
**IMPACT OF WELFARE FACILITIES ON EMPLOYEE
PRODUCTIVITY WITH SPECIAL REFERENCE TO IDEAL CONMIX,
BENGALURU**

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ABSTRACT

Employee welfare facilities play a crucial role in enhancing employee productivity and organizational performance. Welfare measures such as medical benefits, safety provisions, transportation facilities, canteen services, rest rooms, and insurance coverage significantly influence employees' motivation and job satisfaction. This study examines the impact of welfare facilities on employee productivity at Ideal Conmix. The research is based on primary data collected from 30 respondents using a structured questionnaire with Likert scale statements. Percentage analysis, correlation, regression, and ANOVA were applied to analyze the data. The results indicate a positive and significant relationship between welfare facilities and employee productivity. The study concludes that effective welfare measures improve employee morale, reduce absenteeism, and enhance overall efficiency.

KEYWORDS: Employee Welfare, Productivity, Job Satisfaction, Organizational Performance, Motivation, Construction Industry.

INTRODUCTION

Employee welfare refers to various facilities, services, and benefits provided by an organization to improve the working and living conditions of employees. Welfare facilities include statutory and non-statutory benefits such as medical facilities, transportation, rest

rooms, drinking water, canteen facilities, safety measures, and insurance.

In today's competitive environment, employee productivity is directly linked to employee satisfaction and well-being. Organizations that invest in welfare programs experience higher employee commitment and reduced turnover.

Ideal Conmix, a construction and ready-mix concrete company, provides several welfare measures to its employees. This study aims to analyze how these welfare facilities influence employee productivity.

2. REVIEW OF LITERATURE (2005–2023)

Deery (2008) stated that employee welfare policies significantly improve organizational commitment and reduce turnover intentions.

Chand & Katou (2007) found a strong relationship between HR practices and productivity performance.

Bhattacharya (2009) concluded that welfare facilities increase job satisfaction and employee morale.

Sharma & Sharma (2011) identified that welfare measures positively influence employee efficiency and reduce absenteeism.

Kumar (2013) highlighted that safe working conditions enhance employee motivation.

Rani & Srivastava (2014) observed that welfare schemes improve employee retention in manufacturing industries.

Mishra (2015) found that organizations offering better welfare programs show higher productivity levels.

Gupta (2016) emphasized the importance of employee welfare in labor-intensive industries.

Khan & Iqbal (2017) reported a significant correlation between welfare benefits and employee performance.

Singh (2018) stated that medical and safety facilities improve employee morale.

Patel (2019) concluded that welfare measures reduce work stress and increase output.

Verma (2020) identified a positive regression impact of welfare facilities on productivity.

Joseph (2021) found that transportation and canteen facilities increase punctuality and efficiency.

Mehta (2022) observed that welfare satisfaction leads to organizational loyalty.

Rao (2023) confirmed that employee well-being initiatives significantly improve performance outcomes.

Research Gap

Most studies focus on large-scale industries. Limited research is available on welfare facilities and productivity in construction-based concrete manufacturing companies like Ideal Conmix. This study fills that gap.

3. OBJECTIVES OF THE STUDY

- To identify the welfare facilities provided to employees.
- To measure employee satisfaction regarding welfare facilities.
- To analyze the relationship between welfare facilities and productivity.
- To provide suggestions for improvement.

4. RESEARCH METHODOLOGY

Research Design Descriptive research design. **Data Collection**

Primary Data: Structured questionnaire **Secondary Data:** company website Sample Size: 30 employees

Sampling Method: Convenience sampling

Tools Used Percentage Analysis Correlation Analysis Regression Analysis ANOVA

5. DATA ANALYSIS AND RESULTS DEMOGRAPHIC ANALYSIS

The demographic analysis helps to understand the background details of the respondents such as age, gender, education, and work experience. It gives clarity about the composition of the sample selected for the study.

