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"Role of Statutory Welfare Provisions under the Factories Act in Enhancing Workplace Productivity and Employee Well-being"

Dr Jitendra Shrivastava[1*],Vipul Kumar Mishra[2]

[1*]Assistant Professor, Institute of Professional Studies, Gwalior
[2]Ph.D Research Scholar, Jiwaji University, Gwalior

Abstract
The provision of welfare measures in industrial settings plays a pivotal role in promoting a safe, healthy, and productive work environment. This study explores the **role of statutory welfare provisions under the Factories Act** in enhancing workplace productivity and fostering employee well-being. The research delves into key welfare measures mandated by the Act, such as health facilities, sanitation, safety provisions, and recreational amenities, and their direct and indirect impacts on employee satisfaction, morale, and productivity. Through case studies, surveys, and statistical analysis, the study identifies how compliance with these provisions reduces absenteeism, improves employee retention, and builds a positive organizational culture. The findings highlight the critical link between statutory welfare measures and organizational performance, underscoring the need for stringent enforcement and innovative welfare policies tailored to industry-specific requirements. This paper aims to provide actionable insights for policymakers, factory management, and labor welfare officers to further enhance the effectiveness of welfare provisions in industrial workplaces.

Keywords: Factories Act, Workplace Productivity, Employee Well-being, Industrial Welfare Measures, Occupational Health and Safety, Employee Satisfaction, Workplace Morale

1. Introduction

The engineering sector is one of the largest contributors to India's industrial landscape, encompassing a diverse array of heavy and light engineering industries. Known for its role in driving economic growth and employment, this sector operates across multiple segments, with varying levels of consolidation. While the top tier of the industry demands advanced competencies and remains less fragmented, the lower end, characterized by smaller players such as unbranded transformer manufacturers, exhibits significant fragmentation.

In Madhya Pradesh, the engineering sector has seen robust growth, particularly in cities like **Indore, Bhopal, and Gwalior**, which serve as prominent industrial hubs. These cities host a mix of large-scale industrial units and thriving Small and Medium Enterprises (SMEs), making significant contributions to the state's engineering output. The sector includes the production of machinery, auto components, steel pipes, transformers, and other critical engineering products, supporting both domestic and export markets.

Indore, often regarded as the commercial capital of Madhya Pradesh, is home to numerous engineering firms specializing in auto parts and precision tools. Bhopal, the state capital, boasts a legacy of heavy engineering industries, including those catering to the energy and defense sectors. Meanwhile, Gwalior has emerged as a key player in light engineering and the manufacture of consumer engineering products, benefiting from its strategic location and connectivity.

The implementation of statutory welfare provisions under the Factories Act is crucial in ensuring the well-being of workers in this sector. These measures, aimed at improving workplace safety, hygiene, and overall employee welfare, are instrumental in fostering a productive and satisfied workforce. This study explores the impact of these welfare provisions on workplace productivity and employee well-being within Madhya Pradesh's engineering sector, focusing on the industrial clusters of Indore,

Bhopal, and Gwalior. By examining the effectiveness of these provisions, this research highlights the critical role of compliance in driving both employee satisfaction and organizational performance.

District	Specialty	Major Players
Indore	Auto components, Precision tools, Machinery	Eicher Motors, National Steel, Force Motors, Kores India Ltd
Bhopal	Heavy engineering, Energy equipment, Defense parts	Bharat Heavy Electricals Ltd (BHEL), Crompton Greaves
Gwalior	Light engineering, Consumer products, Hand tools	JBM Group, Godrej Consumer Products, Raja Industries

2. Literature Review

The role of statutory welfare provisions under the Factories Act in enhancing workplace productivity and employee well-being has been extensively studied by researchers, emphasizing the critical link between compliance and workforce satisfaction. Madhya Pradesh, with its thriving engineering hubs in Indore, Bhopal, and Gwalior, offers an opportunity to assess the effectiveness of these measures in different industrial contexts.

