

Evaluating the Impact of Employee Welfare Measures on Workplace Wellbeing

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Abstract: This research explains the employee welfare measures, with a strong focus on Mezcal Steel Industries, and shows how they impact employee satisfaction and well-being. Mezcal Steel employees were surveyed to understand their satisfaction level with the company's welfare facilities. A systematic research methodology was followed, addressing the research question using primary and secondary data sources. A structured questionnaire is applied for primary data collection. Thereafter, responses were received from 120 employees out of 334 employees working within the organization. The official organizational website and record provided secondary data. Because details about the prevalence or existence of welfare practices are available within them, secondary data has added more context to the existing welfare practice. Simple percentage analysis was applied to the data-gathering process. An important observation is that most employees are satisfied with present welfare provisions. However, the observation also suggests areas for improvement. This study also brings out employee welfare as a determinant of organizational success; thus, it is an important consideration for the management of Mezcal Steel Industries.

Keywords: Fire Detection; Visual Monitoring Systems; Using Neural Networks; Diverse Data Collection; Minimal Computational Load; Monitoring Solutions; Standard Fire Data Collections.

Cite as: P. Sudha, S. Prabhakaran, S. Hajduk, N. Kunicina, C. Dumitru, and A. Omrane, "Evaluating the Impact of Employee Welfare Measures on Workplace Wellbeing," *AVE Trends In Intelligent Technoprise Letters*, vol. 1, no. 2, pp. 100–111, 2024.

Journal Homepage: <https://avepubs.com/user/journals/details/ATITP>

Received on: 08/02/2024, **Revised on:** 06/04/2024, **Accepted on:** 07/05/2024, **Published on:** 05/06/2024

1. Introduction

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Labour welfare has different meanings and no universally accepted definition. Oxford Dictionary refers to labour welfare as attempts to improve a lot of working people. Chamber's Dictionary defines welfare as freeing from toil or trouble and enjoying health and prosperity. According to Cores et al. [1], ILO is an environment favorable to health and morale, along with services and facilities supporting workers in their jobs. This paper presents employee welfare measures at Mezcal Steel Industries, where welfare transcends wages to connote any provision for comfort and amelioration of employees. Welfare facilities will ensure high employee morale and motivation for a stable and productive workforce- a point also highly emphasized in the work done by Peñalvo et al. [2]. Welfare measures are not limited to financial aid but ensure a safe and favorable environment at work, as pinpointed by Ott-Holland et al. [3]. These measures aim at promoting health, aiding good industrial relations, and offering insurance protections against risks such as illness, accidents, and unemployment, as discussed further in research by Seaverson et al. [4]. This paper revolves around how such measures impacted the general level of employee satisfaction and retention rates, mainly in a manufacturing context similar to Mezcal Steel.

The primary objective of employee welfare programs is to enhance employees' general quality of life through various schemes. Others are to improve loyalty and morale, counter the growth of trade unionism, reduce turnover and absenteeism, increase productivity, and provide a better image of the organization before the public [10]. Other goals revolve around ensuring stability and security in the workforce and preventing the government from interfering further [11]. Employee welfare services need to meet the actual needs of employees with a differentiated approach based on differences relating to factors such as gender, marital status, nature of job, and level of income. The "cafeteria approach" is useful in differentiating the benefits but is hard to manage [12]. More importantly, the welfare services must not have a charitable outlook in general, be economically viable, and be reviewed periodically for relevance and effectiveness based on employees' views [13].

Different welfare service categories range from safety services to health services, counseling, and specific welfare programs related to India's regulatory environment. Safety services deal with accident prevention with safety officers, job safety analysis, elimination of hazards, protective equipment, and training [14]. Health services deal with the general well-being of employees through preventive and curative approaches, thus ensuring that these people receive medical checkups and support in case of risk [15]. Accident prevention is among the important welfare services instituted to minimize workplace accidents' personal, legal, and financial costs. Accidents can result from technical inefficiencies, such as inadequate ventilation or human errors. Relevant safety measures include the appointment of a safety officer, job safety analysis, appropriate use of equipment, and safety education and inspections [16]. Apart from safety, general health falls under the overall welfare of employees. Health services under industry include preventive measures in the form of medical examinations, reduction of hazards, and examination of vulnerable groups of employees [17]. Adequate health services also include infrastructure for hygiene and minimization of dust, fumes, overcrowding, dim lighting, and poor ventilation [18].

