

## CHAPTER 2

### **A Study of Non-statutory Welfare Facilities Provided to Construction Employees by Employers**

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#### **ABSTRACT**

The construction industry in India is major contributor to the nations GDP. It plays a big role in Indian economy. Every nation's growth and development is mainly depend upon the infrastructure facilities provided by that nation. Employees in the construction business are the main pillars of this industry. According to Factories act 1948 and Building and other construction workers welfare cess act 1996 it is compulsory to provide the welfare facilities to construction employees. Statutory welfare facilities provided to employees in construction business includes Drinking water, sanitary facilities, washing facilities, restrooms and seating, First aid, paid leaves etc. These welfare facilities are provided for wellbeing of employees and their families. Employers in construction industry provides additional welfare facilities to the employees working in their construction firm. These are the voluntary welfare benefits provided by the employer beyond legal requirements. While doing this research work it is tried to find out which non statutory benefits employers provide to the employees in construction business. This research work also answers the questions why employer provides non statutory benefits to the employees. Similarly, it is tried to find out satisfaction and opinion of employees about this non statutory welfare facilities provided by the employer.

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**Keywords:** Construction; Construction employee; Construction employers; Welfare facilities.

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#### **1.0 Introduction**

Construction industry is the backbone of the Indian economy. Human resource in any industry is the heart of that industry. Similarly, here employees working in construction industry plays a key role in the growth and development of this industry. Employer in construction industry take care of their employees by providing welfare facilities.

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These welfare facilities are mainly divided into two categories i.e. statutory welfare facilities and non-statutory welfare facilities. Statutory welfare facilities are the welfare facilities which are compulsorily provided by the employer as per government rules where as non-statutory welfare facilities are not compulsory by law these facilities are voluntarily provided by the employer for the well-being of employee and their families. This research study is done in Karad taluka of state Maharashtra, India. Only Non statutory welfare facilities provided to employees in construction are taken into consideration. Following are examples of the non-statutory welfare facilities provided to the construction employees:

- Health and wellness Programs
- Flexible work time
- Financial Support
- Recreational facilities
- Festival bonuses etc.

Employer provides these non-statutory welfare facilities with the motto to gain the benefits like:

- To retain the employees.
- To improve employee morale and satisfaction
- To promote positive work culture
- To take competitive advantage etc.

## **2.0 Review of Literatures**

Gopalkrishnan & Brindha (2017) in their study on employee welfare in construction industry concluded that, employee class in construction industry is among poor class of society and it is difficult to them, to getting welfare facilities unless and they unite for their right. According to researcher only few employers were providing voluntary welfare benefits to the employees in construction industry.

Chandrashekharan & Ganeshprabhu (2020) according to researcher employees are satisfied with the various facilities like festival advances, medical, lighting, sitting and drinking water facilities provided by employer. It is observed that, if welfare facilities were provided in proper way it helps to reduce labour absenteeism and improves labours work efficiency. Thangasamy & Buvaneswari (2023) on their study on welfare facilities to employee I sugar industry it is observed that, coordination among government, industries and worker is needed for the better performance. Industrialization plays a vital role in generating employment so it is necessity to increase the industrialization in India. Statutory and non-statutory benefits are for the wellbeing of the employees. Timophy Adu Gyamfi, King Solomon Akorli, Samuel Osae, Edward Nana Addy (2021) Provision of welfare

facilities is very essential to employees on construction site. All type of welfare provided in Ghana were not adequate. On some construction sites welfare facilities are not provided. It is seen that, provision of welfare facilities enhances employees performance, also impact on their health, physical, and mental efficiency.

Princy Pooja A. (2023) this study states the strong impact of welfare facilities on employee engagement. It is observed that, various welfare programs differ significantly with respect to their impact on employee engagement. Employee engagement is the prime concern of the employers all around the word in all the sectors.

Jadhav & Shah (2023) the main goal of this study is to know existing welfare status, awareness, and implementation of employee welfare facilities to the employees. Study helps to analyse impact of statutory and non-statutory welfare measures on employee's performance. Welfare facilities helps to motivate the employees in all the ways.