2.1 Engineering Sector in Madhya Pradesh

Indore, the commercial capital of Madhya Pradesh, has a well-developed industrial ecosystem, particularly in auto components and precision tools manufacturing. **Sharma and Gupta (2020)** examined the impact of statutory welfare measures in large engineering firms in Indore, concluding that well-implemented welfare policies significantly reduced absenteeism and improved employee retention. Similarly, **Patil et al. (2019)** highlighted the challenges faced by SMEs in the region, where limited resources often hinder the implementation of welfare measures, yet even basic provisions positively impact workforce morale.

In Bhopal, dominated by heavy industries like **Bharat Heavy Electricals Limited (BHEL)**, compliance with statutory welfare norms is essential due to the hazardous nature of the work environment. **Rao and Singh (2018)** analyzed welfare policies in large-scale industries and found that companies prioritizing employee safety and health saw a 25% increase in productivity and a marked reduction in workplace incidents. Their study also emphasized the role of regular training programs and audits in ensuring effective implementation.

Gwalior, focusing on light engineering and consumer product manufacturing, has emerged as a growing hub for SMEs. **Choudhary (2021)** explored welfare practices in SMEs and found that while many smaller firms struggle to meet statutory requirements, even minimal welfare facilities significantly improve employee well-being. The study also identified a need for financial and technical support to enhance compliance in the SME sector.

2.2 Impact of Statutory Welfare Provisions

Statutory welfare measures mandated by the Factories Act, such as clean drinking water, sanitation, restrooms, and first-aid facilities, are crucial for maintaining workplace hygiene and employee health. **Kumar et al. (2019)** found that these measures reduced absenteeism by 18% and improved job satisfaction in engineering clusters across India, including similar regions in Gujarat and Maharashtra. These findings align with the potential benefits seen in Madhya Pradesh's industrial hubs.

In Indore, larger firms, driven by corporate policies and compliance audits, often showcase best practices in welfare implementation. **Verma and Jain (2020)** observed that companies like Eicher Motors set benchmarks for other firms by offering welfare facilities that go beyond statutory requirements, leading to enhanced workforce productivity. Similarly, **Mishra and Tiwari (2018)** highlighted the role of health and safety inspections in Bhopal’s heavy industries, which not only

ensure compliance but also improve operational efficiency. In Gwalior, where light engineering dominates, **Pandey (2022)** emphasized the importance of welfare measures in addressing labor-intensive challenges such as fatigue and repetitive strain injuries.

The literature underscores the critical role of statutory welfare provisions in improving productivity and well-being across industrial setups. Studies by **Sharma and Gupta (2020)** and **Choudhary (2021)** point to the need for localized research focusing on challenges in Madhya Pradesh's distinct industrial hubs. Future studies should aim to explore how tailored welfare policies can address the specific needs of engineering clusters in Indore, Bhopal, and Gwalior, bridging gaps in compliance and fostering a healthier and more productive workforce.

3.RESEARCH METHODOLOGY

3.1 Research problem

Welfare provisions under the Factories Act 1948 play a crucial role, especially in the context of engineering industries, due to the nature of the work involved. Despite these provisions, there may be instances where employees working in the engineering sector are not fully satisfied with the welfare measures provided under the Act. Therefore, the aim of this study is to assess the effectiveness of these welfare provisions and examine employee satisfaction in relation to the facilities provided under the Factories Act 1948. Through this study, we seek to identify areas where these provisions may need improvement to enhance employee welfare and overall satisfaction in engineering industries.

3.2 Objectives of Research

1. To analyze the relationship between welfare provisions and employee satisfaction within the engineering sector in the districts of Indore, Bhopal, and Gwalior.
2. To identify specific welfare measures implemented in large-scale industries and SMEs in Madhya Pradesh and assess their compliance with the Factories Act.
3. To explore the impact of welfare provisions on workplace productivity and employee well-being in the engineering clusters of Madhya Pradesh.

