

AN ANALYSIS OF THE IMPACT OF EXISTING WELFARE PROGRAMMES ON WORK COMMITMENT AMONG THE WOMEN EMPLOYEES OF UPSRTC

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ABSTRACT

Employee welfare, also known as staff welfare, refers to the services and benefits provided by an employer for well-being of employees. It includes healthcare, paid time off, and amenities. These services extend from physical to mental health among employees, helping create an efficient and satisfied workforce. The main objective of employee welfare is to improve employee morale, develop a better image of the company, develop efficiency, and create a satisfied workforce. In this study the researcher analyze the impact of existing welfare programmes on work commitment among the women employees of UPSRTC. It is found by study, that the majority of the women employees expressed that they have life Insurance policies for the benefit of their family members. The women employees of UPSRTC are not satisfied by the retirement benefits that Uttar Pradesh State Road Transport Corporation is providing to its employees, they are not also satisfied by the casual and special leave policies that Uttar Pradesh State Road Transport Corporation is adopting for its employees.

KEYWORDS: Welfare program, Women employees, working conditions, work commitment, UPSRTC etc.

INTRODUCTION

Roads are the backbone of the country's economic development. It transports people to schools, universities, and workplaces, among other places, and provides communication with the outside world. The road transportation system functions similarly to the human body's blood circulation system. Transportation enables the economic significance of agricultural and industrial growth, social advancement, and political unification. The importance of road mobility in defense is critical. Because India is such a large country, it is impossible to post military soldiers at every point along its borders. The efficacy is determined by the speed with which the armed forces can be deployed to threatening areas. The speed is determined by a reliable transportation system. Economic development in all sectors, including agriculture, trade, and industry, is critically dependent on the provision of an appropriate and reliable transportation infrastructure.

Out of India's four mechanized transport systems, namely railroads, highways, canals, and airways, trains and roadways alone move more than 90% of inlands people and freight traffic. In recent years, India's road transport business has grown significantly. Passenger road transport has grown in importance within the realm of road transport due to the unique characteristics of the mode of transportation and the complexities of demographic, regional, and economic variables. Because of its operational flexibility, transportation is more

convenient for passengers traveling short and large distances. From an economic standpoint, bus transportation can carry significantly more passengers with far fewer expenditures on equipment than railways. The transport system helps in expanding the market for goods and by doing so, it aids reaping the benefit of division of labour and thereby large-scale production. It is essential for the movement of raw materials, fuel, machinery etc., to the places of production. The more extensive and continuous the production in any sector, the greater will be the need for transport facilities. India has an extensive road network and provides amenity to millions of people every day, thus road transport is one of the important ingredients for the social and economic development of the country. India has the third largest road network in the world stretching 3.32 million kilometres in length.

According to the World Bank, national highways in India constitute a length of close to 70,748 km, which is a mere two percent of the road network, but carry about 40 percent of the total road traffic in India. The significance of transportation is relative to the economy and the population of a country; India being the world's second fastest growing economy and being the second largest populated, transportation plays a crucial role in its economic development and sustainable growth. The shipping and logistics industry is a vital component of the Indian economy, contributing significantly to the country's gross domestic product (GDP). As per the Economic Survey 2021, the logistics industry accounts for 13-14% of the country's GDP. The industry's contribution to the economy is mainly due to the efficient movement of goods, which helps reduce costs and increase productivity..

“The Road Transport Corporation Act, 1948(XXXII of 1948), was enacted with a view to enable the Provincial Governments, who may so desire, to establish Road Transport Corporation. This Act has been found defective because the provisions of sections 3(2), 4 and 5 of the Act, insofar as they require certain provisions to be made by a Provincial law, are ultra virus of the Government of India Act 1935, as adapted. Under the latter Act, the power to legislate in respect of trade and commerce is given to the provincial Legislature and the power to legislate for the incorporation of trading corporations is given to the Central legislature. The creation of statutory transport corporations has been held as amounting to incorporation of trading corporations and such, ultra virus of the Provincial Legislature. In order to remove the above mentioned legal flaw, it is proposed to replace the existing Act, by a comprehensive Act, enabling such of the Provincial Government, who may so desire, to set up Transport Corporation, with the object of providing efficient, adequate, economical and properly coordinated system to road transport services.” – Gaz. of India, 1949. Pt. V.P. 559.

