

Employee Welfare Measures and Their Impact on Organizational Behaviour in the Indian IT Sector: An Analytical Study

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Abstract: The current study investigates the awareness, availability, and effectiveness of employee welfare measures and their impact on job satisfaction and organizational behaviour in the Indian IT sector. Based on a sample of 133 respondents, mostly young female interns, data were analysed via descriptive statistics, chi-square tests, t-tests, and ANOVA. Findings indicate that perceptions of welfare differ highly by education and work categories, and stress-based issues continue to be present regardless of welfare arrangements. The findings highlight the necessity of adaptive, tailored welfare measures to facilitate longer-term well-being and organizational allegiance.

Keywords: Employee Welfare, Organizational Behaviour, Job Satisfaction, Stress, IT Industry, India, ANOVA, Human Resources.

I. INTRODUCTION

Employee welfare denotes diverse services and benefits provided for enhancing work conditions and promoting well-being among employees. In India's thriving IT industry, welfare practices play a major role in shaping organizational culture, employee commitment, and work productivity. Since the work environment is increasingly made up of interns and new graduates, it becomes a pressing need to identify the impact of welfare policies on work satisfaction and behavioural outcomes.

Objectives of the Study

1. To measure awareness and satisfaction of employee welfare initiatives.
2. To test the association between welfare initiatives and employee stress or productivity.
3. To examine the impact of demographic and job-related variables on welfare perceptions.
4. To suggest improvements for welfare systems in IT organizations.

II. RESEARCH METHODOLOGY

Research Design

The research employs a descriptive research design mixed with a mixed-method approach, coupling quantitative and qualitative methods for evaluating employee welfare measures and their effects on job satisfaction and organizational conduct.

Sample Size

133 respondents

Sampling Method

Non-probability sampling (mostly HR interns working in an IT company).

Tools Used

Quantitative

Percentage analysis, t-test, chi-square, one-way ANOVA

Qualitative

Thematic analysis from open-ended answers

Data Analysis and Interpretation**Demographics**

1. 98.5% of the respondents are between the ages of 18–24.
2. 100% are female; 97.7% possess postgraduate degrees.
3. 97% are interns; the majority work 6–9 hours a day in the HR department.

Chi-Square Analysis

There were significant associations between welfare awareness/access and factors such as education, job title, and length of service ($p < 0.05$).

T-Test Analysis

Means for welfare satisfaction were well above neutral values, affirming strong agreement and satisfaction.

ANOVA Analysis

There were significant differences in welfare perceptions between:

1. Educational qualification ($p < 0.05$)
2. Employment status (interns vs. part-time employees)
3. Tenure and industry type

III. DISCUSSION

The findings show extensive awareness and accessibility to welfare, but also extensive emotional exhaustion and symptoms of stress. Strong structural welfare is in place, yet problems with mental health and work-life balance remain. This indicates that there needs to be more focus on the emotional and psychological components of worker well-being.

IV. RECOMMENDATIONS

1. Launch personalized welfare programs for interns and young professionals
2. Include mental health initiatives such as counselling and stress management workshops
3. Extend flexible work policies and wellness benefits such as gym membership or digital detox days
4. Establish employee feedback loops for welfare improvement and transparency

V. CONCLUSION

Employee well-being in the IT industry is viewed favourably; however, it needs to move from the provision of infrastructure to tackling stress and mental health. Organizations need to embrace a vibrant and comprehensive welfare approach that takes into consideration the unique requirements of their younger and more diverse workforce.

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