

**A QUANTITATIVE STUDY ON THE LABOR WELFARE SCHEMES OF
SECURITY GUARDS IN SHOPPING EMPLOYEES**

**Dissertation Submitted to
Mahatma Gandhi University, Kottayam in partial fulfilment of
the requirements for the degree of
MASTER OF SOCIAL WORK**

**Specializing in
FAMILY AND CHILD WELFARE**

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(2021-2023)**

This is to certify that this dissertation titled “A QUANTITATIVE STUDY ON THE LABOR WELFARE SCHEMES OF SECURITY GUARD IN SHOPPING EMPLOYEES” is a record of genuine and original work done by HASHMINA H (210011034055) of IVth Semester Master of Social Work course of this college under my guidance and supervision and it is hereby approved for submission.

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DECLARATION

I Hashmina H hereby declare that the research work titled “**A QUANTITATIVE STUDY ON THE LABOR WELFARE SCHEMES OF SECURITY STAFFS IN SHOPPING EMPLOYEES**” submitted to the MG University, Kottayam is a record of genuine and original work done by me under the guidance of MR. Sooraj M V, Assistant professor, Bharata Mata School of Social Work, Thrikkakara, and this research work is submitted in the partial fulfilment of the requirements for the award of the degree of Master of Social Work Specializing in Family & Child Welfare.

I hereby declare that the results obtained in this research have not been submitted to any other University or Institute for the award of any degree or diploma, to the best of my knowledge and belief.

Place: Thrikkakara

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ABSTRACT

This study intends to carry out a quantitative analysis of the labor welfare programs offered to security guards working in shopping malls. The purpose of the study is to look into the efficacy and the impact of different welfare programs on people's happiness, job satisfaction, and motivation of security guards. This research seeks to provide insights and recommendations to enhance the welfare initiatives for security guards in the shopping Centre industry by collecting and analyzing data about labour welfare efforts.

Keywords: job satisfaction, welfare schemes

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CHAPTER I

INTRODUCTION

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INTRODUCTION

The term "welfare" refers to anything that is done in addition to wages for the purpose of ensuring the well-being and comfort of workers. In order to keep employees for a longer period of time, welfare helps to maintain employee morale and motivation. The government assistance estimates need not be in money related terms just yet in kind/structures. It includes monitoring working conditions, creating harmony through infrastructure for health, accident, and unemployment for workers and their families, services, facilities, and amenities like canteens and recreational facilities, sanitary and medical facilities, arrangements for travel to and from work, housing for workers, and other things that enable employed individuals to perform their work in a healthy, pleasant, and conducive to good health environment. Employees, employers, and society as a whole are all in the best interests when labor welfare is implemented. For the worker government assistance estimates assist them with balancing the adverse consequences of the staff framework. These actions empower the security and his family to carry on with a decent existence.

Rigid statements regarding the field of worker welfare to be amended in a society where values are being challenged and are changing swiftly, as well as ideologies. With shifting possibilities and demands to adapt to various circumstances, labour wellbeing is growing. The welfare of the family and the workforce would thus benefit from welfare programmes or activities that an effective welfare officer would include. The perks that are mandated by law for employees are also strictly given and enforced by the government. The Workers' State Insurance Corporation of India is a multifaceted social institution designed to provide the working population and their immediate family members or other beneficiaries with socioeconomic protection. In addition, from the first day of insurance, comprehensive medical treatment is provided for the covered person and their dependents.

The inclusion of services, amenities, and other facilities that are establishing in or near the undertaking is to perform their work in a healthy manner and to avail of the facilities that improve health and bring high morale to the employees is considered a worker welfare, according to an ILO (international labor organization) report. In order to better understand the variables behind this phenomenon, this study aims to investigate the connection between social programmes and labour wellbeing among security guards. The purpose of the study is to determine if welfare programmes are beneficial in enhancing security guards' general well-being and work satisfaction. It also seeks to pinpoint the crucial elements that affect the execution and accomplishment of such plans, such as organisational policies, governmental rules, and the particular requirements and difficulties experienced by security guards in their working surroundings. The research intends to

offer insights and suggestions for improving labour welfare and welfare programmes within the security guard profession by looking at these issues

EMPLOYEES UTILISATION AND AWARENESS BASED ON ESI SCHEMES

The ESI Scheme of India is a single social security programme that has been altered to offer social protection to employees and their families in the case of unforeseen circumstances like sickness, pregnancy, death, or incapacity brought on by a working accident or danger. By "appropriate, state or central government," the ESI Act's requirements have been expanded. of businesses, whether they are commercial, agricultural, or other types. The ESI Act has also been expanded to a particular type of businesses, such as stores, hotels, restaurants, movie theatres, preview theatres, motor transport companies, newspaper enterprises, etc., that employ 20 or more people. Both employers and workers may contribute to the fund with a set portion of their respective salaries. This study focuses on the use of the ESI programme and people's awareness of it.

The Employees' State Insurance Scheme is a comprehensive form of social insurance that is included in the Employees' State Insurance Act. Its goals are to protect "employees," as that term is defined in that law, from the effects of occurrences of sickness, maternity, disability, and death as a result of workplace injuries, as well as to provide for the medical needs of covered individuals and their families. The ESI Scheme is applicable to industries as well as other businesses including road transportation, hotels, restaurants, cinemas, newspapers, shops, and educational/medical institutions that employ at least ten people. The employees 'state insurance is a scheme offered by oothe Govt of India. This scheme provides socio-economic protection to worker population and dependents covered under the scheme. ESI is a self –financing social security and health insurance scheme for Indian workers. It is an integrated measure of social insurance embodied in the Employees' State Insurance Act and it is designed to accomplish the task of protecting 'employees 'as defined in the Employees 'State Insurance Act, 1948 against the impact of incidences of sickness, maternity, disablement and death due to employment injury and to provide medical care to insured persons and their families. It is a statutory compliance within itself which mainly looks into the welfare measures and medical benefits of the employees depending upon the monthly wages. The ESI scheme is financed by the contributions from employees and employers. The employees 'contribution is 4.75% of the wages payable to employees. The employee's contribution is at the rate of 1.75% of the wages payable to an employee with effective from 1.1.97. The scheme is jointly is administrated by the central and state governments. While the central

government formulates the schemes, recovers the contribution from employers of covered establishments. While the director general of the employee's state insurance company (ESIC) acts as the organisation's main executive officer, the board and council constituted thereunder function as its overall supervisors and regulators.

Following are some of some utilisation of the ESI

The aim of the study on the research topic of labor welfare of private firm shopping employees would be to explore and analyze the various aspects of welfare measures implemented by private firms to ensure the well-being and satisfaction of their shopping employees. The study aims to investigate the specific welfare policies, programs, and initiatives undertaken by private firms in the shopping industry to promote employee welfare.

The primary main aim of the study include;

1. Assessing the existing labor welfare measures: The study aims to examine the current welfare policies and programs implemented by private firms in the shopping sector for their employees. This assessment could involve evaluating the nature and extent of welfare measures, such as health and safety provisions, employee benefits, training and development programs, work-life balance initiatives, and any other relevant aspects.
2. Analyzing the impact of labor welfare measures: The study aims to analyze the impact of the welfare measures on the overall well-being and job satisfaction of shopping employees. This analysis may involve collecting data through surveys, interviews, or other research methods to understand employees' perceptions, experiences, and satisfaction levels regarding the implemented welfare measures.
3. Identifying areas for improvement: The study aims to identify any gaps or areas for improvement in the existing labor welfare measures. This could involve assessing employee feedback and suggestions, benchmarking with industry best practices, and exploring innovative approaches to enhance employee welfare in the shopping sector.
4. Providing recommendations: Based on the findings, the study aims to provide recommendations to private firms in the shopping industry on how to enhance their labor welfare measures. These recommendations may include specific actions, policies, or initiatives that can be implemented to improve employee well-being, job satisfaction, and overall work environment.

Ultimately, the aim of this study is to contribute to the understanding of labor welfare in private firm shopping employees and provide insights that can help private firms enhance their welfare practices and create a conducive work environment for their employees.

BENEFITS OF LABOR WELFARE

The relevance of the benefits covered by this terminology to the worker who is unable to protect himself was recognised for the first time in 1931 when the Royal Commission on Labour came to that conclusion. The schemes for employee wellness may be seen as "a wise investment" that should and usually does provide a profit in the form of higher productivity. Twenty years later, when it said that "at work conditions require to be improved to a significant extent in order to get the best out of a worker in the matter of production," the Planning commission recognised the relevance of worker welfare. The employee must, at the very least, have the means to preserve his or her own health. The labor welfare measure divided into two welfare measures outside and inside the labor place. Labor measures inside are; conveniences, conditions of the work environment, workers health services. Labor measures outside are; health and medical services of the security staffs. By offering them a variety of benefits and protections, labour welfare programmes seek to protect and advance the wellbeing of employees. These programmes are intended to address the particular difficulties and risks encountered by the security guards who operate in shopping centres. Security guards are essential to keeping shopping centres safe and secure, but their work frequently entails long hours, strenuous activity, and exposure to tense circumstances.

Taking care of the working conditions for security guards in shopping centres is one component of labour welfare programmes. These plans can emphasise paying decent wages, guaranteeing suitable working hours, and putting policies in place to safeguard the physical and emotional wellbeing of the guards. Guards may be entitled to frequent breaks, for instance.

ADVANTAGES OF EMPLOYEES

Employers who are covered by the ESI act of 1948 receive the following benefits from the programmes: Employers are relieved of all obligations to provide medical services to employees and their dependents in kind or in the form of fixed cash allowances, reimbursement of actual expenses, lump sum payments, or choosing any other medical insurance policies with a limited scope, unless such obligations are expressly stated in a written contract. With regard to employees covered under the Maternity Benefits Act and the Workmen's Compensation Act, employers are exempt from their application. Any amount paid as a contribution pursuant to the ESI Act is subtracted for determining "income" under the Income Tax Act.

The subject of government assistance in confidential firms, explicitly with regards to shopping representatives, is critical because of its likely ramifications and results on different parts of society. Understanding and concentrating on this theme is vital in light of multiple factors.

1. Worker prosperity: Work government assistance centers around the general prosperity and personal satisfaction of representatives. It includes angles, for example, fair wages, safe working circumstances, admittance to medical services and government backed retirement, balance between fun and serious activities, and potential open doors for vocation development. By concentrating on this subject, we can distinguish the elements that add to representative government assistance and foster systems to further develop it. Guaranteeing the government assistance of workers prompts higher work fulfilment, inspiration, and efficiency, helping both the representatives and the association.