The Indian constitution confers on women rights and gives them equal opportunities-political, social and economic. But due to peculiar socioeconomic conditions, and customs and traditions, the average Indian women so far has not been able to take full advantage of the rights guaranteed to her by the constitution. As a matter of fact, women constitute a vulnerable section of the population needing special attention and care. Their vulnerability has been a prime concern for the ultimate goal of women's welfare activities is the removal of social injustices and disabilities from which they still suffer. The welfare extension projects sponsored by the central social welfare board provide inter alia for maternity and child health services, ante-natal and post-natal advisory services. Another important welfare for women is the provision of hostels for working women in cities. In the Fifth Plan grants have been sanctioned for the construction and expansion of 86 hostels for working women. In March 1976 the Central Government approved a scheme to build 36 new hostels for working women during 1976 - 77. Finally, the Report of the Committee on the status of women in India was submitted on January 1975. Besides, reviewing the existing legislative and administrative measures affecting women, the Equal Remuneration Act was passed in 1976 providing for the Prevention of Sex discrimination in employment and for the payment of wages/salary for work of equal value.

The bus depots employ around 20,000 women. The majority of them have families, children, and other household responsibilities. They must complete routine tasks, as well as respond to emergencies and attention to their duties on an ongoing basis, which causes stress and might impair their performance. Women conductors working the night shift typically experience a multitude of challenges, including sleep loss, stress, and weariness, all of which can have a detrimental impact on their behavior, communication, decision making, and quality of life. In order to increase earnings, the Uttar Pradesh State Road Transport Corporation must ensure employee participation. Employee collaboration can only be obtained when they are completely happy with their working environment. Employers used to feel that their primary obligation to their employees was to give them adequate wages and salaries. However, over time, management learned that, in addition to pay, workers require additional vital, which is nothing more than employee welfare activities. The Uttar Pradesh State Road Transport Corporation provides social security benefits such as medical care and services to employees and their family members, pension, gratuity, provident fund, and so on.

Statutory welfare facilities like drinking water, canteen, rest shelters, crèches etc. It also needs to provide non-statutory welfare facilities such as medical, education, housing/quarters, consumer cooperative stores etc. Uttar Pradesh state Road Transport Corporation realized the importance of welfare programmes and activities and introduced several welfare schemes for its women employees and their families. Women employees, whether bus drivers, office personnel, or sub-staff, require improved welfare facilities so that they are devoted and loyal to their job and the organization, resulting in higher performance and services to the company. As a result, it is necessary to investigate if Uttar Pradesh State Road Transport Corporation is conducting welfare programs for female employees with reference to Uttar Pradesh State Road Transport Corporation. As a result, the topic the "An analysis of the impact of existing welfare programmes on work commitment among the women employees of UPSRTC" was chosen.

REVIEW OF RELATED LITERATURE

Panda (2016) performed a study on the effective working environment leading to better productivity. An organization should provide different kind of welfare schemes like medical allowance, death relief fund, insurance, housing and transportation facilities recreation club etc. to the employees to maintain the industrial relation better one. Organization's premises and departments should be maintained in healthy manner as well as proper safety measures.

S. Dash and J. Mahapatra (2017) have researched "Adopting the Training Practices for Effectiveness of Employee's attitude and motivation: An Explorative Study on Indian Industries". They have found that through their research, training based workshop plays a significant role in increasing and maintaining Motivation levels and employee's attitude.

Mrs. Menaka.Bammidi et al. (2018) study throws light on various welfare programs in Telangana State Dairy Development Cooperation Federation Limited and also measure the impact of labour welfare program on employee satisfaction. This study will help to know the level of awareness about welfare facilities, give in-depth understanding of the impact of the welfare facilities in improving the morale and performance by elaborating the industrial relations and employers legal obligation towards initiating new strategies of welfare measures and encourage the policy makers to come out with more effective welfare provisions to enrich the morale of the employees.

Al-Omari, Alomari, and Aljawarn (2020) define the performance of employees as to fulfill of assigned responsibilities concerning process and result. Employee's performance shows the improvement in production, services, and process and also uses the current technology.

Preethi.S, et al. (2022) objective of the study is focuses on to analyze employee satisfaction towards welfare measures in automobile industry. Welfares are the measures of promoting the employee's efficiency in an organization. The various welfare measures provided by an organization will have immediate impact on the satisfaction level of employees working in an organization and overall efficiency of employees and thereby contributing to the higher productivity. One of the main purposes of employee welfare measures is to improve the employee life and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, which includes housing, canteen, education, medical and laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Rahul Tiwari et al. (2022) literature on gender concerns in public transportation systems has been investigated and presented as a stand-alone narrative literature review. Even though the public transport system in India is met with issues regarding women's safety, it also has scope for some measures that can be taken in this direction. Overcrowding should not be a deterrent factor, infrastructural changes and safeguards could enhance women's travel experience. The chapter also attempts to bring together various recommendations to curb these issues to highlight the aspirations of women from the public transport system in India, which envisage that the urban transport systems are socially sustainable.