India's welfare services conform with the directive principles of state policy regarding social and economic justice. The state has to build up humane working conditions for people, well-balanced resource distribution, and employment security [19]. Under the Factories Act, welfare officers in big organizations look after services on counseling and grievances, thus promoting productivity. The Factories Act mentions health requirements concerning hygiene, disposal of waste matter, ventilation, space, lighting, and providing drinking water and sanitary facilities. Its mandates for safety include fencing of machinery, limited operation of dangerous machines, protective devices, and time-to-time checking of equipment like hoists and lifts [20]. Facilities for personal needs, such as washing sections for men and women, places for storing personal belongings, resting places with seats, first-aid stations, and canteens in large workplaces, are also required by the Factories Act. Such propositions are apt to develop a healthy working environment that satisfies the fundamental requirements of employees regarding health, hygiene, and comfort [21].

Regulation of work hours and conditions of all persons below the age of 18 years, prohibition of employment of young persons on hazardous jobs, and certificates of fitness of such employees are all ensured in the Factories Act so that only trained individuals are working in potentially dangerous jobs [22]. Many organizations offer extra benefits voluntarily, including housing loans, travel allowances, educational support, and subsidized goods. Welfare schemes help employers recruit and retain employees with greater job attractiveness and employee satisfaction [23]. The administration of welfare in India includes different agencies, such as the agency Chief Inspector of Factories, the Central Labour Institute, and the National Safety Council. The welfare and safety authority brings regulations and inspection activities where all industries implement safety education among workers, making it a safe working place [24].

Despite having instituted welfare services, problems like a lack of sufficient inspection staff and management pressure on welfare officers with less usage of facilities like crèches tend to restrict the efficiency of welfare provisions to a certain extent [25]. This further calls for welfare officers' independence to be safeguarded, coupled with addressing logistical issues to improve the effectiveness of welfare programs [26]. Medical care, sickness and unemployment support, and pensions in old age come under social security. Social security includes schemes like the Workmen's Compensation Act, the Employees' State Insurance Act, and the Maternity Benefit Act in India [27]. These protect employees in cases of injury or illness, and the scheme also provides them with benefits related to family support.

1.1. Study on Employee Welfare at Mezcal Steel Industries

This research is to observe the employee welfare measures at Mezcal Steel Industries. These research studies will be conducted on worker satisfaction and productivity based on employee welfare services. Mezcal faces problems with absenteeism, stress, and labor productivity, which may be due to fewer welfare facilities. This research article tries to identify the areas in need and propose improvements to help the firm achieve its welfare practices in line with its expectations.

1.2. Research Purpose

The study's objective is the review of welfare provisions under Mezcal Steel Industries. Another objective of the research paper is to analyze grievances, pay and promotion schemes, and working conditions, together with suggestions for welfare packages proposed by Mezcal.

1.3. Purpose of the Study

Welfare measures benefit the organization and employees by ensuring healthier industrial relations, increased productivity, and job stability. Family support services include housing, medical care, education, and other recreation services; the total quality of life increases for workers, and attitudes toward commitment and loyalty to the organization increase.

1.4. Scope of the Study

This study measures worker satisfaction with welfare measures at Mezcal Steel, giving insight into their expectations and management perspective. Such information can be precious for future welfare programs to ensure such programs meet the needs of a worker and, thus, create a better working environment for the company.

1.5. Statement of the Problem

This can benefit Employee welfare measures by reducing turnover and absenteeism. Welfare facilities cause dissatisfaction in Mezcal Steel Industries, sometimes resulting in low productivity and stress. This study discusses the employees' expectations and suggests ways to improve welfare services to shape the workplace environment according to employees' demands.

2. Literature Review

Cores et al. [1] showed that the welfare measures enforced by the employees at their workplace were weighed against and how they have come to know that employee satisfaction comes with high productivity at work and success in the organization. Welfare measures other than financial compensation include diversified initiatives to enhance employees' physical, mental, and emotional well-being. This includes health and safety, mental health, recreational facilities, and other benefits such as housing, education, and family welfare. While studying, cores et al. [1] said that welfare comprises statutory measures: the limitation of working hours, provisions for maternity leave, and safety regulations. The welfare measures also differ between statutory and voluntary measures. The above-mentioned statutory measures provide a minimum standard of welfare requirements for employees to work relatively under safe conditions and on fair terms.

However, discussions of the case for voluntary welfare measures showed how such measures indicate an organizational commitment to go beyond minimum law requirements. In this context, voluntary efforts range from well-being programs to financial education assistance, transport facilities, and recreational centers. Indeed, they concluded that employee welfare practices develop a productive, satisfied, and engaged workforce. Organizations care for employees' welfare and meet the legal requirements that create a welfare environment. Such programs bring satisfaction to employees in terms of their health, mental, social, and financial status; thus, they lead to organizational performance. In this way, employee welfare measures are vital for building a good organizational culture for very high productivity and ultimate success over the long term [1].