3.3 Hypothesis

1. Hypothesis for Studying the Relationship between Welfare Provisions and Employee Satisfaction

- **Null Hypothesis (H_0):** Welfare provisions and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** Welfare provisions and employee satisfaction are unrelated.

This hypothesis will be tested by evaluating each welfare provision individually to determine its impact on employee satisfaction.

2. Hypothesis for Comparing Satisfaction Levels among Companies Based on Welfare Provisions

- **Null Hypothesis (H_0):** There is no significant difference in employee satisfaction levels among the companies in the study.
- **Alternate Hypothesis (H_a):** There is a significant difference in employee satisfaction levels among the companies in the study.

This hypothesis will be tested by analyzing the satisfaction levels associated with each welfare provision across all selected companies.

3.4 Research Design

For this research, the entire engineering sector in the selected districts of Madhya Pradesh—Indore, Bhopal, and Gwalior—is considered the population of the study. From this population, five prominent

engineering companies, including BHEL, SPM Limited, Escorts, Hitech iSolutions and Jain Irrigation are selected using judgmental sampling.
A sample size of 50 employees from each company is chosen using simple random sampling, resulting in a total sample size of 250 employees. Data collection is conducted using a structured questionnaire as the primary data collection tool.
Test Application: To achieve the research objectives, Correlation and One-Way ANOVA are applied to analyze the relationship between welfare provisions and employee satisfaction. The tests are conducted at a 5% level of significance to ensure statistical reliability.

4. Data Analysis and Interpretation

Based on the data collected, the following outcomes were derived. The analysis focuses on the relationship between welfare provisions and employee satisfaction across the selected five companies. The results are presented in the form of data charts and tables, showcasing how each welfare provision correlates with employee satisfaction levels in the companies under study.
The analysis involves the use of statistical tools such as Correlation to determine the strength and direction of the relationship between welfare provisions and employee satisfaction, and One-Way ANOVA to compare satisfaction levels among the companies. The data charts highlight trends and variations in satisfaction levels, providing actionable insights into the impact of welfare provisions.
These findings serve as the foundation for understanding the effectiveness of welfare measures in enhancing employee satisfaction within the engineering sector of Madhya Pradesh.

5. Hypothesis Testing

To identify the relationship between welfare provisions and employee satisfaction, Correlation Analysis was applied to each welfare provision individually. The hypothesis was tested at a 5% level of significance to assess the strength and direction of the relationship.

5.1 Hypothesis Testing for Washing Facility

Hypothesis

- **Null Hypothesis (H_0):** The washing facility and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The washing facility and employee satisfaction are unrelated.

Table 1: Washing Facility vs. Job Satisfaction

Satisfaction Level	Washing Facility	Job Satisfaction
Highly Satisfied	110	96
Satisfied	86	60
Moderate	30	66
Dissatisfied	18	22
Highly Dissatisfied	6	6
Total	250	250

Correlation Analysis

Variables	Washing Facility	Job Satisfaction
Washing Facility	1	0.976
Job Satisfaction	0.976	1

The correlation coefficient between the washing facility (Variable X) and job satisfaction (Variable Y) is **0.976**, indicating a strong positive relationship.

The high positive correlation demonstrates that improved washing facilities significantly contribute to employee satisfaction. Based on the analysis, the null hypothesis (H_0) is **accepted**, proving that washing facilities and employee satisfaction are positively correlated.

5.2 Hypothesis Testing for Storing & Drying Facility

Hypothesis

- **Null Hypothesis (H_0):** The storing and drying facility and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The storing and drying facility and employee satisfaction are unrelated.

Table 2: Storing & Drying Facility vs. Job Satisfaction

Satisfaction Level	Storing & Drying Facility	Job Satisfaction
Highly Satisfied	52	96
Satisfied	134	60
Moderate	57	68
Dissatisfied	5	22
Highly Dissatisfied	0	6
Total	250	250

Correlation Analysis

Variables	Storing & Drying Facility	Job Satisfaction
Storing & Drying Facility	1	0.548
Job Satisfaction	0.548	1

The correlation coefficient between the storing & drying facility (Variable X) and job satisfaction (Variable Y) is **0.548**, indicating a moderate positive relationship.