Varsha R et al. (2023) study is to analyze the employee welfare measures in Sree Vinayaga Organic Cotton Wadding Industries. To understand the concept of employee welfare measures. To analyze the supportive relationship between employees and management. A structured questionnaire had been used for primary data collection. This study was conducted on employees who are working in Sree Vinayaga Organic Cotton Wadding Industries. The sample size of this study is 110. The research design of this study is Descriptive in nature. The tools used for this study is Chi Square. It was found that there is a significant relationship between Bonus and Work Experience of the respondents and the welfare facilities provided by the company to employees are satisfied.

Pritha Agrawal et al. (2023) measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. This study was carried for four months with the objective of understanding employee welfare services and schemes in the organization ,the relationship between employee welfare schemes and employee absenteeism , the facts regarding the employee welfare, and is there any relation between employee welfare and efficiency and productivity of the employee as well as organization. For this purpose, the primary and secondary data was collected. After conducting the research, it was found that due to implementations of various employee welfare schemes in the organization, the employees are much satisfied and happy with the organization.

Sarthak Sahu et al. (2023) research is presented in three steps. First, we review the literature to identify the factors that affect the public transportation system in India. Next, we propose an integrated model of grey-DEMATEL and ANP, grey-DANP, to calculate the priority ranking and weight of the factors. The grey-DEMATEL method is used to find the interrelationships among the factors, while ANP determines the local and global weights of the factors to form a priority order. Then, we present the interrelationships in the form of influential relation maps. Furthermore, we provide a sensitivity analysis to enhance the credibility of our study. The paper reveals that governmental regulations are the most influential factors in India's public transportation system. The transportation authorities and policymakers must also focus on

improving the financial stability and enhancing the customer's trust in the public transportation system. The framework provided in this paper can be applied to other countries where similar hindrances in the public transportation system have been caused by COVID-19.

Dr. Geetanjali Bhambhani et al. (2023) idea of employee wellness is vibrant. Depending on social and financial changes, its broad perspective and content are subject to change. The variety of benefits, and facilities that employers want to provide their workforces constitutes employee welfare. To maintain high levels of employee motivation, a company must provide welfare amenities. An online survey was used to gather the study's main source of data. The analysis used an 50-person sample size using a random sampling technique as the sample design. The researchers arrive at the conclusion that in order to boost employee happiness, employees pay a high value on welfare, health, and safety measures.

Anitha. G et al. (2023) study aims to identify the welfare policies of Employees in the IT and Banking sector, to analyze the satisfaction of employees. And also to understand that employee motivation is improved by welfare. Theoretical Framework: In the study, the variables used for Awareness of welfare measures, Physical, Psychological, Emotional, Occupational, and Financial welfare, are included for the theoretical framework. Design/ methodology/ approach: The researcher chose this study's primary and secondary data. The study's preliminary data was acquired using a standardized questionnaire distributed to IT personnel and bank staff. For secondary data, journals, magazines, and the Internet are employed. The study used a questionnaire as the primary data collection tool for the descriptive research. Convenience sampling was used to choose the research sample.

Sarthak Sahu et al. (2023) research is presented in three steps. First, we review the literature to identify the factors that affect the public transportation system in India. Next, we propose an integrated model of grey-DEMATEL and ANP, grey-DANP, to calculate the priority ranking and weight of the factors. The grey-DEMATEL method is used to find the interrelationships among the factors, while ANP determines the local and global weights of the factors to form a priority order. Then, we present the interrelationships in the form of influential relation maps. Furthermore, we provide a sensitivity analysis to enhance the credibility of our study. The paper reveals that governmental regulations are the most influential factors in India's public transportation system. The transportation authorities and policymakers must also focus on improving the financial stability and enhancing the customer's trust in the public transportation system. The framework provided in this paper can be applied to other countries where similar hindrances in the public transportation system have been caused by COVID-19.

OBJECTIVE OF THE RESEARCH

The main aim of the study is to analyze the impact of existing welfare programmes on work commitment and work motivation among the women employees of Uttar Pradesh State Road Transport Corporation.

HYPOTHESIS

- **H03:** There is no impact of welfare programmes on work commitment among the women employees of Uttar Pradesh State Road Transport Corporation
- **Ha3:** There is an impact of welfare programmes on work commitment among the women employees of Uttar Pradesh State Road Transport Corporation

SIGNIFICANCE OF THE STUDY

The study is significant because it determines the perspectives of female employees on welfare programs in a large public service sector like Uttar Pradesh State Road Transport Corporation. The assessment of women employee welfare would be extremely beneficial to Uttar Pradesh

State Road Transport Corporation management as well as the government in the future design of good women employee focused policies. Furthermore, the study identifies opportunities for policy improvements linked to women's employee welfare programs. The study would be extremely useful for future research in similar areas of welfare programs including any governmental or private firm.

