

Executive Summary

The study mainly concentrates on effectiveness of employee welfare of Aero Pharma (Silvassa). Data was collected by primary & secondary data collection methods. The Questionnaire was organized and got it filled up by the employees of the organization for computing effectiveness & satisfactory level of employee welfare facilities. These facilities can be drinking water, restroom, First Aid, Crèches, safety equipment, medical camp, canteen Facility etc. which helped in analysis and interpretation while using various statistical tools. With the objective of finding satisfaction level of employees with employee welfare programmes provided by the organization, study discovered findings that, whether welfare facilities provided by the Organization are effective, it also helps to increase the satisfactory level of employee organization.

The problems faced by the employees about the various welfare program can be observed with the help of a set of questionnaire and further analysis of the same is carried out. The basic features of welfare measures can be listed as:

- Employee welfare scheme can be changed as they are flexible. New welfare measures can be attached to the existing one frequently.
- Employee welfare contains variety of facilities & services delivered to employees for enlightening their mental and physical health, working efficiency & betterment & gaining social status.
- Employee welfare measures can be introduced by the government, employees, employers or by any other social or charitable firm
- The determination of employee welfare is fetching about the development of the entire personality of an employee to make a better staff.
- Employee Welfare measures is an addition to regular wage/salary and other financial benefits available for an employee payable through legal provisions.