2. Representative business relationship: Work government assistance assumes a fundamental part in forming the connection among workers and bosses. At the point when workers feel esteemed, regarded, and upheld, it upgrades trust and faithfulness towards the association. This prompts better representative commitment, expanded responsibility, and diminished turnover rates. Then again, disregarding work government assistance can bring about disappointment, clashes, and stressed connections, adversely affecting the workplace and authoritative execution.

3. Social and monetary ramifications: Work government assistance in confidential firms has more extensive social and financial ramifications. By concentrating on this point, we can look at its effect on society in general. Sufficient work government assistance guarantees civil rights, diminishes pay disparity, and advances comprehensive development. It adds to destitution decrease, works on expectations for everyday comforts, and improves social union. Besides, when workers are monetarily stable and approach benefits, it lessens the weight on friendly government assistance frameworks.

4. Generally improvement: Work government assistance is firmly connected to the general advancement of people, networks, and countries. Whenever representatives are given open doors for expertise advancement, schooling, and preparing, it upgrades their abilities and adds to human resources improvement. This, thus, prompts expanded efficiency, development, and seriousness. By concentrating on government assistance, we can recognize areas of progress and plan mediations that encourage the all-encompassing improvement of people and social orders.

PROCEDURE OF REGISTRATION

Under Section 2A of the Act and Regulation 10-B, it is the employer's legal responsibility to register their factory establishment under the ESI Act within 15 days of its applicability to them. Every non-seasonal company or business with more than ten employees—or twenty, in certain states—with a salary cap of Rs. 21,000 is required to register with the ESIC and offer its staff ESI benefits.

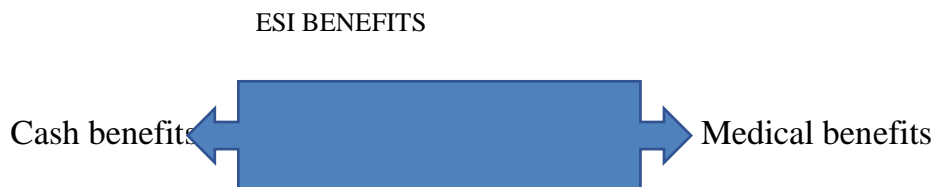
The 1948 Employees' State Insurance Act was created by the Employees State Insurance Corporation (ESIC). It is their duty to make sure the programme is administered smoothly.

Although the ESIS's national network is extensive, its headquarters are in New Delhi. Today, the programme offers inpatient care in 42 hospital annex facilities and approximately 151 hospitals overall. A network provides access to more primary and outpatient healthcare institutions.

BENEFITS UNDER ESI

B. N. Adarkar, an economist who subsequently served as governor of the Reserve Bank of India, was chosen by the Indian government in March 1923, just before the country gained its independence, to develop a health insurance programme for industrial employees. The Employment State Insurance (ESI) Act of 1948 was created using the information he presented a year earlier. The ESI Act was passed in India in 1948, but it didn't become law until February 25, 1952, when Kanpur and Delhi were given jurisdiction. initially limited to employees of manufacturers and businesses. With 15.5 million people working for around 450,000 companies, it is currently applicable to all businesses with 10 or more employees, including educational institutions, hospitals, and other businesses. Over 65.5 million people are beneficiaries as of 2011–12. Occupational State Insurance Programme.

Section 46 of the act envisages the following the benefits of ESI in social security:



Medical benefits

An insured person and his family are given complete medical treatment as soon as they begin working in an insurable position. The cost of an insured person's or his family member's medical care is not limited in any way. With the payment of a nominal yearly premium of Rs. 120/-, medical treatment is also offered to retired and permanently handicapped covered people and their spouses.

Medical Benefits for Retired IPs under the System of Treatment Scale

Specialist consultation for the administration of medical benefits in a state-owned facility

in-patient care

the imaging industry

Instruments & Artificial Limbs

Additional Rules

Reimbursement (b) Sickness Benefit (SB): During periods of certified illness, covered workers are entitled to receive a Sickness Benefit in the form of monetary compensation at a rate of 70% of earnings.

The minimum standards for social security defined nine categories of benefits for the welfare of the labor class. The representative's state protection enterprise has previously taken on and stretched out five significant advantages to the guaranteed labourers out of the nine advantages identified by the ILO.ESI plans need based bundle of significant government backed retirement benefits in real money and kind incorporate: -

Maternity benefits

During a proven illness of up to 91 days per year, insured employees are entitled to a sickness allowance of 70% of their salary. To receive sick leave, the insured employee must pay 78 days within 6 months. Maternity leave is paid for twenty-six (26) weeks during childbirth/pregnancy and is extended by one month based on a doctor's prescription. percentage of wages due for 70 days in the previous two pay periods. Maternity is paid during childbirth/pregnancy for twenty-six (26) weeks and is extended by one-month Maternity is paid for 26) weeks and is extended by one month by one month. physician with full salary payable for 70 days during the two previous pay period.

Disablement benefits

From the first day the insured starts work, regardless of whether he has paid the insurance in case of an occupational accident. The temporary disability benefit, which is 90% of the salary, is paid as long as the disability lasts.

Sickness benefit

During periods of proven illness up to 91 days per year, insured employees are entitled to receive sickness in the form of financial compensation, which is 70% of the salary. To receive sick pay, an insured employee must pay for 78 days within a 6-month period

wellness program

Numerous activities can be included in wellness programs, from on-site gym memberships to mental health consultations. Wellness initiatives foster a sense of unity among the team, promote healthy behaviours, contribute to the total and overall wellbeing of your employees, and raise output.

Paid leave

Paid leaves can cover sick leaves, period leaves, maternity-paternity leaves, mental health support leaves, and more. This will prevent an unfit employee from showing up to work and infecting others; healthy employees are also seen to be more productive and engaged.

Training program

There is no better approach to turn work into a learning environment than by offering training courses to your staff. Training programs benefit both the employer and the employee; your staff can learn new skills and stay current, and you and your business can benefit from those newly acquired skills.

Other benefit that insured for the employees are;

Self-Rehabilitation Allowance

Self-Training Allowance

Self-Old Age Medicare

CONTRIBUTION UNDER ESI

The ESIC is a social security programme created to offer employees, their close relatives, and dependents socioeconomic security. The ESIC announces the contribution rates, which are periodically changed. Both employer and employee contributions are included in the contribution. The rates have been updated as of July 1, 2019, and they are as follows:

3.25 percent of the wages paid or due is the employer's contribution.

Employee Contribution: 0.75 percent of the salary received or due.

Employees are excluded from paying the payment if their daily average pay is less than Rs. 176; however, the employer is still required to provide their portion of the contribution.

The Employers shall pay the Employer and Employee Contribution at the Rates outlined Above within 15 days after deducting the Employee Contribution from the Wage Bill.

ABVKY: Atal Beemit Vyakti Kalyan Yojana

Employees covered by Section 2(9) of the ESI Act of 1948 can take advantage of this welfare programme by receiving a relief payment of up to 90 days once in their lifetime. The Programme was launched starting on July 1, 2018, as a two-year experimental programme. The programme has now extended through June 30, 2022. Additionally, it has been decided to relax the eligibility requirements and increase the rate of unemployment relief under the scheme from 25% to 50% of wages. However, the insured person must have been in insurable employment for at least one year prior to becoming unemployed and must have contributed for at least 78 days during the preceding calendar year.

The Rajiv Gandhi Shrmik Kalyan Yojana

With effect from January 4, 2005, this unemployment payment programme was launched. An insured person who loses their job after two or more years of coverage due to the closing of a plant or business, layoffs, or a permanent disability resulting from a non-employment accident is entitled to the following:

A lifetime maximum of two years is allowed for a 50% of earnings unemployment allowance.

At the time when IP is receiving unemployment benefits, medical care for oneself and one's family from ESI Hospitals/Dispensaries.

Vocational training is offered to update skills; the cost of the training and travel expenses is covered by ESIC.

Incentive for private sector employers to ensure regular employment of disabled people:

25,000/- is the minimum salary for persons with mobility impairments to get ESIC benefits.

The state pays the employer's tax within three years.

Benefits and payment terms:

An interesting feature of the ESI system is that payouts are linked to ability to pay as a fixed percentage of employees' wages, while they are paid indiscriminately according to individual needs.

The company pays cash benefits through its branches/salary offices on certain payment terms.

CHAPTER II

REVIEW OF LITERATURE

CHAPTER II

REVIEW OF LITERATURE

A literature review is a body of text that researcher attempts to review the critical points of current knowledge including substantive findings as well as theoretical and methodological contributions. An evaluation of the overall body of literature regarding labour welfare related aspects and the welfare measures and ESI benefits of, research articles and journals were reviewed. This review provided an overview of existing evidence in knowledge about the employee's issues and welfare measures among the security staffs.

Sumitra pujari (2017): based on the empirical study on the ESI welfare schemes and measures were the two major objectives. The allowances and insurance from the ESI scheme and social security for the lives of the laborer's. Welfare schemes can invest in training programs to enhance the skills and knowledge of security staff. This can include specialized training in areas such as conflict resolution, emergency response, customer service, and technology utilization. Skill development opportunities not only benefit employees in their current roles but also provide them with avenues for career growth and advancement. The study shows about Work government assistance and its plans assume an essential part in guaranteeing the prosperity and privileges of laborer's in any general public. The idea of work government assistance envelops different drives and projects pointed toward working on the functioning circumstances, federal retirement aide, and generally personal satisfaction for representatives. This examination expects to investigate the meaning of work government assistance plans and their effect on the two people and society overall. By looking at the advancement of work government assistance rehearses and breaking down unambiguous plans carried out in various nations, we can acquire experiences into the adequacy of such projects in advancing civil rights, financial turn of events, and amicable modern relations.

Adduri & sudhamsetti (2018) conducted a study on the satisfaction of the employee(labour) towards the ESI act of 1948. The study was purely based on the medical availability of ESI schemes.: Welfare schemes can invest in training programs to enhance the skills and knowledge of security staff. This can include specialized training in areas such as conflict resolution, emergency response, customer service, and technology utilization. Skill development opportunities not only benefit employees in their current roles but also provide them with avenues for career growth and advancement. The study question focuses on how satisfied workers are with employee engagement programmes (EMI). Employee engagement is the degree to which workers are connected to their work, dedicated to their organization, and enjoying their work environment as a whole. As engaged workers are more productive, creative, and inclined to stick with the firm, it is an important component of organizational success. Initiatives aimed at increasing employee happiness, motivation, and loyalty include a wide range of tactics and plans. Regular communication, recognition and reward systems, chances for professional growth, work-life balance programmes, employee feedback systems, and promoting a healthy workplace culture are a few examples of these activities. These programmes aim to develop an organizational culture that values and encourages

Ranjikumar and pari (2016): conducted study on the importance of ESI, its benefits and utilization. It also had an objective to understand and be aware of the schemes and measures of ESI. Welfare schemes may include measures to promote work-life balance, such as flexible working hours, paid time off, and parental leave. These initiatives can help security staff maintain a healthy balance between their professional and personal lives, leading to increased job satisfaction and reduced stress levels. In these empirical studies mainly discuss about the in some countries, the government offers ESI, or Employee State Insurance, which is a social security and health insurance

programme. For both employees and employers, it offers a number of advantages. ESI offers the following advantages: Health Insurance: ESI offers its employees and the people who are legally obligated to support them health insurance. It provides coverage for medical costs such as maternity benefits, prescription drugs, doctor visits, hospitalization, and diagnostic testing. Employees and their families may now receive high-quality medical care without having to worry about the cost. Sick Leave Cash Benefits: ESI provides sick leave cash benefits to its workers. It pays a portion of their salary for the time they are absent because of illness or a temporary disability. In such circumstances, this guarantees the financial security of the workforce.