DATA ANALYSIS AND INTERPRETATION

TABLE 1: IMPACT OF STATUTORY AND NON-STATUTORY MEASURES ON WORK COMMITMENT

STATUTORY AND NON-STATUTORY MEASURES	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES		TOTAL	
	N	%	N	%	N	%
Yes	36	51.43	61	67.78	97	60.63
No	34	48.57	29	32.22	63	39.38
Total	70	100.00	90	100.00	160	100.00

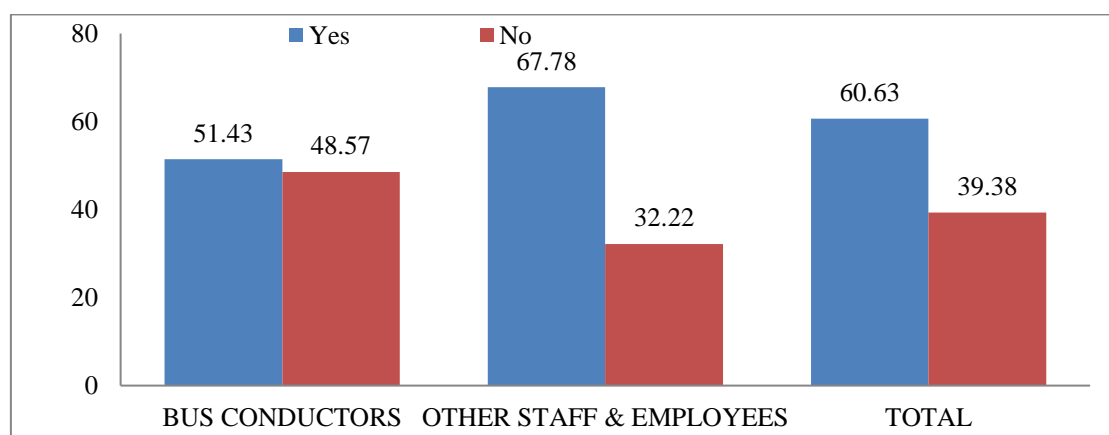


FIGURE 1: % OF RESPONDENT ON IMPACT OF STATUTORY AND NON-STATUTORY MEASURES ON WORK COMMITMENT

The table 1 reveals that 51.43 percent of the Bus conductors expressed that statutory and statutory measures are taken by UPSRTC and whereas 48.57 percent expressed that Statutory and statutory measures are not taken by UPSRTC. In the Category of other staff and employees 67.78 percent expressed that statutory and statutory measures are taken by UPSRTC and whereas 32.22 percent expressed that statutory and statutory measures are not taken by UPSRTC. It has been observed from the chi-square test value (2.001) is less than table value 3.842 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between statutory and non-statutory measures on work commitment among women employees of UPSRTC.

TABLE 2: IMPACT OF EMPLOYEE INSURANCE POLICY ON WORK COMMITMENT

EMPLOYEE INSURANCE POLICY	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES		TOTAL	
	N	%	N	%	N	%
Life Policy	14	20.00	24	26.67	38	23.75
Non Life Policy	4	5.71	9	10.00	13	8.13
Health Plan	24	34.29	26	28.89	50	31.25
Medi-claim Plan	23	32.86	24	26.67	47	29.38
Wealth Plan	5	7.14	7	7.78	12	7.50
Total	70	100.00	90	100.00	160	100.00