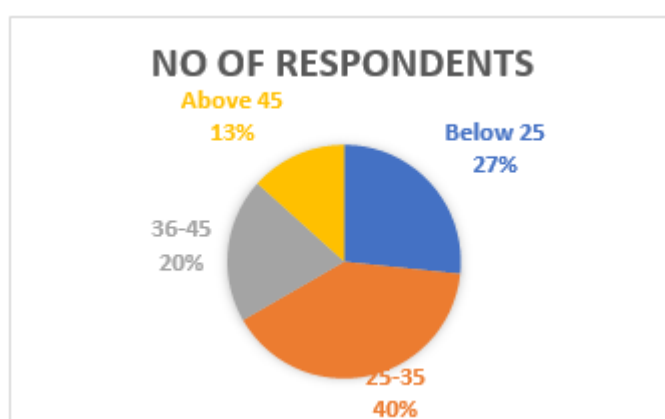


Figure 1: Age Group of respondents

Figure 1 indicates that most respondents (40%) are aged 25–35, followed by 36–45 (20%), below 25 (27%), and above 45 (13%), reflecting a balanced workforce.

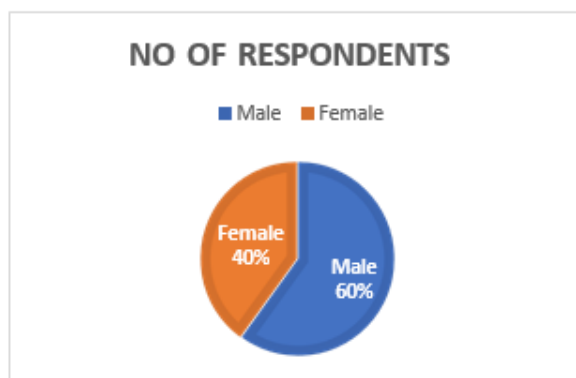


Figure 2: Gender of respondents.

Figure 2 shows that the majority of respondents are male (60%) and 40% are female, indicating a predominantly male workforce with some gender diversity.

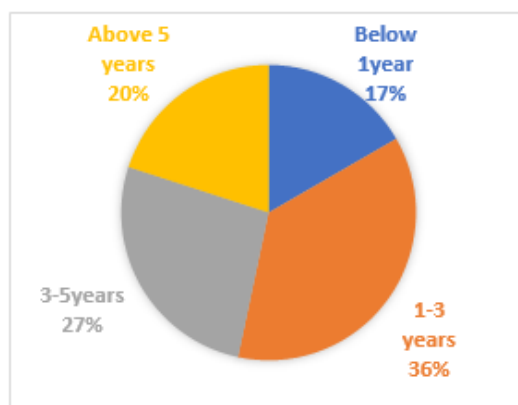


Figure 3: Work experience.

Figure 3 shows that 17% of respondents have below 1 years and 36% have “two–three years” of experience, followed by “three-five years” (27%) and above five years (20%), indicating a predominantly early to mid-level workforce.

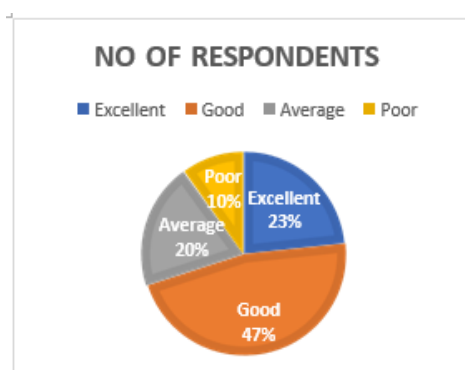


Figure 4: Satisfaction with welfare facilities.

Figure 4

The majority of respondents (47%) either agree or strongly agree that they are satisfied with welfare facilities provided by Ideal Connix. Only 10% expressed dissatisfaction. This indicates a positive perception towards welfare measures in the organization.

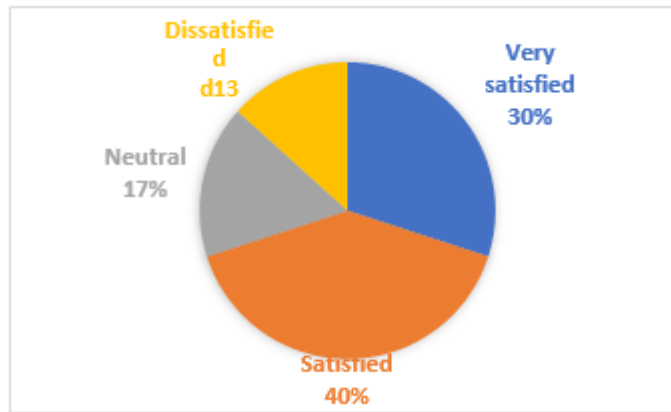


Figure 5: Safety Measures Provided in Workplace.