Dr. Jayaprakash k (2011): conducted study on the ESI and its mainly focus on the benefits, utilization and benefits provided in the schemes. It is an empirical study which discussed about the welfare measures, utilization of the ESI and its benefits. Welfare schemes may include financial incentives, such as bonuses, performance-based rewards, and allowances. These benefits can motivate security staff to perform better and provide an extra sense of financial security. Additionally, access to medical insurance and pension schemes can offer long-term financial stability for employees. Research on work fulfilment investigates these elements and their effect on representative prosperity and hierarchical results. It assists associations with distinguishing regions for development, carry out methodologies to improve work success, and at last establish a positive workplace that cultivates representative commitment, efficiency, and maintenance

Shibalal Meher (2012): ESI might potentially result in employment. The results demonstrate that ESI has improved outreach and reduced poverty. The process of empowerment is discovered to be ESI workers, and the program's effectiveness rests on its capacity to both increase outreach and empower the company's unique women group. ESI represents Worker State Protection, a government backed retirement and health care coverage conspire carried out in numerous nations, including India. Its purpose is to offer financial and medical benefits to organized sector workers and their families. While ESI can emphatically affect the general prosperity of representatives, it is vital to take note of that its particular consequences for effort and destitution decrease can fluctuate in light of a few elements, remembering the execution and viability of the plan for a specific district. The primary objective of ESI is to offer health insurance to employees and their families, ensuring that they can get medical care and financial protection in the event of illness, pregnancy, disability, or death. ESI has the potential to positively impact employees' overall standard of living by enhancing their health and productivity by providing affordable healthcare services. Diminishing destitution is a complicated and diverse issue that can't be exclusively credited to the execution of any single plan. However, ESI can reduce employees' risk of poverty due to healthcare-related costs by providing healthcare coverage, easing the financial burden of medical expenses. Additionally, ESI's outreach initiatives, such as health camps, education programs, and preventive healthcare initiatives, have the potential to improve communities' overall health. ESI has the potential to lower the number of illnesses that occur, resulting in increased

productivity and lower costs for individuals and their families. It is important to note that the extent to which ESI improves outreach and reduces poverty, as well as the quality and accessibility of healthcare services, effective implementation, and regular monitoring of the scheme's performance, all depend on its success. Also, correlative endeavours in training, expertise improvement, work creation, and other social government assistance drives are vital for address the more extensive issue of destitution.

Miny MJ (2022): The study purely based on the labor or employee needs and benefits which is mostly through the welfare measures, schemes, utilization of the benefits, employee's behavior towards the scheme. Even their get benefits as pension so the attitude of the employees matter a lot in these studies. It helps to understand the negative and positive attitude of the employee's behavior towards the scheme and measures. It focuses on the satisfaction level of ESI, knowing the effective utilization and awareness of the ESI benefits. Every employee is entitled to the labor welfare measures (LWM), and without them, the employee experiences discomfort and misfortune within the organization. However, this kind of environment has a direct impact on employee performance, productivity, and, most importantly, job satisfaction. It is possible to draw the conclusion that there is a significant connection between employee satisfaction at work and Labour Welfare Measures (LWM). As a result, today's LWM is no longer just a legal requirement for employers to follow; rather, it is now a necessity for employers to implement because doing so increases job satisfaction, retention, and performance while also attracting and reducing employee turnover.

Manzini and Gwandure's (2011): research, many organizations use the idea of employee welfare as a means of enhancing workers' productivity, particularly in the mobile sector where issues at work can result in lower performance and a lower quality of life for workers. Welfare services, it is suggested, may be utilized to protect the labour force by ensuring that employees and their families have safe working and living circumstances and by reducing the risk to their lives.

Joseph et.al (2009): It is noted in the issue under study that a welfare state's social security system forms its foundation. The improvement of working conditions has been greatly supported by the government, employers, and trade unions. Welfare schemes can prioritize the health and safety of security staff by implementing measures such as regular health check-ups, vaccinations, and safety training programs. Providing adequate safety equipment and ensuring a safe working environment can help reduce workplace accidents and injuries. The point of this examination is to analyse the effect of work government assistance estimates on work fulfilment. This-study will assist the administration with realising that Work government assistance estimates assume a critical part in influencing the level of occupation fulfilment of representatives. So, it is a speculation for the outcome of some sort and the progress of the association. For this review, the exploration configuration picked is engaging in nature and the sampling method picked is helpful testing. Results demonstrated that there is a critical effect of work government assistance estimates on work satisfaction.

Paul Thompson, Pamela S. Tolbert, Rosemary Batt, and Stephen Ackroyd, editors of "The Oxford Handbook of Work and Organization" –

The chapters on workplace policies, employee well-being, and labour welfare are only a few of the many subjects relating to work and organizations that are covered in this handbook. This anthology of articles examines many elements of employment, such as problems with labour welfare, in light of an ageing workforce. Workforce majorly explain about the policies of the welfare system schemes and its measures to be taken by the organization.

In these study labor forces is divided into three in employed labour force, this group comprises those who are actively employed and receive a pay or income, whether they do so on a full- or part-time basis. In unemployed people are those who are looking for work actively yet do not currently have one. They must be qualified for employment and have taken certain steps to do so, such as signing up with employment agencies or actively seeking for jobs. And in the people fall under the category of neither being employed nor actively looking for work.

Jegadeesan (2009): Enhancing employee wellness is essential for increasing organizational productivity. Since the working conditions of employees have been changing constantly as a result of various factors, the organization plans to implement various welfare and social security programmes to reduce the social, physical, and psychological problems and mitigate the risk faced by the employee in their work and social lives after globalization. Welfare has an impact on employee motivation, and when workers feel that management is concerned about their happiness and wellbeing, their propensity to complain gradually reduces. Welfare programmes improve a person's health, morality, intelligence, and quality of life, which boosts output and efficiency. Raising productivity and total employee satisfaction need improving employee wellness in order to create a pleasant workplace environment. Further developing representative prosperity is fundamental for encouraging a charming work environment culture and raising efficiency and generally representative bliss. The following are a couple of strategies and projects that organizations might use to support staff wellbeing:

Make a wellbeing program: Make a total health program that incorporates exercises like wellbeing screenings, actual work difficulties, nourishment guidance, stress the executive's classes, and emotional well-being help. Urge staff individuals to partake and give them compensations to keep them spurred. Offer adaptable work decisions, like far off business, customizable working hours, or abbreviated work filled weeks. This helps laborers in keeping a harmony between their own and proficient life, bringing down pressure and encouraging prosperity. Urge representatives to take part in actual activity by setting up on location wellness offices, facilitating wellness courses or games, and giving motivators.

The study of relationship between the labor welfare and employee satisfaction at workplace
Mr. Pravin Vitthal Yadav & Dr. Sussmita Daxini

The goal of the current study is to determine the statutory and non-statutory Labour Welfare Measures (LWM) used by various industries and their link to workplace satisfaction. This report provided a thorough analysis of several studies on Labour Welfare Measures (LWM), its determinants, and its link to workplace employee satisfaction carried out by specialists and scholars throughout the world. The goal of the study was to summarise the work of many scholars in the topic of labour welfare. Every employee is entitled to the labor welfare measures (LWM), and without them, the employee experiences discomfort and misfortune within the organization. However, this kind of environment has a direct impact on employee performance, productivity, and, most importantly, job satisfaction. It is possible to draw the conclusion that there is a significant connection between employee satisfaction at work and Labour Welfare Measures (LWM). As a result, today's LWM is no longer just a legal requirement for employers to follow; rather, it is now a necessity for employers to implement because doing so increases job satisfaction, retention, and performance while also attracting and reducing employee turnover. studies the numerous aspects of labour welfare measurements and determines the degree of employee satisfaction. It was noted that N.T.P.S. offered its employees a variety of welfare programmes and also complied with all applicable state and federal laws. To ensure that all employees are happy with the employee welfare facilities, management must offer them high-quality amenities.

Workers' assume a vital part in the presence and development of any association, in this way their government assistance is fundamental. During the beyond couple of years, both public area and confidential area associations have been contributing towards the representative's advantages and furthermore increment their effectiveness. Representatives' government assistance offices incorporate lodging offices, free clinical offices, retirement advantages, youngsters and grown-up instructive advantages, government assistance measures for the worker's families, credit offices, and so on. In the event that the associations don't make a fuss over the workers benefit, however expect effective and elite execution from them, it is a simple waste. So, there is most extreme requirement for the representative's government assistance in an association. Associations need to give government assistance offices to their representatives to keep their inspiration levels high. A relative report was embraced to realize the fulfilment level of the workers on the enforceability of different government assistance estimates in both general society and confidential area associations. The concentrate likewise illuminates effect of government assistance estimates on the representatives' exhibition.

The impact of labour welfare measures on Employee satisfaction

Work government assistance, the term including broad unmistakable organizations justifies and offered offices to representatives by the business. Work government assistance upgrading the wellbeing and work is for security and all-purposive success and proficiency of the experts past the base standards set somewhere around work sanctioning. The idea of work government assistance is versatile and adaptable and fluctuates extensively with times region to district industry country social characteristics and customs level and customs level of industrialization and general

social money related progression of individuals. The term work government assistance proposes various contemplations, and that implies and suggestions, for instance, the state abundance prosperity fulfilment decency and the headway of HR as a total least degree of government assistance it is an engaging state of existing including actual mental great and enthusiastic thriving. Work government assistance induces to giving better work conditions, for instance, genuine to great lighting, warm control, neatness, low upheaval level, latrine and drinking water workplaces, flagon and bathroom flourishing and security endeavors. Government assistance organizations, for instance, dwelling, preparing, entertainment, transportation, and directing.