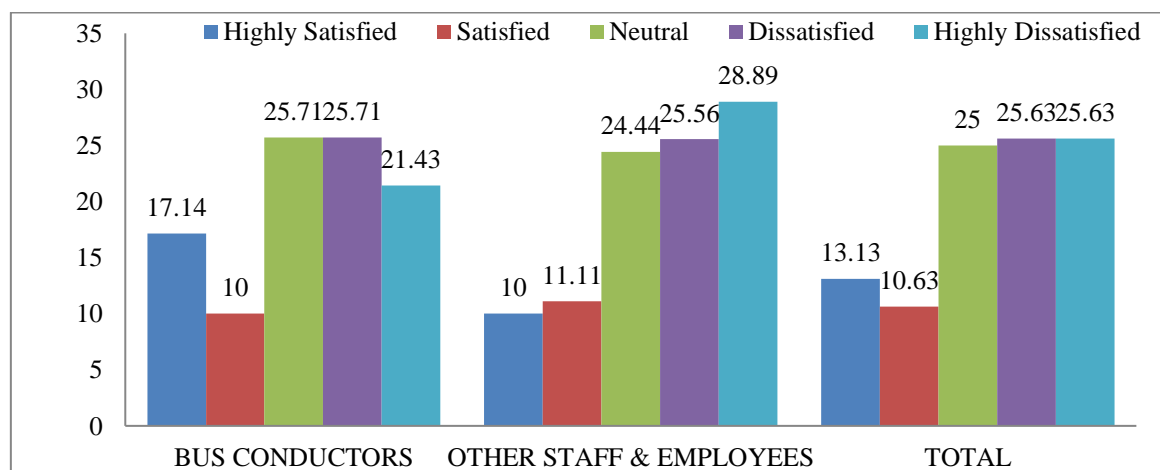


FIGURE 2: % OF RESPONDENT ON IMPACT OF EMPLOYEE INSURANCE POLICY ON WORK COMMITMENT

The table 2 reveals that 20.00 percent of Bus conductors have taken life insurance policy, 5.71 percent have taken non life insurance policy, 34.29 percent have selected Health plan, 32.86 percent have taken Medi-claim policy and 7.14 have taken wealth plan policy. In the Category of other staff and employees 26.67 percent have taken life insurance policy, 10.00 percent have taken non life insurance policy, 28.89 percent have selected Health plan, 26.67 percent have taken Medi claim policy and 7.78 have taken wealth plan policy. It has been observed from the chi-square test value (15.001) is less than table value 21.025 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between Insurance policy on work commitment among women employees of UPSRTC.

TABLE 3: IMPACT OF EMPLOYEE RETIREMENT BENEFITS ON WORK COMMITMENT

EMPLOYEE RETIREMENT BENEFITS	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES		TOTAL	
	N	%	N	%	N	%
Highly Satisfied	12	17.14	9	10.00	21	13.13
Satisfied	7	10.00	10	11.11	17	10.63
Neutral	18	25.71	22	24.44	40	25.00
Dissatisfied	18	25.71	23	25.56	41	25.63
Highly Dissatisfied	15	21.43	26	28.89	41	25.63
Total	70	100.00	90	100.00	160	100.00



FIGURE 3: % OF RESPONDENT ON IMPACT OF EMPLOYEE RETIREMENT BENEFITS ON WORK COMMITMENT

The table 3 reveals that 17.14 percent of Bus conductors are highly satisfied with the retirement benefits, 10.00 percent are satisfied with the retirement benefits, 25.71 percent are neutral of their opinion, 25.71 percent are dissatisfied with the retirement benefits and 21.43 percent are highly dissatisfied with the retirement benefits offered by UPSRTC. In the Category of other staff and employees 10.00 percent are highly satisfied with the retirement benefits, 11.11 percent are satisfied with the retirement benefits, 24.44 percent are neutral of their opinion, 25.56 percent are dissatisfied with the retirement benefits and 28.89 percent are highly dissatisfied with the retirement benefits offered by UPSRTC. It has been observed from the chi-square test value (20.001) is less than table value 26.295 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between Retirement benefits on work commitment among women employees of UPSRTC.

TABLE 4 IMPACT OF CASUAL LEAVES AND SPECIAL LEAVES POLICY ON WORK COMMITMENT

CASUAL LEAVES	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES		TOTAL	
	N	%	N	%	N	%
Highly Satisfied	7	10.00	21	23.33	28	17.50
Satisfied	11	15.71	7	7.78	18	11.25
Neutral	22	31.43	19	21.11	41	25.63
Dissatisfied	16	22.86	25	27.78	41	25.63
Highly Dissatisfied	14	20.00	18	20.00	32	20.00
Total	70	100.00	90	100.00	160	100.00

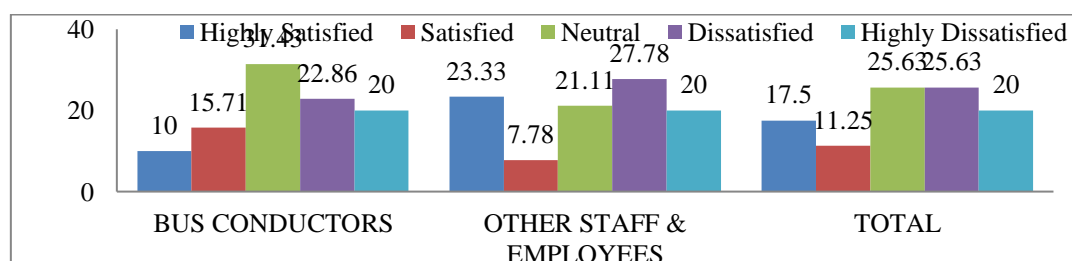


FIGURE 4: % OF RESPONDENT ON IMPACT OF CASUAL LEAVES AND SPECIAL LEAVES POLICY ON WORK COMMITMENT

The table 4 reveals that 10.00 percent of Bus conductors are highly satisfied with the casual leaves and special leaves policy, 15.71 percent are satisfied with the casual leaves and special