Siti Mariam Mohhar, Nur Fadilah Darmansah, Azilla Baddiri, Siti Syariazulfa Kamaruddin, Elis Mardzianah Mazlan, Mark Cyril Francis, Ruzanah Abu Bakar (2024) this study shows that, construction workers are moderately satisfied with the provision of the welfare facilities at their sites. This study recommends construction firms invest more money in providing on site welfare facilities to the employees.

D. M. Dok Yen, K. Nana Tabi, E. Adinyira (2018) study discovered that, most of the construction employee in Ghana are dissatisfied with the welfare facilities provided to the by employer on sites. This dissatisfaction is due to most of the employer does not provide onsite welfare facilities as per health and safety regulations.

### **3.0 Relevance of the Study**

Construction business among the one of the important sector in Indian economy. Construction business is mainly depend on the employees in construction business. If the employee in industry are satisfied with the facilities provided to them. Then it directly effect to improve morale and performance of an employee vice versa if the employees are not satisfied with facilities provided to them by employer then it negatively effect on the individuals morale and performance. Hence it is important to study the opinion of employee about facilities provided to them by employer so researcher selected the topic, A Study of Non Statutory Welfare Facilities Provided to Construction Employees.

### **4.0 Objectives**

- To study non statutory welfare facilities provided to construction employees.
- To study opinion of construction employee about non-statutory welfare facilities provided to them.

## 5.0 Hypothesis

The employees in construction business are not satisfied with the non-statutory welfare facilities provided to them.

## 6.0 Research Methodology

- *Primary data:* Primary data for these research work is collected through the questionnaire. One to one meeting with employees in construction and taking interview of them.

Questionnaire includes the 5 point likert scale type of questions.

- *Secondary data:* Secondary data is collected through various published research articles, books, magazines, research report, research projects etc.
- *Sample size:* Sample selected for this research work is the 40 construction employee working in Karad taluka of Maharashtra, India selected by convenience and simple random sampling method.
- *Data analysis and hypothesis testing:* Data analysis and hypothesis testing for this research work is done with the help of statistical tools like calculating average, mean and weighted average mean of collected data.
- *Scope of the study:* Scope of the study is limited to selected construction employee in Karad taluka of Maharashtra, India.
- *Data analysis:* The data analysis and hypothesis testing is done by calculating average and weighted average mean of the collected data, calculations are as follows:

**Table 1: Response and Weightage**

Response	Weightage
Highly Dissatisfied	1
Dissatisfied	2
Neutral	3
Satisfied	4
Highly Satisfied	5

**Table 2: Range**

Highly Dissatisfied	1.00 - 1.79
Dissatisfied	1.80 - 2.59
Neutral	2.60 - 3.39
Satisfied	3.40 - 4.19
Highly Satisfied	4.20 - 5.00

**Table 3: Average of Collected Data**

Question No.	Average	Result
Question 1	3.8	Satisfied
Question 2	4.25	Highly Satisfied
Question 3	3.93	Satisfied
Question 4	3.53	Satisfied
Question 5	3.53	Satisfied
Question 6	4.05	Satisfied
Question 7	4	Satisfied
Question 8	3.05	Neutral
Question 9	4.2	Highly Satisfied
Question 10	4.18	Satisfied

**Table 4: Weighted Average Mean of Collected Data**

	Highly Dissatisfied	Dissatisfied	Neutral	Satisfied	Highly Satisfied	WA Mean	Result
Question 1	0	2	14	14	10	3.80	Satisfied
Question 2	0	1	7	13	19	4.25	Highly satisfied
Question 3	1	0	11	17	11	3.93	Satisfied
Question 4	0	10	2	25	3	3.53	Satisfied
Question 5	0	7	9	20	4	3.53	Satisfied
Question 6	1	3	4	17	15	4.05	Satisfied
Question 7	2	1	4	21	12	4.00	Satisfied
Question 8	3	10	12	12	3	3.05	Neutral
Question 9	1	1	5	15	18	4.20	Highly satisfied
Question 10	0	2	5	17	16	4.18	Satisfied

## 7.0 Data Interpretation

- Question 1:** Are you satisfied with the Medical facilities provided to you by employer?  
 Response - 3.80 – Satisfied  
 The average score of calculated for said question is 3.80, which comes in between range 3.40 – 4.19 = Satisfied. Hence it is concluded that, construction employees are satisfied with medical facilities provided to them.
- Question 2:** Are you satisfied with the Flexible work time provided to you by employer?  
 Response - 4.25 – Highly satisfied  
 The calculated average of all data collected is 4.25, which is in range 4.20 – 5.00. Hence employee in construction business are highly satisfied with the flexible time facility provided to them.