Job satisfaction of the employees at workplace

Neeraj kumari

A person's attitude is a judgement about something, someone, or something that has happened. They are an individual's reflection of their feelings. The thoughts and emotions that employees have about their work greatly influence how they will perceive their surroundings, commit to their intended behaviors, and ultimately behave. Among the various views people have about their jobs, including job involvement, organizational commitment, etc., is job satisfaction. Employees' attitudes towards their work, whether positive or negative, are consequently reflected in their level of job satisfaction. Positive sentiments are held about a job by someone who has high levels of work satisfaction, whereas negative feelings are held about a job by someone who is not happy in their position. Both the employer and the employee are very concerned about job happiness. These studies also mentioned about the government assistance and its plans assume an essential part in guaranteeing the prosperity and privileges of labourers in any general public. The idea of work government assistance envelops different drives and projects pointed toward working on the functioning circumstances, federal retirement aide, and generally personal satisfaction for representatives. This examination expects to investigate the meaning of work government assistance plans and their effect on the two people and society overall. By looking at the advancement of work government assistance rehearses and breaking down unambiguous plans carried out in various nations, we can acquire experiences into the adequacy of such projects in advancing civil rights, financial turn of events, and amicable modern relations.

Job satisfaction, organizational commitment and job involvement

observational review pointed toward distinguishing and evaluating the connection between work attributes, hierarchical responsibility, work fulfilment, work contribution and authoritative strategies and systems in the change economy of Serbia, South Eastern Europe. The review, which included 566 people, utilized by 8 organizations, uncovered that current models of work inspiration

should be adjusted to fit the exact information, bringing about a reexamined research model explained in the paper. In the proposed model, work contribution somewhat intervenes the impact of occupation work on hierarchical responsibility. Work success in Serbia is impacted by work qualities yet, as opposed to many examinations led in created economies, hierarchical approaches and methodology don't appear essentially influence representative fulfilment. research showed that connections exist between every one of the factors considered and that the most vulnerable of these connections is between work qualities and different builds. Of those, the most vulnerable connection thus is the connection between the work qualities and the sub scale of hierarchical responsibility connected with the distinguishing proof with the association. Subsequently, we can presume that work qualities don't display a critical impact on whether and how much the representative will relate to the association where he/she works, i.e., whether he/she will be focused on the association.

labour law in India

Work regulations, otherwise called business regulations, are the assemblage of regulations, managerial decisions, and points of reference that address the lawful freedoms and limitations of working individuals and their associations. Work regulations endeavor to control the connections between a business or gathering of managers and their representatives. This part of regulation has the broadest application since it influences a larger number of people than some other part of regulation. Because of its immense ramifications and dynamic aspects, it is likewise the most captivating region to study. These regulations by and large location issues like work environment wellbeing and wellbeing, aggregate haggling, unjustifiable work rehearses, confirmation of associations, work the board relations, general occasions, yearly leave, working hours, unreasonable terminations, the lowest pay permitted by law, cutback systems, severance pay thus on. To ensure admittance to medical services and monetary security, especially in instances of advanced age, joblessness, disorder, deficiency, work injury, maternity, or the departure of a provider, benefits are given to laborers, including chaotic specialists, gig laborers, and stage laborers. These advantages are alluded to as 'government managed retirement' under the code.

Employee benefits

Various elements have added to business arrangement of non-required advantages, for example, medical coverage and annuity plans. These incorporate personal responsibility of the chiefs, association dealing, charge benefits given to organizations by the central government for offering specific advantages, they should be cutthroat and hold representatives, and association evasion. The rationale basic boss techniques to willfully give benefits recommends that benefit contributions are related with representative various variables added to manager arrangement of non-obligatory advantages, for example, health care coverage and annuity plans. These incorporate

personal circumstance of the chiefs, association bartering, charge benefits given to organizations by the central government for offering specific advantages, they should be serious and hold workers, and association evasion. The rationale behind hidden manager procedures to intentionally give benefits proposes that benefit contributions are related to workers. During the twentieth 100 years, managers expanded the monetary security of workers by giving, in return for work, benefits notwithstanding direct remuneration. Aside from direct remuneration, benefits incorporate any remaining incitements and administrations given by a business to workers Like other HRM approaches, manager supported benefits have been molded by friendly, social, and authoritative powers.

CHAPTER-III

RESEARCH

METHODOLOGY

CHAPTER-III

RESEARCH METHODOLOGY

INTRODUCTION

A research procedure is a technique for tending to a research issue. Different methodologies and strategies for directing examination are remembered for the exploration. To arrive at the examination's ideal objective and to find the answer for the exploration challenge, specialists utilize various philosophies. For the exact examination of the peculiarities, an obvious efficient procedure is utilized. The logical and efficient approach to tackling a research puzzle or issue is research methodology.

STATEMENT OF THE PROBLEM AND SIGNIFICANCE OF THE STUDY

An employer is required to implement the labor system. All of these labor welfare programs and laws are intended to promote employee well-being. The quality of the work will grow and job

satisfaction will rise with proper scheme execution. This study aims to determine if labor welfare policies have a significant impact on how satisfied employees are with their jobs. The satisfaction of the employee's position affects both their physical and mental wellbeing. Thus, it is important to support both physical and mental wellness at work. The employer might have adhered to the welfare measures, such as the working conditions, conveniences, worker health services, worker recreation, etc. Its employees may be eligible for these welfare benefits. Any workplace today would find it difficult to function without providing a foundational set of benefits for the wellbeing of its employees. In every context, one of the most crucial aspects of HRM is employee wellbeing. A healthy and stress-free employee is a huge asset; therefore, employers should recognize this and take appropriate measures to ensure that they have both.

The concentrate on work government assistance plans of private area shopping representatives holds huge significance because of the accompanying reasons:

AIM OF THE STUDY

The study aims to understand the specific welfare policies, programs and initiatives undertaken by private firms in the security guard to promote employee welfare. Ultimately, the aim of this study is to contribute to the understanding of labor welfare in private firm shopping employees and provide insights that can help private firms enhance their welfare practices and create a conducive work environment for their employees.

RESEARCH OBJECTIVES

GENERAL OBJECTIVE

- To study about the effectiveness of welfare schemes among security guards in Ernakulam district.

SPECIFIC OBJECTIVES

- To study about the various schemes, labour welfare schemes available for the security guards.
- To study about the awareness level about the welfare schemes.
- To study about the effectiveness in the implementation of welfare schemes.
- To understand the job satisfaction level of security guards.
- To understand the socio-economic life status of security guards.

UNIVERSE

The study of the research focuses on the private sectors security guard working in Trikkakkara municipality. The universe includes total number of populations in Trikkakkara municipality in private sector security guard.

SAMPLING

The research study focusing on employees in private firms. The researcher will adopt probability sampling method. It is a sampling method that involves randomly selecting a sample, or a part of the population. Researcher adopted Simple Random Sampling method in probability sampling for the research. This method is the most straightforward of all the probability sampling methods, since it only involves a single random selection and requires advance knowledge about the population.

INCLUSION CRITERIA

Security staffs in private sectors special preference to Trikkakkara .

EXCLUSION CRITERIA

Securities who had no longer getting schemes as per the labor welfare schemes.

DATA INTERPRETATION

Data analysis and interpretation for labour welfare programmes entails looking at pertinent data to learn more about the efficacy, impact, and overall results of different efforts put into place for the well-being of employees. A step-by-step manual for doing data analysis and interpretation in the context of labour welfare programmes.

TOOL OF DATA COLLECTION

Researcher collected data from the respondents by Interview schedule. The Interview schedule consisting of 30 questions prepared by researcher based on the objective of study, situation, or phenomena accurately and systematically. The first includes Demographic details this segment includes 3 questions. The tool is about the employee's knowledge about the schemes, welfare measures related to the topic. Next part questions based on job satisfaction level of the employees and also to overcome the issues of employee's employer relationships and to create awareness on ESI schemes.

METHOD OF DATA COLLECTION

PRIMARY DATA

Quantitative method used for primary data collection. The primary data collection collected directly from private sectors using Interview schedule. The Interview schedule includes 30 questions according to the objectives of the study. Collecting data using Interview schedule elicit first-hand information from the respondent there by better response is assured. On the basis of objectives of the study researcher framed Interview schedule and prepare 30 questions for understanding their demographic details, employee's knowledge about the schemes, welfare measures and programs, job satisfaction level of the employees, employee-employer relationships.

SECONDARY DATA

Researcher used secondary data for research. Review collected from journals, articles, web resources related to the topic are the secondary data.

LIMITATIONS

- The research will be limited to private firm security guards only.
- The study will be limited to geographical areas of Trikkakkara municipality only.
- The study highlights only on the welfare schemes and especially awareness on ESI benefits.

CHAPTERISATION

- Chapter I Introduction
- Chapter II Review of literature
- Chapter II Research Methodology
- Chapter IV Analysis and Interpretation of Data
- Chapter V Findings, Recommendations, Implications for professional social work practice

Conclusion

Bibliography

Appendix

CHAPTER IV

ANALYSIS AND INTERPRETATION

CHAPTER -4

DATA AND INTERPRETATION

Table No. 1.1

1. Have you received any labour welfare schemes or benefits from your employer?

SI	Particulars	Respondents	Percentage
1	YES	45	75%
2	NO	12	20%
3	NEVER	3	5%

TOTAL	60	100%
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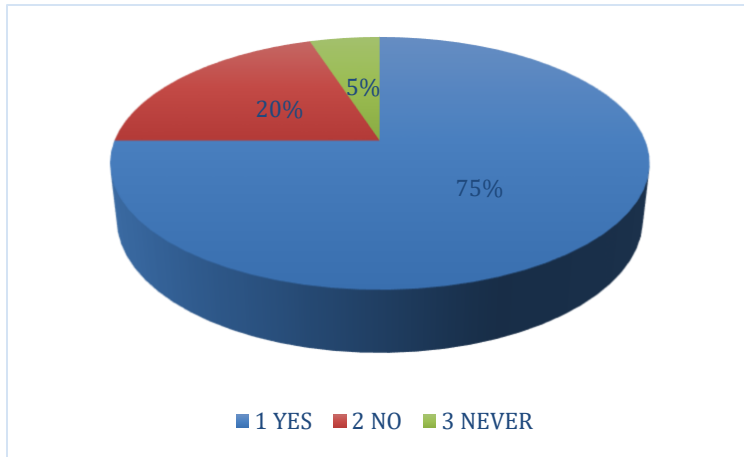


Table 1.1 shows to dissect the information with respect to work government assistance or advantages got by representatives from an association, to have the accompanying circulation: In light of this information most of workers (75%) get some type of work government assistance or advantages from the association. This demonstrates that the association has executed approaches or projects to help its labor force. While the larger part gets benefits, it’s actually quite important that 20% of workers get no work government assistance or advantages. This could demonstrate variations in the appropriation of advantages or expected regions for development in the association’s government assistance programs. The information shows that a little rate (5%) of workers have never gotten any work government assistance or advantages from the association. This could be because of different reasons like their work jobs, residency, or qualification rules for explicit advantages.