leaves policy, 31.43 percent are neutral of their opinion, 22.86 percent are dissatisfied with the casual leaves and special leaves policy and 20.00 percent are highly dissatisfied with the casual leaves and special leaves policy implemented by UPSRTC. In the Category of other staff and employees 23.33 percent are highly satisfied with the casual leaves and special leaves policy, 7.78 percent are satisfied with the casual leaves and special leaves policy, 21.11 percent are neutral of their opinion, 27.78 percent are dissatisfied with the casual leaves and special leaves policy and 20.00 percent are highly dissatisfied with the casual leaves and special leaves policy implemented by UPSRTC. It has been observed from the chi-square test value (20.001) is less than table value 26.295 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between Casual leaves and special leaves policy on work commitment among women employees of UPSRTC.

TABLE 5: IMPACT OF SOCIAL SECURITY BENEFITS ON WORK COMMITMENT

SOCIAL SECURITY BENEFITS	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES	
	Frequency	%	Frequency	%
Family medical care	14	20.00	20	22.22
Family pension scheme	26	37.14	22	24.44
Provident fund	8	11.43	14	15.56
Gratututy	7	10.00	15	16.67
Family/other allowances	15	21.43	19	21.11
Total	70	100.00	90	100.00

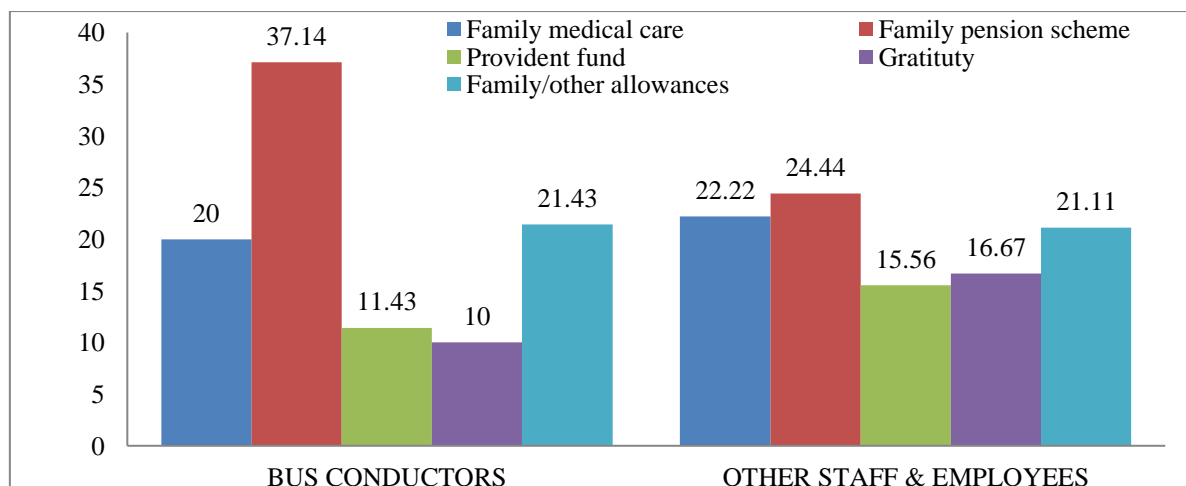


FIGURE 5: % OF RESPONDENT ON IMPACT OF SOCIAL SECURITY BENEFITS ON WORK COMMITMENT

The table 5 reveals that 20.00 percent of Bus conductors opine that family medical care is the Social security benefit, 37.14 opine that family pension scheme is the Social security benefit, 11.43 percent opine that provident fund is the social security benefit, 10.00 percent opine that gratututy is the social security benefit and 21.43 opine that Family/other allowances is the social security benefit offered to its employees by UPSRTC. In the Category of other staff, and employees 22.22 percent opine that family medical care is the Social security benefit, 24.44 opine that family pension scheme is the Social security benefit, 15.56 percent opine that provident fund is the social security benefit, 16.67 percent opine that gratututy is the social security benefit and 21.11 percent opine that Family/other allowances is the social security benefit offered to its employees by UPSRTC. It has been observed from the chi-square test value (20.001) is less than table value 26.295 and the result is significant at 5 percent level.

Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between Social security benefits on work commitment among women employees of UPSRTC.