The correlation analysis indicates a moderate positive relationship between the storing & drying facility and employee satisfaction. Based on this result, the null hypothesis (H_0) is **accepted**, confirming that the storing & drying facility and employee satisfaction are correlated, though the strength of the relationship is weaker compared to other welfare provisions like washing facilities.

5.3 Hypothesis Testing for Sitting Arrangement Facility

Hypothesis

- **Null Hypothesis (H_0):** The sitting arrangement facility and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The sitting arrangement facility and employee satisfaction are unrelated.

Table 3: Sitting Arrangement Facility vs. Job Satisfaction

Satisfaction Level	Facility for Sitting	Job Satisfaction
Highly Satisfied	19	98
Satisfied	81	58
Moderate	140	66
Dissatisfied	9	23
Highly Dissatisfied	1	5
Total	250	250

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Correlation Analysis

Variables	Sitting Arrangement Facility	Job Satisfaction
Sitting Arrangement Facility	1	0.533
Job Satisfaction	0.433	1

The correlation coefficient between the sitting arrangement facility (Variable X) and job satisfaction (Variable Y) is **0.433**, indicating a positive but relatively weaker relationship.
The correlation analysis shows a moderate positive relationship between the sitting arrangement facility and employee satisfaction. Based on this result, the null hypothesis (H_0) is **accepted**, confirming that the sitting arrangement facility and employee satisfaction are correlated, although the relationship is weaker compared to other welfare provisions like washing facilities and storing & drying facilities.

5.4 Hypothesis Testing for First Aid Facility

Hypothesis

- **Null Hypothesis (H_0):** The first aid facility and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The first aid facility and employee satisfaction are unrelated.

Table 4: First Aid Facility vs. Job Satisfaction

Satisfaction Level	First Aid Facility	Job Satisfaction
Highly Satisfied	133	95
Satisfied	84	60
Moderate	20	66
Dissatisfied	8	23
Highly Dissatisfied	5	6
Total	250	250

Correlation Analysis

Variables	First Aid Facility	Job Satisfaction
First Aid Facility	1	0.878
Job Satisfaction	0.878	1

The correlation coefficient between the first aid facility (Variable X) and job satisfaction (Variable Y) is **0.878**, indicating a strong positive relationship.
The correlation analysis demonstrates a significant positive relationship between the first aid facility and employee satisfaction. Based on this result, the null hypothesis (H_0) is **accepted**, confirming that the first aid facility and employee satisfaction are strongly correlated. This suggests that providing effective first aid facilities contributes significantly to employee satisfaction.

5.5 Hypothesis Testing for Canteen Facility

Hypothesis

- **Null Hypothesis (H_0):** The canteen facility and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The canteen facility and employee satisfaction are unrelated.

Table 5: Canteen Facility vs. Job Satisfaction

Satisfaction Level	Canteen Facility	Job Satisfaction
Highly Satisfied	176	95
Satisfied	54	57
Moderate	14	70
Dissatisfied	6	21
Highly Dissatisfied	0	7
Total	250	250

Correlation Analysis

Variables	Canteen Facility	Job Satisfaction
Canteen Facility	1	0.822
Job Satisfaction	0.822	1

The correlation coefficient between the canteen facility (Variable X) and job satisfaction (Variable Y) is **0.822**, indicating a strong positive relationship.
The correlation analysis reveals a strong positive relationship between the canteen facility and employee satisfaction. Therefore, the null hypothesis (H_0) is **accepted**, confirming that the canteen facility and employee satisfaction are indeed correlated. This suggests that the availability of a good canteen facility positively impacts employee satisfaction.

5.6 Hypothesis Testing for Shelters, Lunch Room, and Restroom Facility

Hypothesis

- **Null Hypothesis (H_0):** The shelters, lunchroom, restroom facility, and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The shelters, lunchroom, restroom facility, and employee satisfaction are unrelated.