Table 1.2

2. How satisfied are you with the labour welfare schemes provided by your employer?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	14	23%
2	SATISFIED	22	37%
3	NEUTRAL	4	7%
4	DISSATISFIED	20	33%
	TOTAL	60	100%

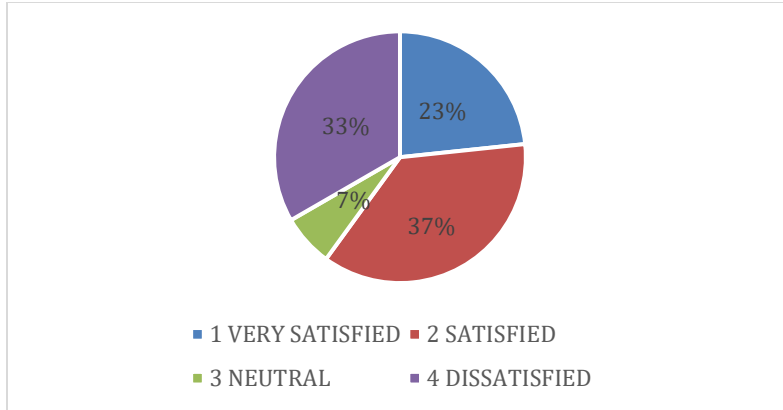


Table 1.2 shows, in light of the information gave, the translation of the work satisfaction based on the labor welfare schemes provided by the employer. 23% of the workers are exceptionally happy with the work government assistance plans given by your boss. This shows that a critical piece of the labor force is exceptionally happy with the advantages and drives offered, proposing that the business has carried out compelling measures to upgrade worker government assistance. 37% of the workers announced being happy with the work government assistance plans. While this rate is higher than the “exceptionally fulfilled” classification, it actually demonstrates a greater part of representatives are satisfied with the government assistance plans. It proposes that the business has done whatever it may take to address the requirements and assumptions for a critical part of the labor force. 7% of the workers answered with an impartial opinion towards the work government assistance plans. This gathering might not areas of strength for have or sentiments about the gave advantages and drives, showing an absence of huge positive or adverse consequence on their general work fulfilment. 33% of the representatives communicated disappointment with the work government assistance plans.

Table 1.3

3. How do the labour welfare schemes provided by your employer impact your job satisfaction level?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	10	17%
2	SATISFIED	35	58%
3	NEUTRAL	7	12%
4	DISSATISFIED	8	13%

TOTAL	60	100%
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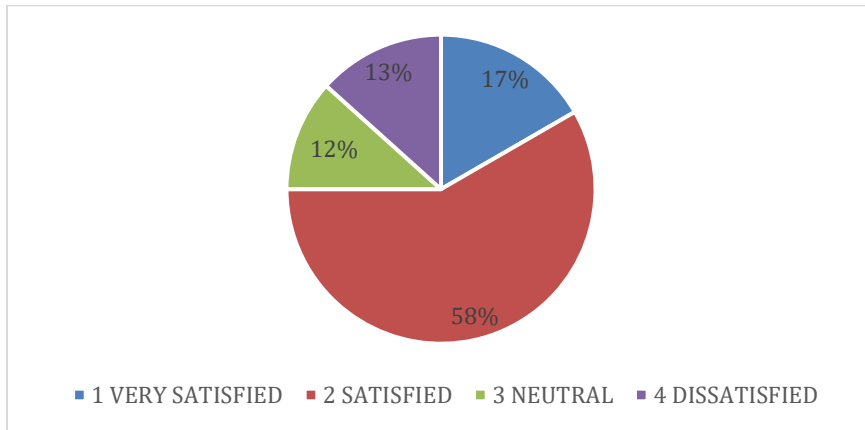
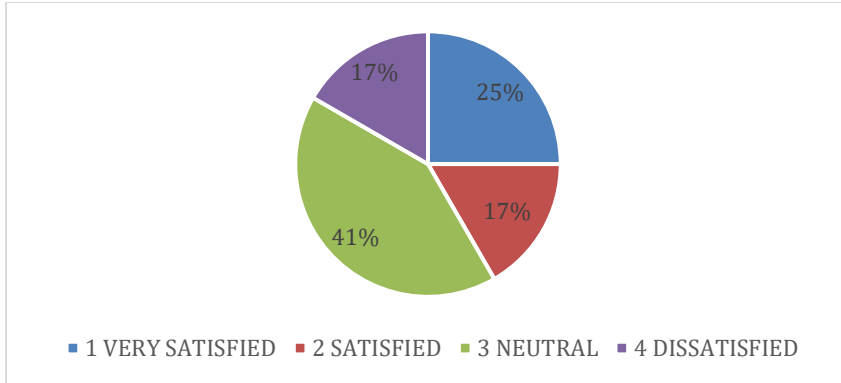


Table 1.3 shows to examine the information for the work government assistance plan and occupation fulfilment levels given by the organization. This shows that a little extent of workers (17%) are exceptionally happy with the work government assistance plot given by the business. It proposes that the plan decidedly affects their work fulfilment levels. Most of representatives (58%) fall into the "fulfilled" classification. This suggests that the government assistance plot has for the most part been successful in addressing their requirements and adding to their work fulfilment. In any case, there might in any case be opportunity to get better to address any worries or areas of disappointment. A moderately little rate (12%) of workers have a nonpartisan position towards the work government assistance plot.

Table 1.4

4. How do the labour welfare schemes impact your overall motivation and engagement in your job?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	15	25%
2	SATISFIED	10	17%
3	NEUTRAL	25	41%
4	DISSATISFIED	10	17%
	TOTAL	60	100%

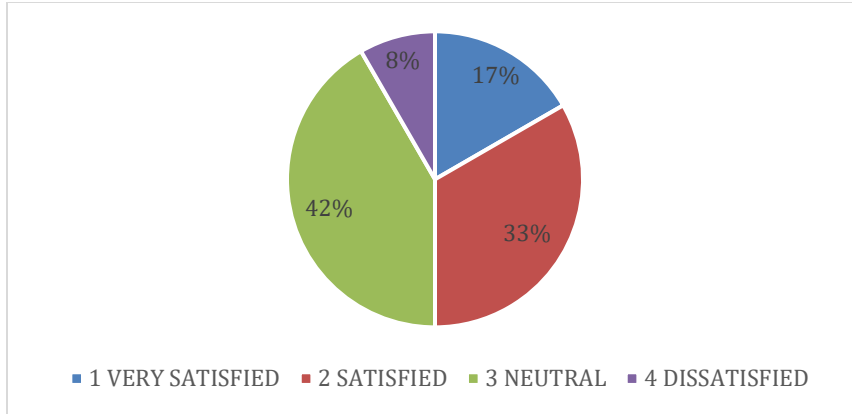


The impact of labor welfare programs on an individual’s overall motivation and engagement in their work is the subject of the research topic question. The responses from the respondents, which show how satisfied they are with labor welfare programs, make up the provided data. The responses were broken down as follows: The distribution of respondents’ levels of satisfaction is depicted by these percentages. It is vital to take note of that the information given doesn’t indicate the quantity of respondents or the absolute sample size, so the translation should be based on the available data. The majority of respondents, or 41%, hold a neutral viewpoint regarding the effect that labor welfare programs have on their motivation and commitment to their jobs. This suggests that they have neither a strong positive nor negative reaction to these schemes’ influence. 17 percent of those surveyed expressed dissatisfaction with labor welfare programs. This suggests that they think these schemes make them less motivated and engaged in their work overall.

Table 1.5

5. How satisfied are you with your current job?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	10	17%
2	SATISFIED	20	33%
3	NEUTRAL	25	42%
4	DISSATISFIED	5	8%
	TOTAL	60	100%

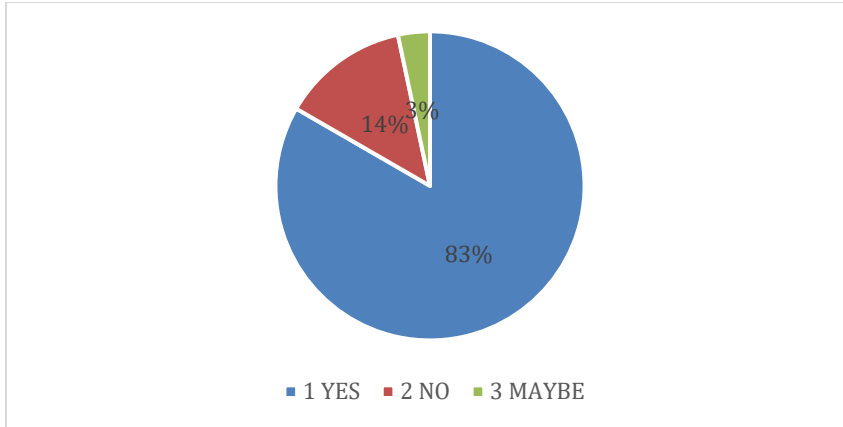


The table shows distribution of job satisfaction levels based on the data provided by the quantitative study on the labor welfare schemes of security guards in shopping employees: These figures demonstrate the extents of safety officers who communicated each degree of occupation fulfilment in light of the work government assistance plans gave to them. The data can be interpreted as follows: 17 percent of security guards in this group are extremely satisfied with their current position. They probably think that the programs for labor welfare are good and effective, which makes them happy at work. 33% This classification incorporates safety officers who are by and large satisfied with their work yet probably won't have a similar degree of energy as the "extremely fulfilled" bunch. They probably find the work government assistance plans good and experience a healthy degree of occupation fulfilment. 42% This group makes up the majority of security guards. They neither express highly satisfied nor dissatisfied feelings regarding their current position.

Table 1.6

6. Do you feel that the implementation of labour welfare schemes is an essential factor in retaining security staff employees?