TABLE 6: IMPACT OF EMPLOYEE STATE INSURANCE (ESI) BENEFITS ON WORK COMMITMENT

ESI	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES	
	Frequency	%	Frequency	%
Yes	55	78.57	51	56.67
No	15	21.43	39	43.33
Total	70	100.00	90	100.00

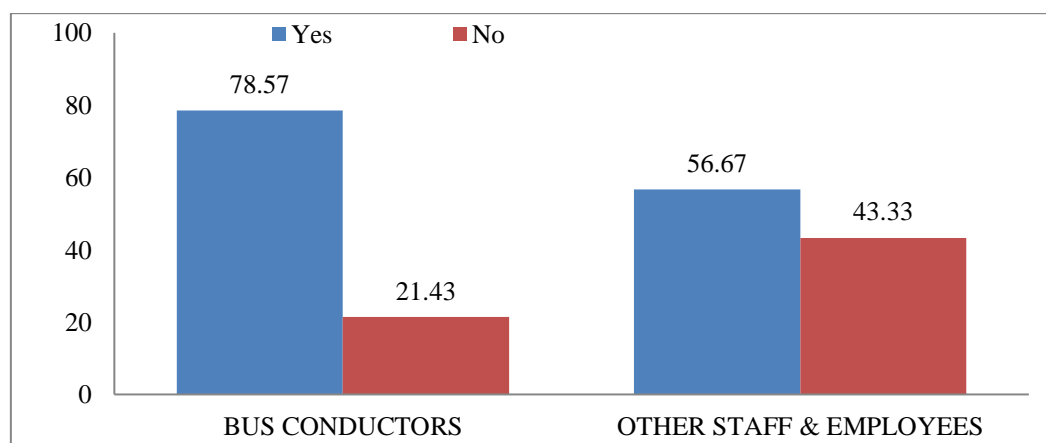


FIGURE 6: % OF RESPONDENT ON IMPACT OF EMPLOYEE STATE INSURANCE (ESI) BENEFITS ON WORK COMMITMENT

The table 6 reveals that 78.57 percent of the Bus conductors expressed that employee state insurance (ESI) benefits are utilized and whereas 21.43 percent expressed that employee state insurance (ESI) benefits are not utilized. In the Category of office staff, sub staff, and fourth class employees 56.67 percent expressed that employee state insurance (ESI) benefits are utilized and whereas 43.33 percent expressed that employee state insurance (ESI) benefits are not utilized. It has been observed from the chi-square test value (20.001) is less than table value 26.295 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between Employee state insurance (ESI) benefits on work commitment among women employees of UPSRTC.

TABLE 7: IMPACT OF SAFETY MEASURES ON WORK COMMITMENT

SAFETY MEASURES	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES	
	Frequency	%	Frequency	%
Highly adequate	6	8.57	15	16.67
Adequate	22	31.43	21	23.33
Not at all	26	37.14	39	43.33
Partly adequate	16	22.86	15	16.67
Total	70	100.00	90	100.00

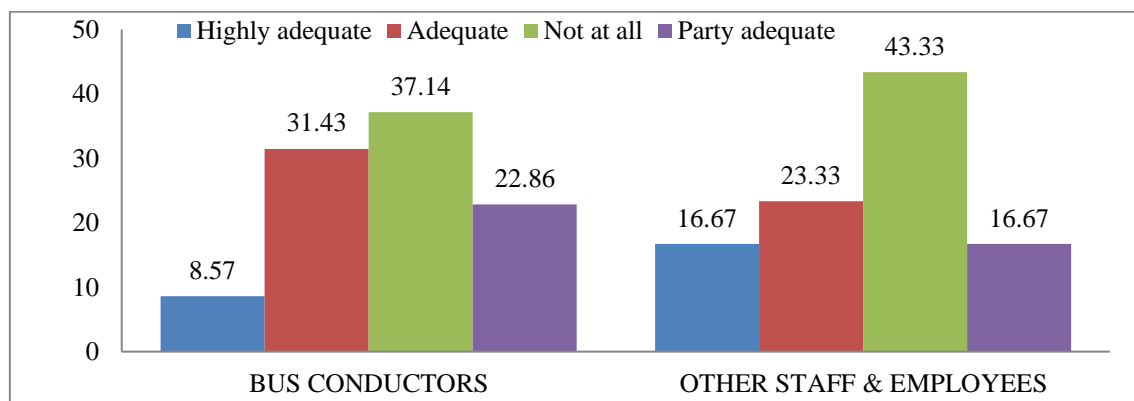


FIGURE 7: % OF RESPONDENT ON IMPACT OF SAFETY MEASURES ON WORK COMMITMENT

The table 7 reveals that 8.57 percent of Bus conductors expressed that Safety measures are highly adequate, 31.43 percent expressed that Safety measures are adequate, 37.14 percent expressed that Safety measures are not at all adequate, 22.86 percent expressed that Safety measures are partly adequate which are implemented by the management of Uttar Pradesh State Road Transport Corporation. In the Category of other staff and employees 16.67 percent expressed that Safety measures are highly adequate, 23.33 percent expressed that Safety measures are adequate, 43.33 percent expressed that Safety measures are not at all adequate, 16.67 percent expressed that Safety measures are partly adequate which are implemented by the management of Uttar Pradesh State Road Transport Corporation. It has been observed from the chi-square test value (8.001) is less than table value 12.593 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between Safety measures on work commitment among women employees of UPSRTC.