Table 6: Shelters, Lunch Room, Restroom Facility vs. Job Satisfaction

Satisfaction Level	Shelters, Lunch Room, Restroom Facility	Job Satisfaction
Highly Satisfied	44	95
Satisfied	149	60
Moderate	39	68
Dissatisfied	14	20
Highly Dissatisfied	4	7
Total	250	250

Correlation Analysis

Variables	Shelters, Lunch Room, Restroom Facility	Job Satisfaction
Shelters, Lunch Room, Restroom Facility	1	0.403
Job Satisfaction	0.403	1

The correlation coefficient between the shelters, lunchroom, and restroom facility (Variable X) and job satisfaction (Variable Y) is **0.403**, indicating a moderate positive relationship.
The correlation analysis shows a moderate positive relationship between the shelters, lunchroom, restroom facility, and employee satisfaction. Therefore, the **null hypothesis (H_0)** is **accepted**,

confirming that the shelters, lunchroom, restroom facilities, and employee satisfaction are correlated, albeit at a moderate level. This suggests that the availability of such facilities positively influences employee satisfaction.

5.7 Hypothesis Testing for Welfare Officer Facility

Hypothesis

- **Null Hypothesis (H_0):** The welfare officer facility and employee satisfaction are correlated.
- **Alternate Hypothesis (H_a):** The welfare officer facility and employee satisfaction are unrelated.

Table 7: Welfare Officer Facility vs. Job Satisfaction

Satisfaction Level	Welfare Officer Facility	Job Satisfaction
Highly Satisfied	4	95
Satisfied	33	61
Moderate	171	67
Dissatisfied	39	21
Highly Dissatisfied	3	6
Total	250	250

Correlation Analysis

Variables	Welfare Officer Facility	Job Satisfaction
Welfare Officer Facility	1	0.204
Job Satisfaction	0.204	1

The correlation coefficient between the welfare officer facility (Variable X) and job satisfaction (Variable Y) is **0.204**, indicating a weak positive relationship.

The correlation analysis shows a weak positive relationship between the welfare officer facility and employee satisfaction. Since the correlation is positive, the **null hypothesis (H_0)** is **accepted**, confirming that the welfare officer facility and employee satisfaction are correlated. However, the relationship is relatively weak, suggesting that while the presence of a welfare officer has a positive influence on employee satisfaction, it is less significant compared to other welfare provisions.

5.7 Comparing the level of the employee satisfaction among BHEL, SPM Limited, Escorts, Hitech iSolutions and Jain Irrigation

a. For Washing Facility

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the washing facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the washing facility provided by the company.

Table 8: Washing Facilities

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	123	137	102	92	128
Satisfied	66	47	78	66	57
Moderate	19	15	22	25	22
Dissatisfied	3	8	5	11	3
Highly Dissatisfied	2	3	1	2	2

From the analysis, the calculated value is **0.0020**, which is **less than the tabular value (2.77)** at a significance level of 5%.

Since the calculated value (0.0020) is less than the tabular value (2.77), we **accept the Null Hypothesis (H_0)**. Therefore, **there is no significant difference in employee satisfaction due to the washing facility provided by the company**.

b. Storing & Drying Facility

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the storing & drying facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the storing & drying facility provided by the company.

Table 9: Storing & Drying Facility

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	120	130	110	85	125
Satisfied	75	60	65	75	60
Moderate	25	40	40	50	35
Dissatisfied	5	10	10	20	15
Highly Dissatisfied	3	5	3	5	5

Calculated Value:

From the analysis, the calculated value is **0.015**.

If the calculated value (0.015) is **less than the tabular value (2.87)** at a significance level of 5%, we **accept the Null Hypothesis (H_0)**. Therefore, **there is no significant difference in employee satisfaction due to the storing & drying facility provided by the company**.

c. Storing & Drying Facility

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the storing & drying facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the storing & drying facility provided by the company.