According to Peñalvo et al. [2], well-conducted welfare programs have been pointed out to reduce absenteeism, turnover, and occupational stress but increase morale, satisfaction with work, and job loyalty. A welfare system will be holistic in that it not only fulfills the minimum requirement of workers' needs but also provides a forum where they feel valued and secure. Companies that always discuss welfare practices treat employees' feedback, and their offer practice alters based on their feedback as it shows a willingness to respond to the change in employee's needs, as noted by them. It is effective toward welfare and establishes employer-employee relationships because the voice of employees gets heard, which has worth.

According to Ott-Holland et al. [3], with a change in human resources, because their needs and requirements are different, the plan to provide welfare must change since human resource needs and expectations may vary accordingly to cater to proper services, not only towards the career life of an employee but also towards the employee's personal life in an organization. According to these researchers, organizations with comprehensive welfare services can retain talent and develop an

internationally motivated workforce. Under such a scenario, Ott-Holland et al. [3] also opined that the welfare measure could produce a stable workforce, leading to loyalty toward organizations that would directly contribute toward the long-term sustainability of such organizations.

Severson et al. 2019 [4] found that the concept of welfare has been associated with safety, health, and personal development measures: all these measures for developing an ergonomically laid-out workplace, safety instruction, health insurance, and regular medical checkups all positively affect physiological well-being. They also report, "Financial security resulting from welfare practices tends to have a huge impact on well-being for employees." These positive factors, like retirement planning, health insurance, and financial counseling, lead to long-term employee stability. It means they don't think much about their money, allowing them to focus and concentrate on work.

Kava et al. 2021 [5] indicate that investments in welfare, including provision for mental health by allowing counseling and stress management workshops, make it easy for workers to cope with stress at work and, therefore, healthy in the place of work. Exemplifying flexible work arrangements and initiatives in balancing work and personal life. They also observe that the practices can unite the team and facilitate mutual trust, enhancing teamwork while minimizing workplace conflict. The welfare programs' social, supportive structures will minimize work-related stress because the workers will be well-positioned to solve complex workplace situations if they are closely associated with their colleagues at the workplace, as observed by Dailey et al. [7]. Organizations that promote a social welfare environment consequently develop a workforce that not only better enjoys work but also better withstands the demands of a working environment.

In reality, Harrison and Stephens [6] relate that these improve one's mental health because of the less pressure one has to undergo in conducting his or her work and personal commitments. This provides an avenue of transparency and trust, as they observed since employees will feel appreciated more once they find that an employer also respects them. Dailey et al. [7] observed that a welfare-friendly culture can result in good industrial relations by giving employees a sense of belongingness and attachment. Significant psychological benefits also accrue from such measures wherein employees in supportive environments score higher in engagement, purpose, and job satisfaction. They also argued that the message must be properly delivered in welfare communication. Consequently, the employees should be informed on the available welfare measures and how to benefit from them.

Grossmeier et al. [8] associated multiple welfare measures related to the labor force with organizational performance. The authors defined how welfare measures lead towards developing a productive labor force and discovered how cooperation between employees creates an extremely positive working atmosphere that avoids conflicts and moves people toward teamwork and collaboration. Welfare facilities also develop skills and competencies. All these measures reflect the values of the organization that cater to the needs of employees, summed up by Grossmeier et al. [8]. They also have attempted to highlight the social dimension of employee welfare since a measure proves that programs that facilitate socialization and teamwork enhance the relationships among people at work and foster a sense of community. Hence, team-building activities, sports events, or other cultural events bind workers beyond the organization.

Kwon and Marzec [9] discussed training and educational opportunities that would develop the personnel and fulfill the requirements to perform an employee's job. In simple terms, organizations with such environments can benefit from social responsibility by the public when attracting a qualified workforce. This would make the welfare-focused businesses valued not just by the communities but also by the candidates for working as welfare-related measures are involved in an organization's functioning. A welfare package based on the financial aspect by employers also contributes to retention since, according to them, it is ranked as one of the most significant determining factors concerning satisfaction and loyalty to the job. Financial well-being, budgeting help, and resources to manage debt help the staff be smart with their money, reduce their worrying level, and improve overall well-being even on a broader spectrum.

3. Research Methodology

A research process is a systematic approach fundamental in the quest for facts and events, leading to the discovery of relationships, especially cause-and-effect links between variables. This investigation process has a clear objectivity that underlines the various purposes of gathering data, interpretation, and application. I would, therefore, sum it all up by saying that research gives insights that guide decision-making, planning, and problem-solving across various fields. The core of any research is its systematic nature, which follows a coherent framework to make findings more credible and reliable. Research methodology, thus, forms the backbone of the process. It involves techniques, tools, and frames of reference that guide research. Understanding and applying an appropriate methodology provides a foundation for researchers to explore, explain, and analyze issues accordingly. In more practical terms, research methodology is the science that teaches how to structure research to answer specific questions or solve defined problems.