TABLE 8: IMPACT OF MEMBERSHIP IN TRADE UNION ON WORK COMMITMENT

MEMBER OF TRADE UNION	BUS CONDUCTORS		OTHER STAFF & EMPLOYEES	
	Frequency	%	Frequency	%
Yes	60	85.71	71	78.89
No	10	14.29	19	21.11
Total	70	100.00	90	100.00

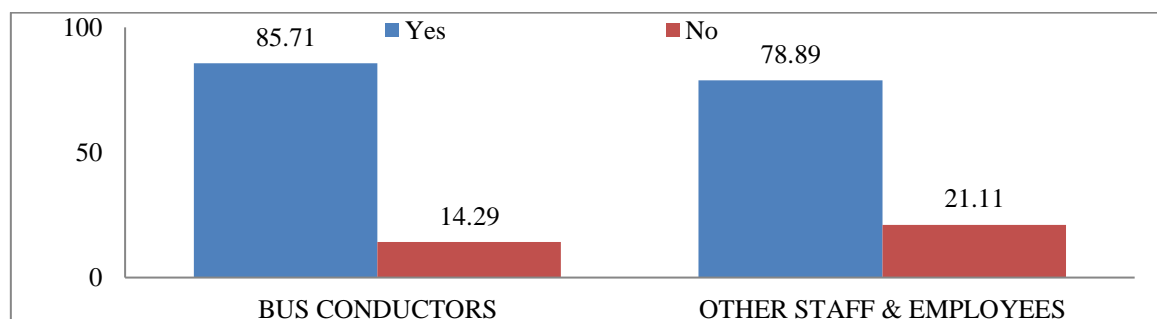


FIGURE 8: % OF RESPONDENT ON IMPACT OF MEMBERSHIP IN TRADE UNION ON WORK COMMITMENT

The table 8 reveals that 85.71 percent of the Bus conductors expressed that they are having membership in trade union and whereas 14.29 percent expressed that they are not having membership in any trade union recognized by Uttar Pradesh State Road Transport Corporation. In the Category of office staff, sub staff, and fourth class employees 78.89 percent expressed

that they are having membership in trade union and whereas 21.11 percent expressed that they are not having membership in any trade union recognized by Uttar Pradesh State Road Transport Corporation. It has been observed from the chi-square test value (2.001) is less than table value 3.842 and the result is significant at 5 percent level. Hence, the hypothesis (H_{01}) has been accepted and is concluded that there is a significant relationship between having the membership in trade union on work commitment among women employees of UPSRTC.

CONCLUSIONS

Welfare Programmes play an important role in providing good and better working environment and by increasing the standard of living which in turn increases the efficiency thereby contributing to the higher productivity of the women employees. Welfare programmes brings out various facilities and amenities in and around the work-place for the better quality of work life of the employees and also boost up the sentiments of the employees. Employee Welfare activities includes the service such as good canteen, employee rest rooms, recreational facilities to the employees, sanitary and medical facilities at the work place. Social security measure is a support given by the government to the employees and workers families in time of sudden calamity, sickness, injuries and disablement. Social security programmes include Medicare and insurance benefits, maternity benefits, fringe benefits, family pension and retirement benefits.

It is found that majority of the women employees expressed that they have life Insurance policies for the benefit of their family members. The women employees of UPSRTC are not satisfied by the retirement benefits that Uttar Pradesh State Road Transport Corporation is providing to its employees, they are not also satisfied by the casual and special leave policies that Uttar Pradesh State Road Transport Corporation is adopting for its employees. It is found that majority of the women employees expressed that Uttar Pradesh State Road Transport Corporation is providing all the social security benefits on par with other governmental organizations, the majority of the women employees also expressed that they are utilizing all the provisions and benefits of Employee state Insurance (ESI). It is observed that majority of the women employees are having the membership in trade unions recognized by Uttar Pradesh State Road Transport Corporation. The Uttar Pradesh State Transport Corporation administrators should initiate strategies to reduce the amount of occupational stress and should provide more support especially to Women employees of all categories that enhance their performance. To sum up implementation of welfare programmes intends to develop, enhance and utilize human resource effectively to improve Quality of services, and satisfy the employee's psychologically.

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