SI	Particulars	Respondents	Percentage
1	YES	50	83%
2	NO	8	14%
3	NEVER	2	3%
	TOTAL	60	100%

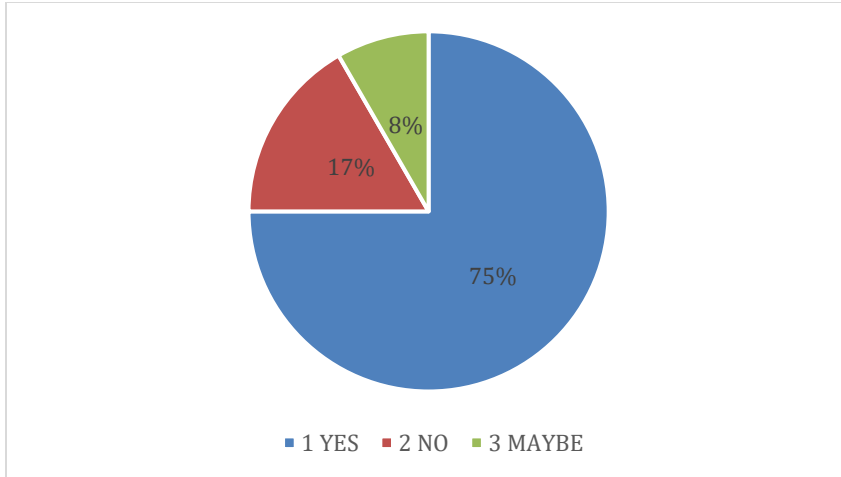


The table 1.6 shows, the majority of respondents (83%) believe that the implementation of labor welfare programs is a crucial factor in employee retention in the security staff. Additionally, a small number of respondents (14%) disagree with this statement, indicating that they do not believe that labor welfare programs significantly influence security staff retention. Another group of respondents (3%) stated that they do not consider labor welfare programs to be necessary for staff retention in the security guard. Based on how this data is interpreted, it is possible to draw the conclusion that a significant number of respondents are aware of the significance of labor welfare programs in retaining security staff. Benefits and initiatives designed to improve employees' well-being, safety, and job satisfaction are typically included in these plans. Organizations can address the needs and concerns of their security staff and create a positive work environment by implementing such schemes. This, thus, can add to higher worker consistency standards. However, it is important to note that only a small percentage of respondents (14%) have a different point of view, indicating that they may think that other aspects or strategies are more important for keeping security staff employed. To better comprehend their reasoning, it would be helpful to investigate their perspectives further. According to the findings of the study, there is a lot of support for putting labor welfare programs into place as a crucial part of keeping security staff employees employed. This emphasizes the significance of taking these schemes into consideration when developing security personnel retention strategies and the potential impact they may have on employee contentment, loyalty, and commitment.

Table 1.7

7.Are you aware of the labour welfare schemes provided by the organization?

SI	Particulars	Respondents	Percentage
1	YES	45	75%
2	NO	10	17%
3	NEVER	5	8%
	TOTAL	60	100%

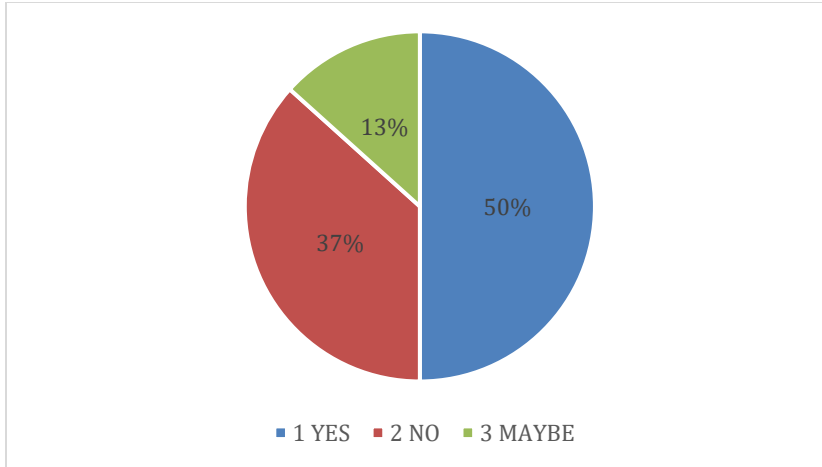


In view of the information, it seems that a study finding out if they know about the welfare schemes given by a particular organization. The respondents were given three choices to browse: “Yes,” “No,” and “Never.” Here is the breakdown of the reactions: 75% of the respondents replied “Yes,” showing that they know about the work government assistance plans given by the organization. 17% of the respondents replied “No,” proposing that they don’t know about the work government assistance plans. 8% of the respondents replied “Never,” which could imply that they have never experienced or gotten data about the work government assistance plans presented by the organization. In view of these rates, apparently most of respondents know about the welfare schemes plans given by the organization

Table 1.8

8. Have you personally benefited from any labour welfare schemes offered by the organization?

SI	Particulars	Respondents	Percentage
1	YES	30	50%
2	NO	22	37%
3	NEVER	8	13%
	TOTAL	60	100%

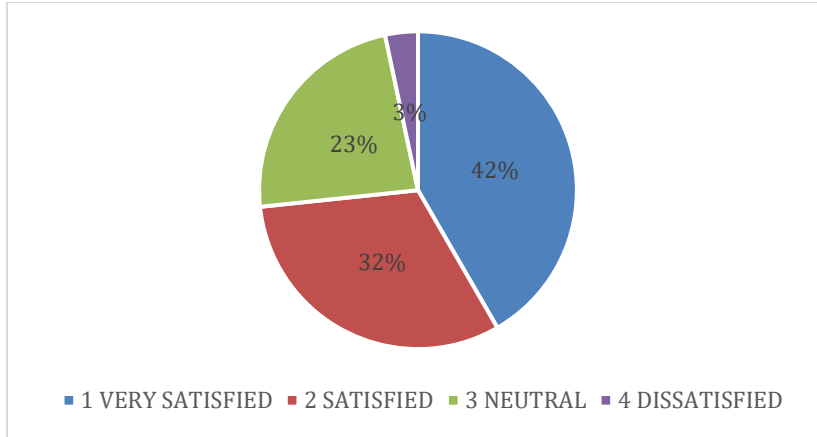


The responses to the question, based on the data provided, reveal that fifty percent of respondents have personally benefited from the organization's labor welfare programs. This could be in the form of a variety of benefits like health insurance, retirement plans, paid time off, employee assistance programs, or any other kind of assistance that the company offers to help its employees achieve a better work-life balance and overall well-being. However, 37% of respondents stated that they had not benefited from any of the organization's labor welfare programs. This suggests that security guards may not have access to the same benefits and support as those who have benefited. The excess 13% answered with "perhaps," which shows vulnerability or an absence of mindfulness in regards to the work government assistance plans. These respondents may be unfamiliar with the organization's specific programs or unsure of whether they have received any benefits.

Table 1.9

9.How do you rate the effectiveness of the labour welfare schemes in improving your job satisfaction?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	25	42%
2	SATISFIED	19	32%
3	NEUTRAL	14	23%
4	DISSATISFIED	2	3%
	TOTAL	60	100%

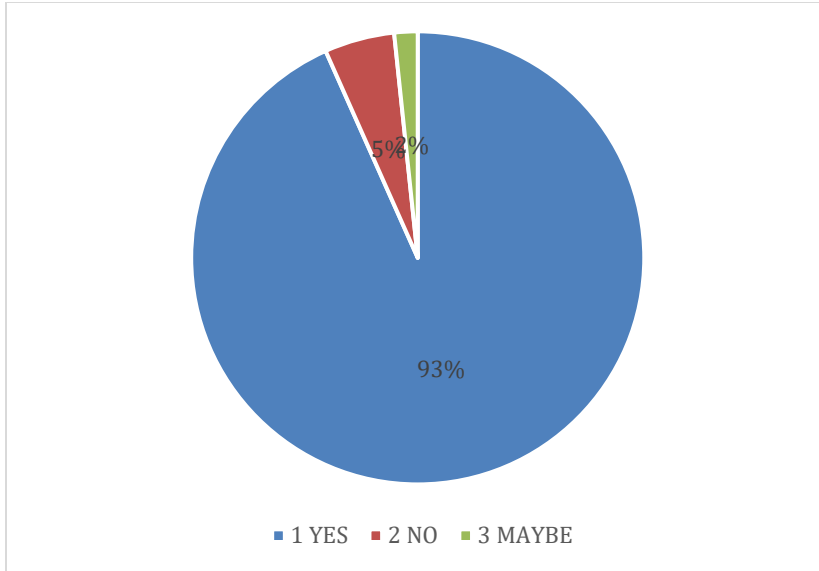


The majority of respondents, 42%, stated that the labor welfare programs' success in increasing job satisfaction satisfied them very much. This suggests that these schemes have improved the job satisfaction of a significant number of security guards. In addition, 32% of respondents expressed satisfaction with the efficiency of labor welfare programs. Even though this percentage is lower than the very satisfied category, it still indicates that a significant portion of respondents generally support these schemes. Then again, 23% of the respondents communicated a nonpartisan position in regards to the viability of the work government assistance plans.

Table 1.10

10. Do you believe that the labour welfare schemes contribute to a positive work environment?

SI	Particulars	Respondents	Percentage
1	YES	56	93%
2	NO	3	5%
3	NEVER	1	2%
	TOTAL	60	100%



Considering these results, it might be reasoned that the greater part of the respondents (93%) acknowledge that work government help designs unequivocally influence the work environment. Regardless, there is a little rate (7%) who either question or unequivocally can't resist the urge to go against this thought. It would be useful to examine the clarifications for these responses further to procure further pieces of information into their perspectives.

Table 1.11

11. Have the labour welfare schemes influenced your decision to continue working in this organization?

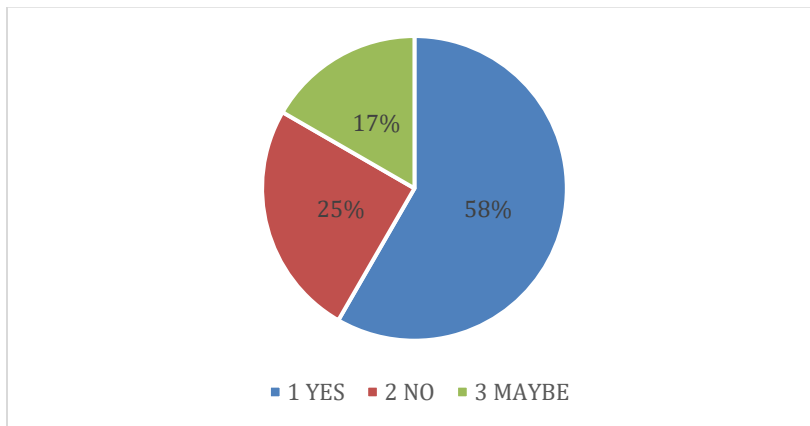
SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	19	32%
2	SATISFIED	20	33%
3	NEUTRAL	15	25%
4	DISSATISFIED	6	10%
	TOTAL	60	100%

These percentages represent the distribution of responses among the security guards surveyed based on the provided response data. The consolidated level of endlessly fulfilled reactions is 65%. This shows that a greater part of the safety officers (65%) feel emphatically about the work government assistance plans given by the association. It suggests that the welfare programs are influencing their decision to stay employed by the company. About 25% of the security guards responded neutrally. This suggests that they are neither entirely convinced nor at all convinced that the labor welfare programs have influenced their decision to continue working. It could indicate that they are unsure of how these schemes will affect their decision or that they have mixed feelings. 10% of respondents were dissatisfied. This demonstrates that a minority of the safety officers (10%) feel adversely about the work government assistance plans. They may reconsider their decision to remain employed by the company because they are dissatisfied with the welfare programs that are provided.