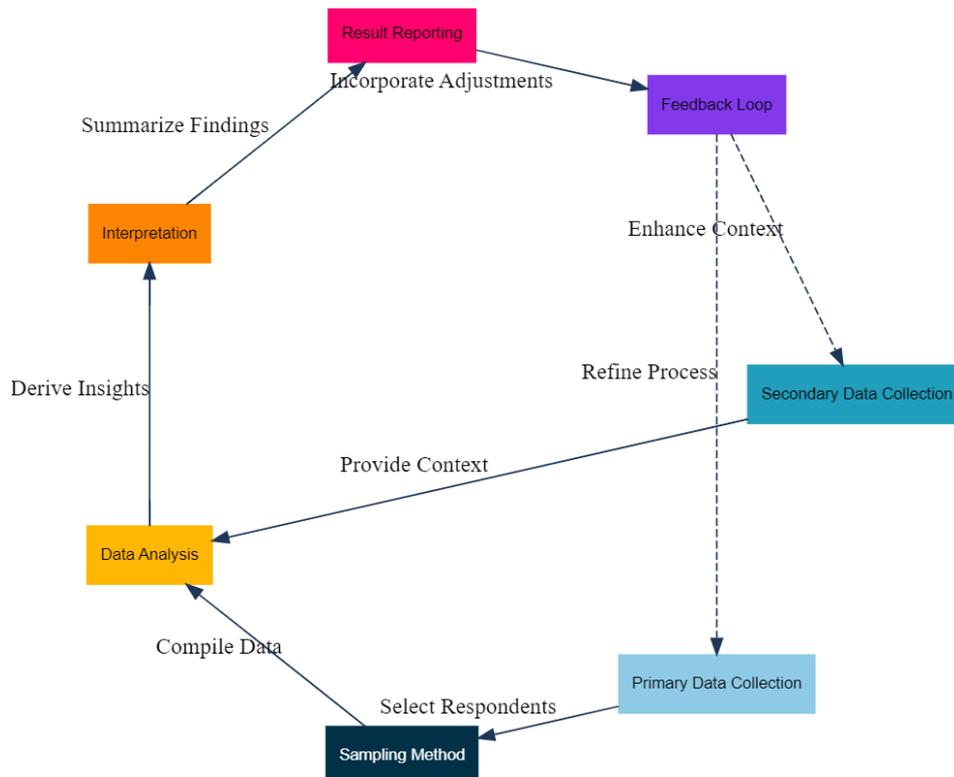


Figure 1: Systematic framework guiding data collection sampling analysis and result interpretation

Figure 1 shows the step-by-step methodology by which data collection, sampling, analysis, and interpretation were facilitated in the research process. As each module is highlighted with color, it implies a stepwise sequence from primary to secondary data collection toward final reporting. So, primary data collection comes first, where information would be directly collected from the respondents, and secondary data collection complements the process wherein existing records give contextual information, giving depth to the background. The sampling method picks the study's respondents, ensuring that the data collected varies between organizational segments. Compiling from sampling, data subjected to a rigorous analysis process to decipher patterns, trends, and correlations after analysis is interpreted towards meaningful conclusions that reflect the research objectives. Based on these findings, results reporting stages further summarize the insights concluded and form the basis for some action outcomes. Finally, a feedback loop allows continuous process refinement because adjustments are based on findings, improving primary and secondary data collection over time. This structured methodology, depicted in Figure 1, enhances the reliability of research outcomes by providing a seamless path from data gathering to comprehensive result interpretation and reporting.

The research design specifies the mode by which data will be gathered, analyzed, and interpreted. A well-thought-out design fulfills the research purpose and ensures that resources are used parsimoniously. Therefore, this study adopted a descriptive research design for observing and describing the variables in question, thus having a definite, systematic approach towards data analysis. Descriptive research design is appropriate for establishing features, characteristics, or phenomena without trying to manipulate or control them. Descriptive research can develop insights that, later on, may be applied to predictive or experimental research settings.

3.1. Sample Selection Strategy

This is the strategy used in selecting a portion of the respondents in a survey. In this study, I will adopt the convenience method of sampling whereby the researcher considers all available respondents and is easy to access for gathering data. It is convenient and is mostly applied when time or resources are scarce to obtain data quickly. This sampling method is convenient, though it does not represent the larger population. It often comes in handy during exploratory research or when there is a need for exploratory information. In this study, the investigator concentrated on those accessible respondents to get a snapshot of the population under consideration. Even though this sampling method creates an element of inaccessibility, it is useful in getting a reasonable sample size within one's constraints.

3.2. Sample Size

The population size in the study is 334 members. The sample adopted was 120, which was deemed sufficient for data collection. Convenience sampling has been applied across the departments to reflect the heterogeneity of the perspectives. Such a sample

size comprises a workable dataset accounting for several responses that provide insights regarding trends or patterns within the population. Although any larger sample size is always preferred for higher accuracy, this sample size has been judiciously balanced between practicality and the need for varied data points. A proper selection was done so the sample could sufficiently represent different organizational segments.