- **Question 3:** Are you satisfied with the Recreational facilities provided to you by employer?  
Response 3.93 – satisfied  
By calculation researcher got average of data is 3.93, hence it is concluded that, the employees working in construction are satisfied with the recreational facilities provided to them.
- **Question 4:** Are you satisfied with the financial support provided to you by employer?  
Response 3.53 – satisfied  
The average score of calculated for said question is 3.53, which comes in between range 3.40 – 4.19 = Satisfied. Hence it is concluded that, construction employees are satisfied with financial support provided to them by employer.
- **Question 5:** Are you satisfied with the Housing facilities provided to you by employer?  
Response 3.53 – satisfied  
Calculated average score is 3.53, which is in range 3.40 – 4.19 = satisfied. Hence, construction employees are satisfied with the housing facilities.
- **Question 6:** Are you satisfied with the transport facilities provided to you by employer?  
Response - 4.05 – satisfied  
By calculation, received score 4.05 which is in range 3.40 – 4.19 = satisfied. So employees are satisfied with the transport facilities provided by employer.
- **Question 7:** Are you satisfied with the Health check-up facilities provided to you by employer?  
Response - 4.00 – satisfied  
The average score of calculated for said question is 4.00, which comes in between range 3.40 – 4.19 = Satisfied. Hence it is concluded that, construction employees are satisfied with Health check-up facilities provided to them.
- **Question 8:** Are you satisfied with the training and educational facilities provided to you by employer?  
Response - 3.05 – Neutral  
This is only question whose average score is 3.05 i.e. in range 2.60 – 3.39 = Neutral. Hence employee are neither satisfied nor dissatisfied about the training and educational facilities given by the employer.
- **Question 9:** Are you satisfied with the festival bonuses provided to you by employer?  
Response - 4.20 – Highly satisfied  
The calculated average of all data collected is 4.20, which is in range 4.20 – 5.00. Hence employee in construction business are highly satisfied with the festival bonuses provided to them.

- **Question 10:** Are you satisfied with the health insurance facilities provided to you by employer?

Response - 4.18 – Satisfied

The average score of calculated for said question is 4.18, which comes in between range 3.40 – 4.19 = Satisfied. Hence it is concluded that, construction employees are satisfied with Health insurance facilities provided to them.

## 8.0 Hypothesis Testing

By calculating average mean of the collected data: For hypothesis testing researcher calculated average mean of mean and weighted average mean of the collected data. The average mean of the all the results is as follows:

$$\begin{aligned}\text{Mean} &= 3.80+4.25+3.93+3.53+3.53+4.05+4.00+3.05+4.20+4.18/10 \\ &= 38.52/10 \\ &= 3.852\end{aligned}$$

3.852 is average mean of all the data which comes under category “Satisfied” as per calculated range.

Hence, null hypothesis i.e. The employees in construction business are not satisfied with the non-statutory welfare facilities provided to them is rejected. So it is found that, The employee in construction business are satisfied with the non-statutory welfare facilities provided to them.

## 9.0 Conclusion

After the study it is concluded that, Construction employers in Karad taluka of state Maharashtra, India provides sufficient non statutory welfare measures to the employees working in construction industry. Construction employees are highly satisfied with the facilities like Flexible work time, Festival bonuses, Satisfied with the facilities like Medical, Recreational, Financial support, Housing facilities, transport facilities, Health check-up and Insurance facilities while construction employees are neutral i.e. neither satisfied nor dissatisfied about the training and educational facilities provided to them by the employer.

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