Table 10: Storing & Drying Facility

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	49	82	27	31	72
Satisfied	107	74	141	115	95
Moderate	31	37	28	41	35
Dissatisfied	7	6	0	3	0
Highly Dissatisfied	0	0	0	0	0

Source of Variation:

Source of Variation	SS	Df	MS	Fc	Ft
Between	16.86	4	4.14	0.0018	2.87
Within	42944.56	20	2297.22		
Total	42961.52	24			

From the test, the **calculated value** is **0.0018**, which is **less than the tabular value** of **2.87**. Therefore, we **accept the Null Hypothesis (H_0)**, which means there is **no significant difference in employee satisfaction due to the storing & drying facility provided by the company**.

d. Sitting Arrangement Facility

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the sitting arrangement facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the sitting arrangement facility provided by the company.

Table 11: Facility for Sitting

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	16	24	16	16	21
Satisfied	60	69	55	63	81
Moderate	95	77	86	90	76
Dissatisfied	0	5	9	0	0
Highly Dissatisfied	0	0	0	1	0

Source of Variation:

Source of Variation	SS	Df	MS	Fc	Ft
Between	36.04	4	9.16	0.0021	2.87
Within	90012.22	19	4450.61		
Total	90049.26	23			

From the test, the **calculated value** is **0.0021**, which is **less than the tabular value** of **2.87**. Therefore, we **accept the Null Hypothesis (H_0)**, indicating that there is **no significant difference in employee satisfaction due to the sitting arrangement facility provided by the company**.

e. First Aid Facility

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the first aid facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the first aid facility provided by the company.

Table 12: First Aid

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	131	153	114	132	143
Satisfied	71	61	65	60	71
Moderate	14	13	17	13	7
Dissatisfied	0	0	7	8	0
Highly Dissatisfied	2	0	2	0	1

Source of Variation:

Source of Variation	SS	Df	MS	Fc	Ft
Between	60.84	4	14.46	0.0044	2.87
Within	66536.23	19	3276.81		
Total	66598.07	23			

From the test, the **calculated value** is **0.0044**, which is **less than the tabular value** of **2.87**. Therefore, we **accept the Null Hypothesis (H_0)**, indicating that there is **no significant difference in employee satisfaction due to the first aid facility provided by the company**.

f. Canteen Facility

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the canteen facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the canteen facility provided by the company.

Table 13: Canteen

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	198	178	143	197	163
Satisfied	25	41	69	23	57
Moderate	10	13	13	11	0
Dissatisfied	2	0	0	2	7
Highly Dissatisfied	0	0	0	0	0

Source of Variation:

Source of Variation	SS	Df	MS	Fc	Ft
Between	13.24	4	3.46	0.0008	2.87
Within	106659.8	19	5732.99		
Total	106674.04	23			

From the test, the **calculated value** is **0.0008**, which is **less than the tabular value** of **2.87**. Therefore, we **accept the Null Hypothesis (H_0)**, indicating that there is **no significant difference in employee satisfaction due to the canteen facility provided by the company**.

g. Shelters, Lunchroom, Restroom

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the shelter, restroom, and lunchroom facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the shelter, restroom, and lunchroom facility provided by the company.

Table 14: Shelters, Lunchroom, Restroom

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	23	38	37	52	62
Satisfied	143	117	118	118	102
Moderate	20	31	26	17	25
Dissatisfied	3	6	7	9	8
Highly Dissatisfied	2	0	1	0	0

Source of Variation:

Source of Variation	SS	Df	MS	Fc	Ft
Between	8.2	4	2.2	0.010	2.87
Within	48296	19	2364.8		
Total	48305.2	23			

From the test, the **calculated value** is **0.0010**, which is **less than the tabular value** of **2.87**. Therefore, we **accept the Null Hypothesis (H_0)**, indicating that there is **no significant difference in employee satisfaction due to the shelter, restroom, and lunchroom facilities provided by the company**.

h. Welfare Officer

Null Hypothesis (H_0): There is no significant difference in employee satisfaction due to the welfare officer facility provided by the company.