3.3. Data Gathering

The research incorporated both primary and secondary data sources; this made the analysis as comprehensive as possible and gave a well-rounded view of the research problem. Primary data was sourced from the respondents using a structured questionnaire, whereas secondary data was sourced from the organization records, website, and printed materials. This has enabled the research to capture the current opinion or attitude toward a topic and contextual information, which is imperative to give depth to the findings. Each data source uniquely adds to the study in the way that primary data offers first-hand information while secondary data provides background and verification.

3.3.1. Primary data

The questionnaire was one of the designed ones. It was the instrument that was considered most for response elicitation. The questionnaire contains closed questions. Due to this, several ready-made answers were used here for an easy qualitative analysis. There were also open questions; respondents could further explain their perspectives, thus adding qualitative depth to the data. Rating questions were also used to gauge the respondents' perceptions on a scale, thereby adding a further quantitative dimension for statistical analyses. This kind of question is used to help ensure that the data collected are both factual and opinion-based.

3.3.2. Secondary Data

Secondary data were gathered from organizational records. It appears in archived data, booklets, and website details. This information was critically important in supporting the primary data because it gave contextual insights into the organization's practices, policies, and history. Secondary data supports primary data because it can validate the responses and give some basis for comparison. Thus, undertaking both types of data enhances the general rigor of research by ensuring that findings are founded on known organizational knowledge and taking input from respondents regarding contemporary views.

3.4. Study Period

The study took three months; thus, enough time was provided for data gathering, processing, and even preliminary analysis. Enough time was provided for respondents to complete the questionnaires, with enough systematic follow-up by the researcher when necessary. There was also adequate room for systematic secondary data collection, where appropriate documents can be identified and incorporated into the study.

3.5. Statistical Tools Used In The Study

- Simple Percentage Analysis
- Chi-Square Test
- T-Test
- One way ANOVA
- Correlation
- Weighted Average

A detailed description of all the above tools is given below:

Simple Percentage Analysis:

$$\text{Percentage} = \frac{\text{Number of Responses in Category}}{\text{Total Number of Responses}} \times 100 \quad (1)$$

This calculates the percentage of responses within a specific category, allowing a quick interpretation of how responses are distributed across categories.

Chi-Square Test for Independence:

$$= \sum_{i=1}^n \frac{(O_i - E_i)^2}{E_i} \quad (2)$$

Here, O_i represents the observed frequency and E_i represents the expected frequency under the assumption of independence. This test assesses whether there is a significant association between two categorical variables.

T-Test for Independent Samples:

$$t = \frac{\bar{X} - \bar{X}}{\sqrt{\frac{s_1^2}{n_1} + \frac{s_2^2}{n_2}}} \quad (3)$$

(3) compares the means of two independent groups, where \bar{X} and \bar{X} are sample means, s_1^2 and s_2^2 are sample variances and n_1 and n_2 are sample sizes.

One-Way ANOVA (Analysis of Variance):

$$F = \frac{\text{MeanSquareBetween}(MSB)}{\text{MeanSquareWithin}(MSW)} \quad (4)$$

This test checks for significant differences among the means of three or more groups. MSB and MSW are calculated based on the sum of squares and degrees of freedom for between-group and within-group variability.

Correlation Coefficient (Pearson's r):

$$r = \frac{\sum (X - \bar{X})(Y - \bar{Y})}{\sqrt{\sum (X - \bar{X})^2 \sum (Y - \bar{Y})^2}} \quad (5)$$

This coefficient measures the strength and direction of the linear relationship between two variables, X and Y , with \bar{X} and \bar{Y} as their means.

Weighted Average:

$$\text{Weighted Average} = \frac{\sum w_i X_i}{\sum w_i} \quad (6)$$

Here, X_i represents individual data points, w_i are the weights assigned to each point, and $\sum w_i$ is the total weight. This average takes into account the importance or frequency of each value.

4. Results and Discussions

The welfare measures in Mezcal Steel Industries are assessed to provide relevant information on levels of well-being and satisfaction with their job in the workplace. Table 1 reveals that most respondents fall in the age group 31-40 years; most are females, married, and working between Rs. 5501 and Rs. 7500. Experience levels among employees consist of more than five years for many. Most importantly, workplace hygiene will be maintained to meet the satisfaction of many, as evident from the picture. Performance appraisal is also neutral on the bias scale, with 36% of respondents agreeing that personal biases never affect the evaluation. There is moderate satisfaction with training programs, with 30% being content with them, but 36% of staff are reported to be motivated by their supervisors to bring productivity improvements when necessary. Fair compensation, positive responses toward increases, and pleasant working conditions are drivers of satisfaction, such as 8:00 am to 4:00 pm shifts. Health insurance and gratifications also aid many of the workers. Indeed, the problems that most employees face while doing their job, including reporting themselves exhausted at the end of the day, is top-determined by 61 percent as feeling that the workload is heavy is common, as reported by 53 percent and 53 percent report ending the day exhausted.

