- *This study examines employee attitudes toward statutory welfare measures, focusing on their awareness, perceptions, and utilization of legally mandated workplace benefits. Key welfare provisions such as health and safety, social security, working hours, and leave policies are assessed for their adequacy and effectiveness. Data collected through structured questionnaires were analyzed using descriptive and statistical techniques. Results indicate generally positive employee attitudes; however, gaps remain in implementation and awareness. The findings highlight that improved execution and consistent monitoring of statutory welfare measures can strengthen employee morale, motivation, and overall productivity.*

Keywords- Statutory Welfare, Employee Attitude, Provident Fund (PF), Workplace Welfare, Employee Satisfaction, Industrial Relations.

I. INTRODUCTION

Employee welfare is an important part of human resource management as it aims at improving working conditions and ensuring the overall well-being of employees. Statutory welfare measures prescribed under labour laws such as the Factories Act, Employees' Provident Fund Act, and Employees' State Insurance Act provide minimum standards of health, safety, and social security at the workplace. These measures protect employees from exploitation and support a balanced work environment.

Employee attitudes toward these welfare measures directly affect job satisfaction, motivation, productivity, and organizational commitment. A positive attitude enhances morale and engagement, while negative perceptions indicate dissatisfaction and lack of trust. Welfare measures help in reducing absenteeism and turnover, improving labour relations, and creating a cooperative work culture. Hence, employee welfare should be treated as a strategic investment for organizational growth and stability.

II. OBJECTIVES OF THE STUDY

- To examine the level of awareness of the employees regarding statutory welfare provisions, with special reference to Provident Fund (PF).
- To evaluate the perceptions of the employees towards statutory welfare measures (PF, ESI, Gratuity, etc.).
- To analyze the financial and social benefits perceived by employees from Employee Provident Fund (EPF) savings.

III. LITERATURE REVIEW:

Several studies have highlighted the importance of statutory and non-statutory welfare measures in influencing employee satisfaction, motivation, and organizational performance. Satyanarayana (2015) found that welfare provisions strengthen employee perceptions and industrial relations. Thompson and McHugh (2002) identified welfare as a key determinant of organizational effectiveness. Tikoo et al. (2013) emphasized the role of welfare and work-life balance in attracting and retaining talent, while Dessler (2008) viewed welfare programs as essential for employee well-being and business success. Srivastava (2004) also confirmed that welfare measures significantly improve job satisfaction, especially in the public sector.

Research further shows that welfare measures enhance productivity and engagement. Sailesh (2012) reported that effective welfare facilities ensure industrial peace and improve performance. Sheela and Tejaswini (2023) and Prathima and Mahalingam (2016) observed that health, hygiene, and sanitation facilities reduce absenteeism and improve efficiency. Studies in manufacturing and textile sectors revealed that welfare measures strengthen employee commitment and satisfaction, though gaps in awareness and implementation still exist. Overall, the literature confirms that employee welfare plays a vital role in improving satisfaction, commitment, and organizational stability.

IV. RESEARCH METHODOLOGY

MEANING OF RESEARCH METHODOLOGY

Research methodology is the systematic and organized approach used by researchers to conduct a study and investigate a specific problem or question. It outlines the overall research design, the type of data to be collected, the methods and tools used for data collection, and the techniques for data analysis.

RESEARCH DESIGN

This study is Descriptive in nature. Descriptive research design is a type of research methodology that focuses on providing an accurate and systematic description of a phenomenon, situation, or population.

Sampling framework:

Sampling unit-employees of Lucas Tvs Ltd Sampling size-148

The tools used are

Regression

ANOVA

ANOVA:

A statistical method used to compare means of three or more groups to determine if there's a significant difference between them.

Regression:

A statistical method used to establish a relationship between two or more variables, predicting the value of one variable based on the value of another variable.

V. DATA ANALYSIS AND RESULTS:

MEANING OF DATA ANALYSIS:

Analysis of data is a process of inspecting, cleaning, transforming and modeling data with the goal of discovering useful information, suggesting confusions and supporting decision making. Data analysis has multiple facts and approaches, encompassing diverse technique under a variety of names, in different business, science and social science domains.

REGRESSION

The primary objective of the regression analysis was to examine whether statutory welfare measures specifically health and safety provisions, employees' awareness of statutory welfare benefits, and statutory financial facilities such as Provident Fund (PF), Employees' State Insurance

(ESI), and Gratuity significantly influence employees' overall satisfaction with statutory welfare schemes at Lucas TVS Ltd.