Table 1.12

12. Do you think the provision of labour welfare schemes enhances your loyalty towards the organization?

SI	Particulars	Respondents	Percentage
1	YES	35	58%
2	NO	15	25%
3	NEVER	10	17%
	TOTAL	60	100%



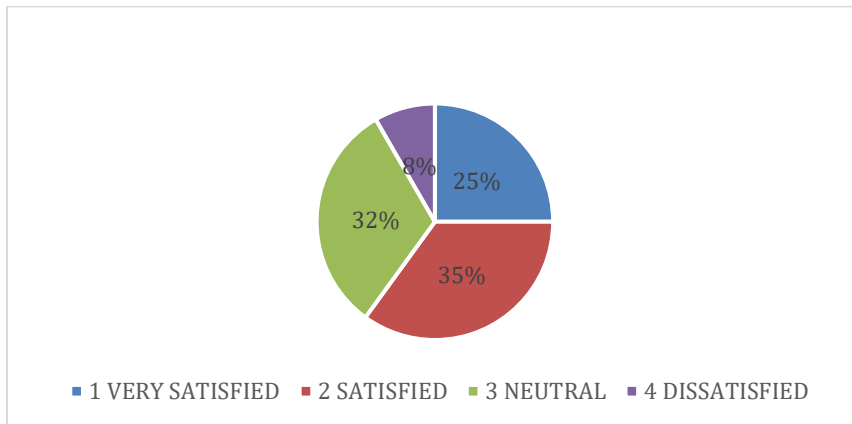
In view of the given information and understanding, apparently 58% of the respondents replied “yes” when inquired as to whether the arrangement of work government assistance plans improves their faithfulness towards the association. This suggests that the majority of participants are of the opinion that such schemes enhance their loyalty. In contrast, 25% of respondents responded “no,” indicating that they do not consider the labor welfare programs to be significantly influencing their loyalty to the organization. This group might be loyal for other reasons or they might not like the current welfare programs. Lastly, 17% of respondents chose an option other than “yes” or “no” or

did not provide a clear response. These respondents might have chosen other options or been unsure about the connection between loyalty and labor welfare programs.

Table 1.13

13.How satisfied are you with the current level of support provided through labour welfare schemes?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	15	25%
2	SATISFIED	21	35%
3	NEUTRAL	19	32%
4	DISSATISFIED	5	8%
	TOTAL	60	100%

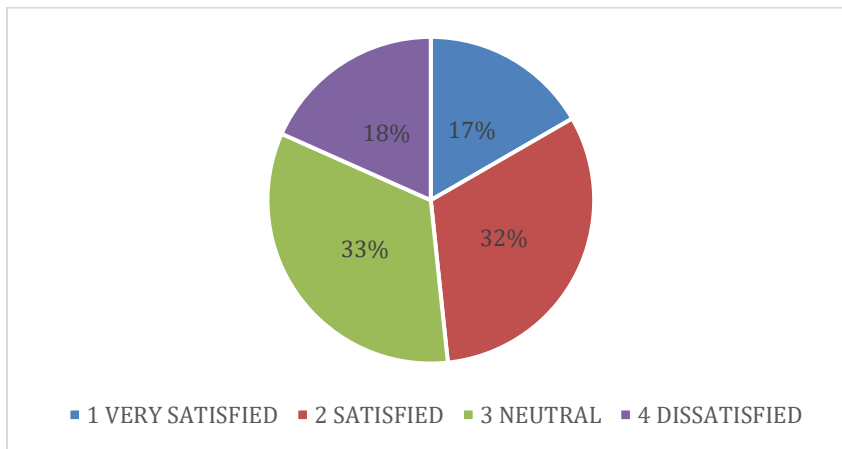


The study's focus is on a quantitative study of security guards' participation in labor welfare programs for shopping employees, specifically their level of satisfaction with the assistance they receive. These rates address the circulation of reactions among the safety officers reviewed. The majority of security guards surveyed expressed some degree of satisfaction with the current level of support provided by labor welfare programs, according to this data. The combined percentage of "very satisfied" and "satisfied" responses is 60%, indicating that the support received is satisfactory to a significant number of guards. Concerning their level of satisfaction, a sizable portion (32%) of the security guards remained neutral.

Table 1.14

14. Do you feel that the private firm values your well-being through the labour welfare schemes?

SI	Particulars	Respondents	Percentage
1	VERY SATISFIED	10	17%
2	SATISFIED	19	32%
3	NEUTRAL	20	33%
4	DISSATISFIED	11	18%
	TOTAL	60	100%



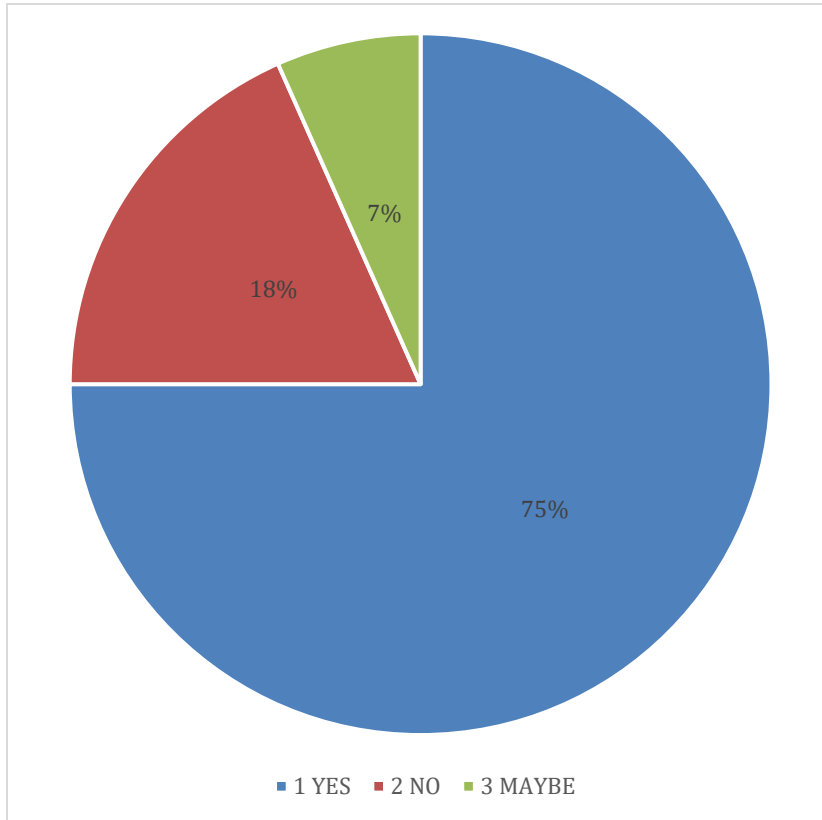
The table 1.14 shows, 17 percent of respondents were extremely pleased with the organization's labor welfare programs. These representatives feel that the association esteems their prosperity and has carried out powerful measures to help them. The labor welfare programs were rated as satisfactory by 32% of respondents. Even though their satisfaction isn't as high as that of the "very satisfied" group, these workers still believe that the company cares about them and supports them in a reasonable way through welfare programs. 33% of respondents had an impartial position, inferring that they neither feel esteemed nor dismissed by the association's work government assistance plans. It's possible that this group had conflicting opinions or did not notice any significant benefits or drawbacks from the offered schemes. 18% of respondents communicated disappointment with the work government assistance plans. These workers think that the company doesn't care enough about them and may not be supporting them enough through the welfare programs.

Table 1.15

15. Have the labour welfare schemes positively impacted your work-life balance?

SI	Particulars	Respondents	Percentage
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1	YES	45	75%
2	NO	11	18%
3	NEVER	4	7%
	TOTAL	60	100%

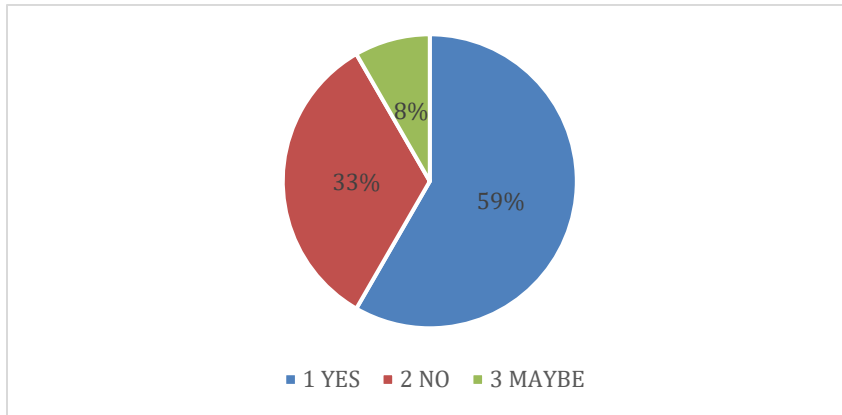


According to the responses from the respondents, it appears that labor welfare programs have had a positive impact on the work-life balance of the majority of shopping employees' security guards. If the labor welfare programs have improved their work-life balance, 75% of respondents responded positively ("yes"). This proposes that a critical part of the safety officers feel that these plans affect their general balance between fun and serious activities. Then again, 18% of the respondents addressed adversely ("no"), demonstrating that they don't completely accept that the work government assistance plans decidedly affect their balance between fun and serious activities. It is essential to take into consideration the factors that contributed to this perception and to further investigate any concerns or issues that this group may have raised.

Table 1.16

16. Do you think the labour welfare schemes have improved your financial stability?

SI	Particulars	Respondents	Percentage
1	YES	35	59%
2	NO	20	33%
3	NEVER	5	8%
	TOTAL	60	100%



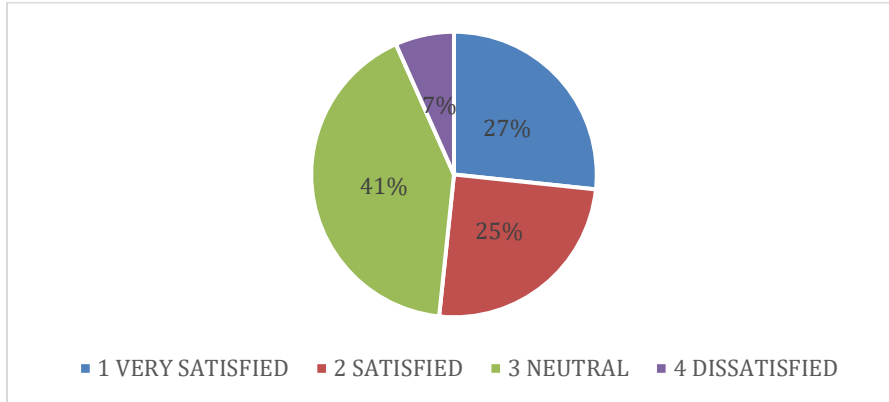
These reactions demonstrate the level of respondents who addressed every choice. 59% of respondents responded “Yes,” indicating that they believe the labor welfare programs have enhanced their financial security. However, 33% of respondents responded “No,” indicating that they do not believe the labor welfare programs have improved their financial security. At last, 8% of respondents picked the choice “Never,” which might actually show that they have not encountered any progressions in that frame of mind because of the work government assistance plans or that they are uncertain.