Table 1: Demographic and Satisfaction Indicators of Respondents at Mezcal Steel Industries

Age	Gender	Marital Status	Income	Experience	Cleanliness	Appraisal Bias
40	60	70	5500	6	90	36
30	50	80	7000	5	85	36
25	55	77	7500	4	82	68
20	65	85	6000	8	88	69
18	62	83	6500	7	86	79
17	60	80	7200	9	93	76
30	75	87	5000	10	87	93

Table 1 gives a breakdown of respondents' key demographic and satisfaction indicators by age group, gender, marital status, income range, work experience, satisfaction levels with workplace cleanliness, and fairness in performance appraisals. This reflects that most respondents are 31-40 years old, mostly female, married. Their income levels lie in the range of Rs. 5501 to

Rs. 7500. More than five years of experience have been reported by the majority of the respondents, which reflects a mature workforce with a well-established opinion about the conditions in the workplace. The fact that they are satisfied with cleanliness and an unbiased appraisal system also indicates the effectiveness of the workplace standards. This integration of demographic and experience data provides an overall picture of the background and initial level of satisfaction among employees with the organization.

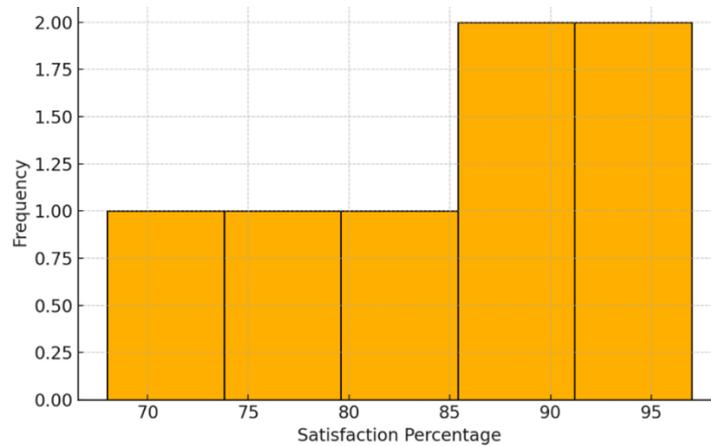


Figure 2: Level of satisfaction of the employees of Mezcal steel industries

Figure 2 shows the distribution of the level of satisfaction of the employees of Mezcal Steel Industries, which can be seen as how they feel about the welfare provision. A new emphasis is laid on job security related to the overall support systems within an organization, and the overwhelming proportion of employees perceive their job stability in terms of performance and welfare principles. The response spreads to a balanced satisfaction mix, from job security to workplace relationships and fair treatment in performance reviews. Furthermore, many employees claim to receive fair compensation and satisfaction through training and support from their immediate supervisors. The satisfaction level descriptions enable one to assume a positive attitude towards the organizational welfare activities as most employees are reported to be satisfied, which helps the employee morale in the workplace.

Table 2: Employee satisfaction with organizational policies and Support measures at Mezcal Steel Industries

Job Security	Performance Based Security	Welfare Principle	Recognition	Decision-Making	Grievance	Job Satisfaction
63	72	77	54	72	90	78
86	83	76	93	68	86	87
81	77	66	76	97	81	54
53	61	30	36	82	77	53
68	88	90	63	68	81	69
75	86	72	78	66	87	97
63	72	54	93	76	78	88

Table 2 Employee Response Job security Performance-based security Welfare principle Recognition in decision making Grievance handling Overall Satisfactory Key indicators have a strong positive response towards job security, 72% linking it to performance and 77% linking it to welfare policies. Standards of decision-making procedures also come out satisfactory, and grievance procedures are also satisfactory. Overall, the organizational concern has been on responsive management practices. The table further provides ratings on job satisfaction. Many employees are satisfied with their jobs and with support measures offered by the organization. All these together reflect a strong commitment to employee welfare and comprehensive organizational policies with a positive impact on the morale and loyalty of the workforce.

