

Role of HR in Employee Empowerment in Select Health Care Units in Andhra Pradesh

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Introduction:

Employee welfare activities are the activities that are done for the development of employees both morally and economically. Employee welfare activities are those activities that help employees to do their work efficiently and with a positive spirit. It includes everything which builds employee's morale such as good- working environment, stress management workshops, congenial surroundings, increased productivity. Good welfare activities help to motivate employees and ensure increased productivity. It helps the company to retain its skilled and experienced workforce for a longer time. Hence, it can be said that employee welfare is very wide term as it involves various types of activities including all extra-mural, intra-mural activities, statutory and non-statutory welfare measures which are undertaken by the organisations, the government and the trade unions to help workers and their families about their working life (Donohoe, 2019).

Employee welfare means any services or benefits given to employees in addition to wages/salaries. Employees are regarded as the backbone of all organisations. So, management should look upon the welfare of the employees to make them more productive. It is a dynamic and competitive era, where employees are aware of their rights. If they are not given proper employee welfare factors and welfare facilities they will leave the organization. So, to retain talented labour in the organization, employees should be given proper welfare facilities, good working conditions, healthy industrial relations, and health and social security (Choudhary, 2017). Employee welfare activities are not just a costly affair, it brings long term advantages to the company. Employees and employers both get benefitted from welfare measures. Employees' morale increases, the standard of living increases, motivation, and efficiency increases. Welfare activities improve the employee-employer relationship and employees feel themselves as a part of the organization. On the other hand, by imparting welfare activities to employees organization is benefitted in many ways as trade union bargaining ends, tax advantages, company becomes more competitive, less labour turnover, unnecessary avoidance of trade unions, more productive and motivated employees which tend to the profitability of the organization (Dulebohn et al., 2009).

Review of Literature

Employee welfare has been defined in various ways, though no single definition has found universal acceptance. The Labor Investigation Committee (1944-46) includes under labor welfare activities defines it as "Anything did for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies, over and above what is laid down by law or what is

normally expected as per of the contractual benefits for which the workers may have bargained (ILO, 1947). The employee welfare committee report (1969) explains it as "Such services, facilities, and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as contributing to improving the conditions under which worker are the employer" (Pylee and George, 1996). It explains welfare activities as "In which much can be done to combat the sense of frustration of the industrial workers, to relieve them of personal and family worries, to improve their health, to afford them means of self-expression, to offer them some sphere in which they can excel others and help them to a wider conception of life" (Pigou, 2005).

Formulation of Hypotheses:

H1₀: Employee welfare factors will not effect Employee Satisfaction

H2₀: Social security factors will not effect Employee Satisfaction

H1₀: Employee welfare factors will not have significant effect on Employee satisfaction

The relationship between employee welfare factors and employee satisfaction is analyzed through simple linear regression analysis (SLRA). To attain these results, the means scores of the independent variable i.e employee welfare factors is regressed upon the dependent variable’s mean scores i.e employee satisfaction. The statistic results delivered both the regression model summaries and the coefficient summary.

The regression model summary of the proposed variables is presented in the following table – 1. The results prompted that the predictor variable contributes significantly and elicited the high impact over the employee satisfaction. The results revealed that the R2 value of the model is 50.9 and the F-value is 882.387 and the p- value is found to be 0.000.

Table – 1: Regression Model Summaries for the Employee welfare factors on Employee satisfaction

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	ANOVA Results			
					F-Value	df 1	df2	Sig.
1	0.713 a	0.509	0.508	0.63045	882.387	1	852	0.000
a. Predictors: (Constant), Employee welfare factors								

The predictor effects and the beta estimates i.e the coefficient summary results are exhibited in the following Table - 2. The β value is found to be 0.676; standard error is 0.023; t – value is found to be 29.705 and the p- value is found to be 0.000. With this evidence we conclude that the predictor variable

is corroborated with the dependent variable in the proposed hypothesis. So, the researcher stated that the proposed null hypothesis is rejected and the alternative hypothesis (H1a) is approved.

Table - 2: Predictor effects and Beta Estimates (Unstandardized) for Employee satisfaction Associated with the Employee welfare factors.

Model	Variable	Unstandardized Coefficients		Standardized Coefficients	t-Value	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.218	0.132	-	1.657	0.098
	Employee welfare factors	0.676	0.023	0.713	29.705	0.000

a. Dependent Variable: Employee satisfaction

H2₀: Social security factors will not have significant effect on Employee satisfaction

The relationship between Social security factors and employee satisfaction is analyzed through simple linear regression analysis (SLRA). To attain these results, the means scores of the independent variable i.e Social security factors is regressed upon the dependent variable’s mean scores i.e employee satisfaction. The statistic results delivered both the regression model summaries and the coefficient summary.

The regression model summary of the proposed variables is presented in the following table – 3. The results prompted that the predictor variable contributes significantly and elicited the high impact over the employee satisfaction. The results revealed that the R2 value of the model is 41.0 and the F-value is 591.621 and the p- value is found to be 0.000.

Table – 3:Regression Model Summaries for the Social security factors on Employee satisfaction

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	ANOVA Results			
					F-Value	df1	df2	Sig.
1	0.640 ^a	0.410	0.409	0.69103	591.621	1	852	0.000

a. Predictors: (Constant), Social security factors

The predictor effects and the beta estimates i.e the coefficient summary results are exhibited in the following Table - 4. The β value is found to be 0.811; standard error is 0.033; t – value is found to be

24.323 and the p- value is found to be 0.000. With this evidence we conclude that the predictor variable is corroborated with the dependent variable in the proposed hypothesis. So, the researcher stated that the proposed null hypothesis is rejected and the alternative hypothesis (H_{1b}) is approved.

Table – 4: Predictor effects and Beta Estimates (Unstandardized) for Employee satisfaction Associated with the Social security factors.

Model	Variable	Unstandardized Coefficients		Standardized Coefficients	t-Value	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.801	0.137	-	5.851	0.000
	Social security factors	0.811	0.033	0.640	24.32	0.000
a. Dependent Variable: Employee satisfaction						

Conclusion:

The relationship between Social security factors and employee satisfaction is analyzed through simple linear regression analysis (SLRA). To attain these results, the means scores of the independent variable i.e Social security factors is regressed upon the dependent variable’s mean scores i.e employee satisfaction. The statistic results delivered both the regression model summaries and the coefficient summary. The regression model summary prompted that the predictor variable contributes significantly and elicited the high impact over the employee satisfaction. The results revealed that the R2 value of the model is 50.9 and the F-value is 882.387 and the p- value is found to be 0.000. The β value is found to be 0.676; standard error is 0.023; t – value is found to be 29.705 and the p- value is found to be 0.000. With this evidence we conclude that the predictor variable is corroborated with the dependent variable in the proposed hypothesis. The regression model summary results prompted that the predictor variable contributes significantly and elicited the high impact over the employee satisfaction. The results revealed that the R2 value of the model is 41.0 and the F-value is 591.621 and the p- value is found to be 0.000. The β value is found to be 0.811; standard error is 0.033; t – value is found to be 24.323 and the p- value is found to be 0.000. With this evidence we conclude that the predictor variable is corroborated with the dependent variable in the proposed hypothesis.

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