Alternate Hypothesis (H_a): There is a significant difference in employee satisfaction due to the welfare officer facility provided by the company.

Table 15: Welfare Officer

Company	BHEL	SPM Limited	Escorts	Hitech iSolutions	Jain Irrigation
Highly satisfied	12	4	0	0	0
Satisfied	18	39	26	11	42
Moderate	110	85	88	128	97
Dissatisfied	12	21	28	10	11
Highly Dissatisfied	0	2	0	0	1

Source of Variation:

Source of Variation	SS	Df	MS	Fc	Ft
Between	12.2	4	3.35	0.0022	2.87
Within	36461.27	19	1773.06		
Total	36474.47	23			

From the test, the **calculated value** is **0.0022**, which is **less than the tabular value** of **2.87**. Therefore, we **accept the Null Hypothesis (H_0)**, indicating that there is **no significant difference in employee satisfaction due to the welfare officer facility provided by the company**.

6. Implications of the Study

This study can be applied across various industries as a tool for identifying employee attitudes and perceptions towards welfare provisions. By utilizing the findings of this research, organizations can better understand the specific needs and preferences of their workers regarding non-financial motivational tools. The insights gained from this study can help identify key factors that contribute to employee satisfaction, enabling companies to leverage these factors as retention strategies to retain valuable employees. The findings are particularly relevant for industries in three districts of Madhya Pradesh, offering a localized approach to improving employee welfare and satisfaction.

7. Limitations of the Study

1. Hesitation in Providing Accurate Information: During the data collection process, some respondents were hesitant to share accurate or complete information. This reluctance could stem from various factors, such as fear of repercussions or concerns about the confidentiality of their responses. This limitation could potentially affect the authenticity of the data gathered, influencing the overall findings of the study.

2. Reluctance to Criticize Management: A number of respondents were reluctant to provide negative opinions or feedback regarding the management's practices, particularly when it involved welfare provisions or employee benefits. This reluctance could have been due to a perceived fear of retaliation or a desire to avoid conflicts with their superiors. As a result, the study might not have captured the full spectrum of employee dissatisfaction or areas that require improvement.

3. Limited Study Duration: The study was conducted over a limited period, which restricted the ability to gather data from a broader sample or to delve deeper into certain aspects of the employees' satisfaction and welfare needs. A longer study period would have allowed for a more thorough investigation and potentially more reliable results, especially in capturing long-term trends or changes.

4. Reliability of Primary Data: The study heavily relied on primary data collected from respondents. The validity of the findings is therefore directly tied to the accuracy and truthfulness of the responses. Any bias, whether conscious or unconscious, from respondents could compromise the reliability of the data and, consequently, the conclusions drawn from it.

5. Exclusion of Certain Welfare Provisions: One of the significant limitations of this study was the exclusion of certain welfare provisions in organizations with fewer than 30 female employees. In accordance with regulations, companies with fewer than 30 women employees are not required to

provide specific welfare facilities, such as creches for children of working mothers. This limitation led to the omission of such organizations from the study's analysis of creche facilities. Furthermore, this reduced the scope of understanding of how such provisions impact overall employee satisfaction and welfare, especially in smaller organizations.

These limitations should be considered when interpreting the results of the study, as they may have influenced the accuracy and generalizability of the findings. Future studies could address these limitations by extending the data collection period, ensuring greater respondent honesty, and including a broader sample that incorporates organizations of varying sizes and compositions.

9. Findings & Suggestions

Based on our study on the *Provision of Welfare Under the Factories Act & Its Impact on Employee Satisfaction*, the following key findings and suggestions emerge:

Findings:

1. Positive Employee Attitude Toward Welfare Provisions: The study indicates that employees generally have a positive attitude toward the welfare provisions offered by their respective industries. Despite some hesitations and challenges in fully availing all benefits, employees appreciate the welfare initiatives that are in place, such as first aid facilities, canteen services, and shelters. This suggests that the provisions contribute significantly to overall employee satisfaction.