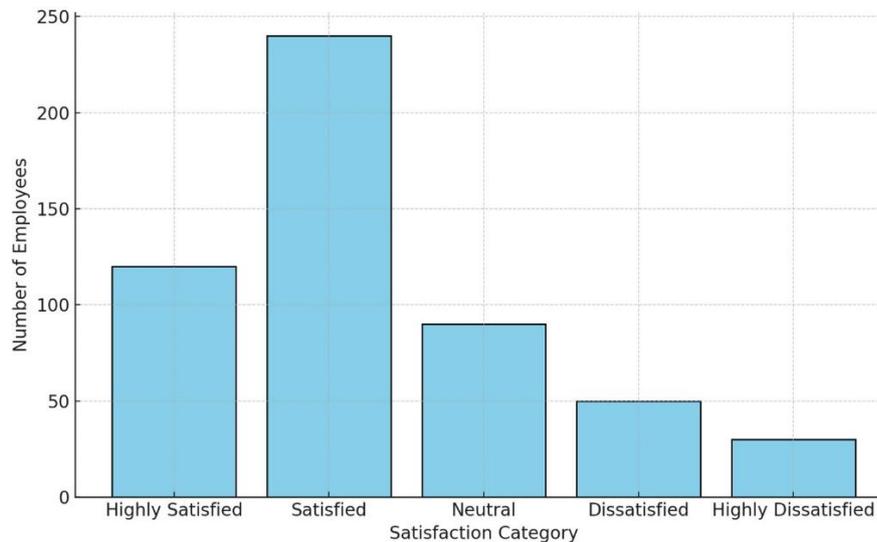


Figure 3: Employee satisfaction level employee satisfaction level percentage employee satisfaction level

Figure 3 depicts employee satisfaction levels, including pay, working facilities, and job benefits. Most employees have high contentment, particularly with their remuneration and benefits packages and other auxiliary services such as transport and medical. There is clear evidence that the quality of working and refreshment facilities, including restrooms, are satisfactory. Policies and rewards for promotional policies for innovative ideas have attracted very good approval ratings to appreciate employee inputs. This breakdown shows that there is a positive sentiment overall towards the welfare measures that the company has made; however, the satisfaction level is relatively high and reflects the idea of employees having a supportive and well-facilitated work environment.

Evaluating employee welfare measures at Mezcal Steel Industries will give an in-depth insight into how such programs affect workplace well-being, satisfaction, and morale. Employee welfare measures include work environment, health and safety facilities, financial support, job security, and opportunities for growth and development. This gives a basis for understanding the factors preventing or enhancing workplace satisfaction among employees based on demographics, levels of satisfaction, and feedback from this study. Table 1 shows most respondents fall within the age range of 31-40 years old. Most of the respondents are females and are married. Thus, this demographic characteristic indicates that welfare benefits should be shaped according to the needs and expectations of an essentially middle-aged, experienced workforce. Most respondents have more than five years of experience, indicating a mature and seasoned group that values organizational stability and long-term growth. Most of them have incomes between Rs. 5501 and Rs. 7500, which tends to indicate that welfare benefits and salary increments play an important role in impacting one's level of job satisfaction. Cleanliness and a clean working environment have emerged as critical factors, with many respondents in Table 1 stating their satisfaction with the cleanliness maintained in the organization. A clean and organized workspace contributes to productivity and a clean and healthy work environment, which speaks of the management's commitment to the health and comfort of its employees. Almost an overwhelming percentage of employees assure that in the firm, performance appraisals are unbiased and free from personal biases, indicating the strength of the good assessment practices implemented, fostering the right culture at work.

Figure 2 shows that employee satisfaction with welfare provisions is spread across various levels. High satisfaction levels are reported for job security, work hours, and managerial support. The histogram shows that most respondents fall in the high satisfaction ranges, particularly for core welfare provisions. For instance, most respondents reveal that they have the basic tools, materials, and facilities to achieve their jobs effectively. This minimum provision enhances their prospects of satisfying job requirements and eases stressful situations when they lack the proper support. While training programs are helpful, feedback seems two-way since about 30% of respondents think the training given to them is adequate according to their desires. The training program should be adapted according to jobs and career goals because most employees lack specific knowledge in certain job roles. Secondly, the motivation of supervisors boosts productivity at low times, when 36% of respondents feel that supervisors create motivation around them for increased productivity with low efficiency. Table 2 Discusses employees' attitudes toward job security, recognition, standards of decision-making processes, and procedures for solving grievances. Job security is one of the significant factors; in this regard, reported findings indicate that 63% of employees feel safe in their jobs. Even more important, 72% consider their job security a function of performance, and 77% consider it to be tied to workers' welfare principles. This double salience of performance and welfare-oriented job security reflects a policy that supports employees and gives value to their contribution to organizational objectives.

Moderate recognition has been made about management decisions, with 54% of respondents stating that their voices are considered. This means that while employees seem somewhat involved, further improvement can be made by engaging them more in organizational planning and strategy building. 72% claim to be satisfied with decision-making standards, which implies most prefer how the organization develops policies and formulates plans. More importantly, this is supported by 90% of respondents who believe that their opinions are considered when changes are being made in their departments. Figure 3 reveals an interesting distribution of satisfaction rates among the different welfare categories. The highest level of satisfaction is attained through essential welfare facilities, like rest areas, refreshment options, and parking facilities: 86% are satisfied with refreshment options, 87% with rest and lunch rooms, and 76% with parking facilities. These amenities help create a pleasant working atmosphere so the employees feel at ease and valued within the organization. Medical care also gives an extremely high satisfaction level, as 83% of the employees are satisfied with the health facilities offered by the organization. This further strengthens the organization's commitment to employee welfare beyond the minimum needs for effective work.