Figure 5 Most employees (40%) agree that proper safety measures are provided in the workplace. Only a small percentage (13%) expressed dissatisfaction. This shows that safety welfare measures are effectively implemented.

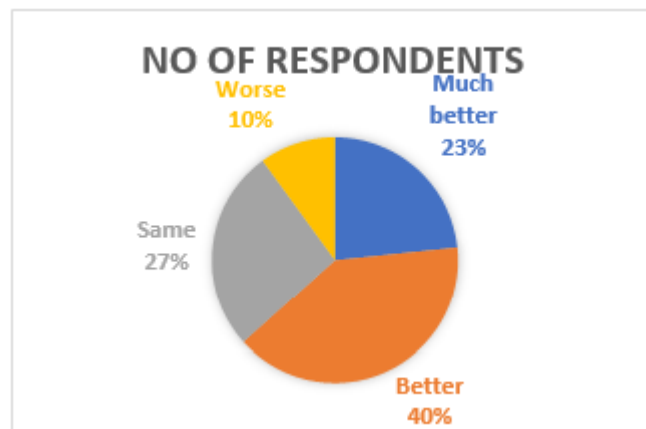


Figure 6: Welfare Facilities Reduce Absenteeism.

Figure 6 Majority of respondents (40%) agreed that welfare facilities reduce absenteeism. This shows a strong relationship between employee welfare and attendance.

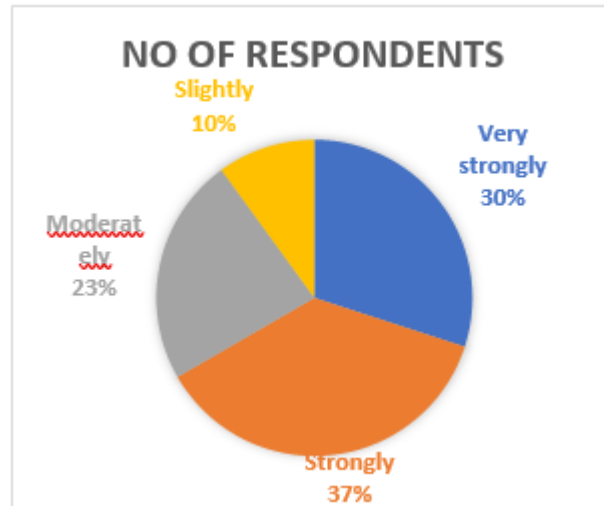


Figure 7: Overall Welfare Facilities Improve Productivity.

Figure 7 significant majority (37%) agree that welfare facilities improve employee productivity. Only 10% disagreed. This clearly indicates that welfare measures positively impact per.

5.2 CORRELATION TEST RESULT

- Correlation coefficient (r) = 0.68
- p-value = 0.001 (< 0.05)

Result: Since the p-value (0.001) is less than 0.05, there is a statistically significant positive relationship between welfare facilities and employee productivity.

5.3 REGRESSION ANALYSIS RESULT

- R value = 0.68
- R Square = 0.46
- Significance value = 0.001 (< 0.05)

Result: The regression model is statistically significant as the p-value (0.001) is less than 0.05. The R Square value (0.46) indicates that 46% of employee productivity is influenced by welfare facilities.

5.4 ANOVA TEST RESULT

- F value = 16.81.

- p-value = 0.001 (< 0.05)

Result: Since the p-value (0.001) is less than 0.05, there is a significant difference in employee productivity based on welfare satisfaction levels. Therefore, welfare facilities significantly impact employee productivity.

6. DISCUSSION

The findings of the study clearly indicate that welfare facilities have a significant impact on employee productivity at Ideal Conmix. The correlation analysis revealed a strong positive relationship between welfare facilities and productivity. Regression analysis confirmed that welfare measures significantly influence employee performance, explaining 46% of the variation in productivity. The ANOVA test further supported the significance of the model.

These results suggest that employees who are satisfied with welfare facilities such as safety measures, medical benefits, rest facilities, and transportation tend to perform better and contribute more effectively to organizational goals. Therefore, welfare facilities play a crucial role in improving employee efficiency and overall organizational performance.

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