HYPOTHESES

NULL HYPOTHESIS (H₀)

There is no significant relationship between statutory welfare measures and employees' overall satisfaction.

ALTERNATIVE HYPOTHESIS (H₁)

There is a significant relationship between statutory welfare measures and employees' overall satisfaction.

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2.780	4	.695	1.481	.211 ^b
1 Residual	67.112	143	.469		
Total	69.892	147			

INTERPRETATION

The regression output indicates:

F-value = 1.481

p-value = 0.211

Since the p-value (0.211) is greater than the 0.05 significance level, the regression model is not statistically significant. This implies that the selected predictors health and safety measures, awareness of statutory welfare schemes, and statutory financial benefits (PF, ESI, Gratuity) do not collectively explain a significant portion of the variation in employees' overall satisfaction.

INFERENCE

The findings indicate that statutory welfare measures alone do not significantly influence overall employee satisfaction. While benefits such as PF, ESI, and Gratuity ensure financial security, employee satisfaction is also shaped by factors like work culture, HR practices, motivation, and career growth. Therefore, statutory welfare should be supported by broader organizational initiatives to enhance overall satisfaction.

ANOVA

The study examines differences in employee perceptions of statutory welfare measures and overall job satisfaction at Lucas TVS Ltd. Using ANOVA.

HYPOTHESES

NULL HYPOTHESIS (H₀)

There is no significant difference in employee perceptions toward the statutory welfare measures provided by Lucas TVS Ltd.

ALTERNATIVE HYPOTHESIS (H₁)

There is a significant difference in employee perceptions toward the statutory welfare measures provided by Lucas TVS Ltd.

Welfare Measure	F-value	Sig. (p)
Working Conditions	1.195	0.299
Sanitation / Restroom Facilities	2.618	0.006
Safety Equipment & Procedures	0.923	0.514
Canteen Facilities	1.058	0.399
Drinking Water	1.762	0.073
Welfare Compliance	0.588	0.822
Transport Facilities	1.987	0.039
Overall, Job Satisfaction	0.415	0.938

INTERPRETATION

The ANOVA results reveal that most welfare measures do not show significant differences in perceptions among employee groups ($p > 0.05$). This suggests that employees, regardless of classification (age, designation, experience, etc.), share consistent views about the welfare measures provided by the company. However, two welfare dimensions show significant variability:

Sanitation/Restroom Facilities ($F = 2.618, p = 0.006$)
 Transport Facilities ($F = 1.987, p = 0.039$)

INFERENCE

Most welfare measures show uniform employee perception, indicating consistent service delivery by the

organization. However, sanitation and transport facilities need improvement due to significant differences in employee views. Other measures reflect satisfactory consistency in welfare provisions and job satisfaction.

VI. FINDINGS

The regression analysis indicates that statutory welfare measures such as health and safety, awareness of welfare schemes, and statutory benefits (PF, ESI, Gratuity) do not have a significant influence on overall employee satisfaction ($p = 0.211$). This suggests that, although these measures are essential, they are not strong drivers of satisfaction when considered together. The ANOVA results further reveal that employee perceptions of most welfare provisions—including working conditions, sanitation, safety, canteen facilities, drinking water, and welfare compliance—are largely consistent across different employee groups, indicating uniform service delivery by the organization.

VII. SUGGESTIONS

- Strengthen welfare strategy by moving beyond statutory compliance and adopting an employee-centric approach.
- Enhance employee motivation, recognition, engagement, career development, and workplace culture.
- Improve sanitation and restroom facilities to address uneven standards across departments or shifts.
- Upgrade transport services to ensure safety, punctuality, accessibility, and comfort.
- Conduct periodic welfare audits, implement employee feedback systems, and involve employees in welfare committees.
- Improve communication to raise awareness and perceived value of welfare measures.
- Integrate developmental initiatives with statutory provisions to create a holistic and satisfying employee experience.

VIII. CONCLUSION

The study concludes that statutory welfare measures, though essential for employee well-being and legal compliance, do not independently determine overall employee satisfaction at Lucas TVS Ltd. While most welfare measures show uniform perception, sanitation and transport facilities require improvement. The findings highlight that employee satisfaction is influenced by broader organizational, cultural, and developmental factors. Therefore, a comprehensive welfare approach combining statutory benefits with quality-of-work-life initiatives is necessary to enhance employee satisfaction and retention.

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