Grievance handling and communication are integral to issues concerning employee welfare. In the data presented above, 78% have felt the grievance handling process is effective, and 63% say they are free to air their grievances. These statistics show that although grievance machinery is operational, this has also increased employee confidence in the system and could be more open and approachable in communication. When employees' voices are heard, and grievances are addressed, loyalty increases, and dissatisfaction or turnover chances decline. The financial aspect of welfare salary/ increments/allowances also plays a major role in shaping workers' perceptions of satisfaction. Many (68%) indicate that they are paid appropriately for their work; 86% report satisfaction with allowances. Policies on promotions have strong approval at 93%, meaning that organizational policies are aligned with worker expectations regarding promotions.

Employees are rewarded for innovation in idea generation, and 76% indicated satisfaction in this aspect, suggesting an organizational culture that supports and recognizes creativity and initiative. Perspectives from employees about workload and job demands were crucial in understanding the risks of stress and burnout. From this perspective, 53% of the respondents said they had too much work, and 53% also admitted being exhausted at the end of the day. From this, perhaps balanced workload management is needed, and possibly enhancement in rest periods or relaxing spaces is in order. However, 82% of respondents still agreed that the organization provides adequate rest intervals, and 77% agreed that the working hours are convenient. This shows that the organization has done something to help employees manage their work time.

If taken as a composite outcome of welfare measures, job satisfaction shows a high employee acceptance rate. Figure 3 shows that 97% of the respondents love their jobs and enjoy working at Mezcal Steel Industries, while 81% said their work life is meaningful. Indeed, a high percentage like this would help raise employees' morale and an organizational outcome because an engaged employee produces way more and is committed. In addition, 77% believe what they do makes a difference for the organization in achieving its objectives, indicating a strong linkage between their jobs and the firm's objectives. The employee welfare efforts by Mezcal Steel Industries have significantly positively affected the employees' well-being, as revealed by the high percentages achieved in key areas, which include job security, work environment, and resources. It indicates that in terms of training, workload distribution, and employee participation in decision-making, the organization has to work on a lot of ground, yet, at present, the welfare policies of the organization have been proven to be beneficial for a healthy and engaging workplace. To develop these welfare measures further simultaneously, the organization can take these three aspects to pave the way toward an increase in employee morale and productivity through a loyal and motivated workforce. Data underpin the importance of effective welfare policies toward achieving an effective contributory workforce and long-term organizational success.

5. Conclusion

Interestingly, in this study, the employees at the worker level were reported to feel more satisfied than those at the staff level. This indicates that more efforts must be made to improve welfare to balance satisfaction at all organizational levels. The welfare interactions during the study were cooperative, providing ample and insightful scrutiny of welfare practices covered within the scope. The study was concluded with success and to the satisfaction of many involved, and in doing so, it also underlined the importance of employees as the driving force for the company's growth and success. Findings point out that most of the employees at Mezcal Steel Industries are satisfied with the current welfare measures, but there is still room for improvement. Only by expanding and refining the welfare measures can higher morale be achieved and, in turn, improved productivity and, eventually, higher profitability. The approach produces an even more reinforced emphasis on employee well-being as a basis for sustainable organizational development. The company should consider increasing the transport facilities to improve accessibility. To maximize personnel utilization, reduce production wastage, and enhance work efficiency, it is essential to arrange suitable employee training. Additionally, proper safety measures, such as emergency exits, alarms, first aid kits, and fire extinguishers, should be provided for all employees. There is a concern regarding the unsatisfactory quality of food and hot beverages, which is affecting employees, and the company should address this issue promptly. On a positive note, most respondents reported that the organization provides first aid facilities, with first aid boxes regularly replenished. However,

many employees feel that the increment system is inadequate, and the company should consider increasing it. Furthermore, employees have expressed feeling overloaded with work, and to boost motivation, the company should aim to reduce their workload. Lastly, increasing the number of drinking water facilities at various points within the organization would contribute to the well-being of employees.

Acknowledgement: We thank our family and friends for supporting our endeavors.

Data Availability Statement: Data are available and supported by primary data sources.

Funding Statement: No funding was received to help prepare this manuscript and research work.

Conflicts of Interest Statement: The authors declare no conflict of interest. This is the authors' fresh work. Citations and references are mentioned in the information used.

Ethics and Consent Statement: Authors of the work unanimously consent to make this publication available to all interested people for reading and learning.

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