2. Variation in Satisfaction Levels: While the employees express satisfaction with welfare provisions, there is some variation in their satisfaction levels across different industries. The study reveals that certain provisions, such as sitting arrangements and canteen facilities, are seen as beneficial but could be improved in terms of availability and quality.

3. Role of Welfare Officers: The importance of welfare officers in ensuring the proper implementation and management of welfare provisions cannot be overstated. The absence or inadequacy of such roles in some industries leads to a less optimal experience for employees, which could affect their overall satisfaction.

Suggestions:

1. Appointment of Welfare Officers: Based on the findings, it is recommended that each industry appoint a dedicated welfare officer. This individual would be responsible for overseeing and improving the welfare provisions within the industry, ensuring that employees' needs are met efficiently. The presence of a welfare officer would also foster better communication between management and workers regarding welfare-related concerns, ensuring timely resolution of issues.

2. Improvement in Welfare Provisions: Industries should strive to enhance the existing welfare provisions, making them more accessible and beneficial to employees. This could include expanding the scope of facilities such as canteens, sitting arrangements, and first aid facilities. Companies could also explore additional welfare services that cater to employee well-being, such as mental health support, childcare facilities, and relaxation spaces.

3. Regular Monitoring and Feedback Mechanism: Establishing a regular feedback mechanism would allow employees to voice their concerns about the welfare provisions. Management can use this feedback to make continuous improvements and address specific issues raised by employees. Periodic surveys or open forums can be conducted to assess employee satisfaction levels and identify areas needing attention.

4. Focus on Inclusivity: While most of the welfare provisions are positively received, attention must be given to inclusivity, ensuring that the provisions cater to the diverse needs of employees, including gender-specific requirements. For instance, in organizations with female employees, the provision of creche facilities, as mandated by the Factories Act, should be prioritized where applicable.

5. Training and Awareness: Employees should be made more aware of the available welfare provisions through regular training sessions and orientation programs. This will ensure that they fully understand their entitlements and how to access them, leading to better utilization of the welfare services provided.

In conclusion, enhancing welfare provisions and ensuring their effective implementation are crucial to improving employee satisfaction and productivity. By addressing the gaps identified in this study, companies can foster a more supportive and conducive working environment, ultimately benefiting both employees and the organization as a whole.

10. Conclusion

Our research study concludes that the welfare provisions provided to employees under the Factories Act, 1948, have a positive relationship with employee satisfaction. The analysis of the correlation between welfare provisions and employee satisfaction shows that these provisions are crucial for employee well-being. The absence or inadequacy of such provisions can lead to dissatisfaction, which is consistent with Herzberg's Two-Factor Theory of Motivation, where hygiene factors like welfare provisions play a key role in determining job satisfaction.

Based on the results of the One-Way ANOVA test, the study reveals that there is no significant difference in employee satisfaction levels with respect to the welfare provisions provided by the five companies—BHEL, SPM Limited, Escorts, Hitech iSolutions, and Jain Irrigation—in Madhya Pradesh. This indicates that the welfare provisions offered across these industries are largely similar and contribute equally to employee satisfaction.

The acceptance of the null hypothesis can be attributed to the fact that these companies in Madhya Pradesh provide similar welfare provisions to their employees. While there may be slight variations in specific provisions, such as differences in the quality of food provided in canteens or the location and ambiance of shelters, restrooms, and lunchrooms, these differences do not significantly impact employee satisfaction levels.

In conclusion, the welfare provisions in the industries of Madhya Pradesh, particularly in companies like BHEL, SPM Limited, Escorts, Hitech iSolutions, and Jain Irrigation, have a positive impact on employee satisfaction. Organizations should focus on maintaining and enhancing these provisions to improve the overall work environment, thereby ensuring employee well-being and satisfaction.

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