Table 1.17

17. How would you rate the communication and transparency regarding labour welfare schemes in the organization?

SI	Particulars	Respondents	Percentage
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1	VERY SATISFIED	16	27%
2	SATISFIED	15	25%
3	NEUTRAL	25	41%
4	DISSATISFIED	4	7%
	TOTAL	60	100%

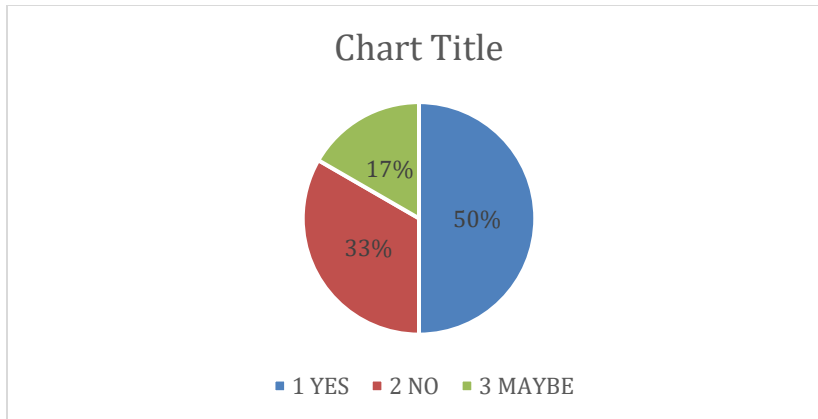


In the 1.17 table shows the transparency and communication regarding labor welfare programs can be analysed in the following manner using responses from respondents: 27% of the respondents communicated being extremely happy with the correspondence and straightforwardness in regards to work government assistance plans. This suggests that many of the people who took the survey are pleased with the company's efforts to keep them up to date on welfare policies and programs. 25% of respondents stated that they were pleased with the openness and communication. While this gathering is more modest than the "extremely fulfilled" bunch, they actually have an uplifting outlook in general. Although there may be room for improvement, these respondents most likely believe that the business maintains transparency and provides adequate information regarding labor welfare program

Table 1.18

18. Do you believe that the labour welfare schemes contribute to employee motivation and productivity?

SI	Particulars	Respondents	Percentage
1	YES	30	50%
2	NO	20	33%
3	NEVER	10	17%
	TOTAL	60	100%



The table 1.18 shows, in view of the given information, we can decipher the connection between work government assistance plans and representatives' inspiration and efficiency. Around half of the respondents replied "yes" when inquired as to whether work government assistance plans add to representatives' inspiration and efficiency. This proposes that a critical piece of the respondents accept that such plans emphatically affect representative inspiration and efficiency. Then again, around 33% of the respondents replied "no," showing that they don't think work government assistance plans add to representative inspiration and efficiency. This suggests that there is a subset of respondents who don't see these plans as compelling in improving inspiration and efficiency. Besides, around 17% of the respondents replied "never."

CHAPTER V
FINDINGS &
RECOMMENDATIONS

CHAPTER V

FINDINGS

- A large majority of the respondents belong to the age group of 50 -65 years.
- A Large number of the respondents are male category.
- Most of the respondent we're working as security guard in less than 1-3 years.
- Most of the respondent received labor welfare schemes or benefits from the employer or the organizations.

APPROPRIATE KNOWLEDGE ABOUT THE SCHEMES

- An (45 percent) of the respondents were satisfied with the labor welfare provided by the organizations or employer.
- A large number of the respondent have satisfied for the impact level of job satisfaction level.
- A majority of the (58 percent) respondent stated the labor welfare benefits had make a neutral level of positive impact on their job satisfaction.
- A number of (33 percent) respondent have neutral level of satisfaction with their current job.
- A large number of the (83 percent) respondents were stated yes for the implementation of labor welfare schemes is an essential factor in retaining security guard.
- Majority of the (75 percent) respondents aware about the labor welfare schemes offered by the organizations.
- A number of (93 percent) respondents believe that the schemes help them in a positive environment.
- A majority of (41 percent) respondent rated neutral for the communication and transparency regarding labor welfare schemes in the organizations.
- A number of (50 percent) respondents marked yes for the labor welfare help the motivation and productivity of the employees.

RECOMMENDATION

RECOMMENDATION FOR THE GOVERNMENT

1. Spread out an Investigation Grant: To urge scholastics and specialists to lead a quantitative report on work government assistance programs for safety officers in retail plazas, the public authority should lay out an examination award. This grant can give funding to investigate projects that exploration the current status of work government help, recognize troubles and openings, and propose likely plans.
2. Cooperate with Academic Associations: to do exhaustive examination on safety officer work government assistance programs, the public authority should team up with colleges and other exploration establishments. To do thorough quantitative examinations that yield valuable bits of knowledge, this joint effort can assist with utilizing the aptitude, assets, and foundation that are now set up.
3. Reviews and Information Assortment: The public authority should accumulate appropriate data with respect to the work government assistance programs that are right now set up for safety officers working in retail foundations. Compensation, working hours, benefits, government managed retirement inclusion, and admittance to medical services offices are instances of this information. Likewise, studies should be directed to gather information clearly from wellbeing officials concerning their experiences, hardships, and thoughts for advancement.

RECOMMENDATION FOR PRIVATE FIRMS

1. Lead Internal Examinations: Confidential organizations that utilize safety officers in retail foundations ought to assess their work government assistance programs inside. A quantitative report that looks at current plans to industry guidelines, recognizes regions for development, and analyses their viability should be remembered for this assessment. These assessments can possibly give significant experiences into the organization's ongoing techniques and help in recognizing likely holes.
2. Collaborate with Investigation Establishments: to do thorough quantitative examinations on work government assistance plans for safety officers, confidential organizations should contemplate teaming up with research foundations or shaping associations with scholarly specialists. This collaboration can get outside fitness and assurance that the survey is driven completely, with significant assessment procedures and verifiable examination.
3. Participate in Cordial Commitment: Confidential organizations should recognize their social obligation to their staff, which incorporates safety officers. Fair wages, appropriate working circumstances, benefits like medical care, and open doors for ability improvement ought to be

focused on for their safety officers' prosperity and government assistance. Also, confidential organizations ought to effectively cooperate with their safety officers to appreciate their prerequisites and concerns.

CONCLUSION

By looking at how well-being and job satisfaction are affected by labor welfare programs for security guards, this quantitative study will add to the existing body of research. The discoveries will offer useful ramifications for retail plaza the board and policymakers looking to upgrade the government assistance of safety officers and advance a better workplace in malls. A number of key findings and conclusions have emerged from a quantitative study of shopping employees' labor welfare programs., it is clear that the shopping industry relies heavily on labor welfare programs to boost employee happiness and well-being. Employees' financial security, access to health care, work-life balance, and opportunities for career advancement all benefit from the implementation of these schemes. The study found that shopping employees have higher levels of job satisfaction and organizational commitment when they have access to comprehensive labor welfare programs. These people will generally have a more sure view of their bosses, prompting expanded inspiration, efficiency, and dependability. The findings of the study show that specific welfare benefits like paid time off, health insurance, retirement plans, and training opportunities significantly increase employee satisfaction. Their physical and mental health, job security, and professional development all benefit from these benefits. Proper management, communication,

and implementation are necessary for labor welfare programs to be effective. This quantitative study demonstrates that shopping employees benefit from labor welfare programs. It highlights the positive effect of such plans on worker fulfilment, steadfastness, and generally prosperity. It is suggested that shopping associations focus on the execution and the executives of far reaching government assistance plans to advance a better, more drew in, and propelled labor force.

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APPENDIX

APPENDIX

1. Gender:

- Male
- Female
- Other

2. Age: _____

3. How long have you been working as a security staff in shopping employees?

- Less than 1 year
- 1-3 years
- 3-5 years
- More than 5 years

4. Have you received any labour welfare schemes or benefits from your employer?

- Yes
- No
- Never

5. If yes, please specify the welfare schemes or benefits you have received:

6. How satisfied are you with the labour welfare schemes provided by your employer?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

7. How do the labour welfare schemes provided by your employer impact your job satisfaction level?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

8. In your opinion, which labour welfare scheme or benefit has had the most positive impact on your job satisfaction? (If applicable)

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

9. labour welfare schemes impact your overall motivation and engagement in your job?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

10. Are there any specific labour welfare schemes or benefits you feel should be implemented to improve job satisfaction among security staff in shopping employees? Please provide your suggestions:

11. how satisfied are you with your current job?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

12. Do you feel that the implementation of labour welfare schemes is an essential factor in retaining security staff employees?

- Yes

- No
- Never

13. What other factors, besides labour welfare schemes, contribute to your job satisfaction or dissatisfaction?

14. Please provide any additional comments or suggestions regarding the impact of labour welfare schemes on job satisfaction level in security staff in shopping employees?

15. Are you aware of the labor welfare schemes provided by the company?

- Yes
- No
- Never

16. Have you personally benefited from any labor welfare schemes offered by the company?

- Yes
- No
- Never

17. How do you rate the effectiveness of the labor welfare schemes in improving your job satisfaction?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

18. Do you believe that the labor welfare schemes contribute to a positive work environment?

- Yes
- No
- Maybe

19. Have the labor welfare schemes influenced your decision to continue working in this organization?

Very satisfied

Satisfied

Neutral

Dissatisfied

Very satisfied

20. Do you think the provision of labor welfare schemes enhances your loyalty towards the company?

Yes

No

Never

21 In your opinion, what specific labor welfare schemes had the most significant impact on your job satisfaction?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

22. Have you ever faced any issues or challenges regarding the implementation of labor welfare schemes in your workplace?

Yes

No

Never

25. How satisfied are you with the current level of support provided through labor welfare schemes?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

26. Do you feel that the company values your well-being through the labor welfare schemes?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

27. Have the labor welfare schemes positively impacted your work-life balance?

- Yes
- No
- Never

28. Do you think the labor welfare schemes have improved your financial stability?

- Yes
- No
- Never

29. How would you rate the communication and transparency regarding labor welfare schemes in the organizations?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

30. Do you believe that the labor welfare schemes contribute to employee motivation and productivity?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

