

Relationship between Employee Motivation and Organization Welfare Policies

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Abstract:

In the contemporary organization development environment, the primary focus revolves around the performance of organizations, given the heightened awareness of customers regarding the services and overall environment they experience. The standing of an organization in the market is intricately linked to its productivity and the quality of its facilities and employee motivation, especially in service industries like healthcare sector. The consensus acknowledges that the performance of an organization is profoundly shaped by the welfare policies and strategic decisions crafted by top management. Moreover, the motivation levels of employees to excel in their respective roles exert a substantial influence on the overall organizational performance. Over time, it has become evident that a capable leader in a prominent position within the organization plays a pivotal role in establishing the organization's uniqueness, even amidst other influencing factors. This can be accomplished through employee motivation and welfare policies, which bear considerable significance, particularly in service industries. The forthcoming paper aims to evaluate the degree of relationship between employee motivation and organization welfare policies along with the organizational performance, with a specific focus on hospitals in the Rajasthan with special case of Ajmer division.

Keywords: Performance, Strategic Decision, Organization, Motivation, Relation

Introduction

Employee welfare policies refer to a set of structured guidelines, programs, and practices established by an organization to ensure the well-being, safety, and overall satisfaction of its employees. These policies are designed to create a supportive work environment, address the needs of employees, and contribute to their physical, mental, and social welfare. Employee welfare policies cover various aspects of the working conditions and benefits provided by the organization. Effective employee motivation and welfare policies contribute not only to the well-being of individual employees but also to the overall success and sustainability of the organization. Regularly reviewing and updating these policies based on employee feedback and changing needs helps create a positive and supportive workplace culture [2, 3].

Major Employee Motivations:

Employee motivation and welfare policies are integral components of a successful and sustainable organizational framework. These policies are designed to create a positive work environment, foster employee well-being, and enhance overall job satisfaction. Employee motivation is highly depend on following factors [4]:

Recognition and Rewards:

Implement recognition programs to acknowledge and appreciate employees' contributions. Similarly establish a fair and transparent rewards system tied to performance, encouraging a sense of achievement [8].

Professional Development: Provide opportunities for skill development and career advancement. Along this offer training programs and mentorship to enhance employees' capabilities and job satisfaction.

Meaningful Work: Align job roles with employees' skills and interests, fostering a sense of purpose. Encourage autonomy and responsibility, allowing employees to take ownership of their work.

Communication and Feedback: Maintain open and transparent communication channels within the organization. Regularly provide constructive feedback and recognition, promoting continuous improvement.

Flexible Work Arrangements: Offer flexible working hours or remote work options to accommodate diverse needs. Also implement policies that support a healthy work-life balance [7].

Employee Welfare Policies:

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Health and Wellness: Provide comprehensive health insurance and wellness programs. Create a workplace that promotes physical and mental well-being [1].

Workplace Safety: Ensure a safe working environment by adhering to occupational health and safety standards. Conduct regular safety training and risk assessments.

Leave and Time-Off Policies: Establish clear and fair policies regarding vacation, sick leave, and other time-off benefits. Consider additional leave options, such as parental leave or sabbaticals.

Financial Well-being: Offer competitive salary packages and periodic reviews. Provide financial planning resources and support.

Diversity and Inclusion: Promote a diverse and inclusive workplace, ensuring fair treatment for all employees. Implement policies that prevent discrimination and harassment.

Employee Assistance Programs (EAPs): Offer counseling services and resources to support employees facing personal or professional challenges.

Retirement and Pension Plans: Provide retirement benefits and pension plans to secure employees' financial futures. Clearly communicate the details of these plans to ensure transparency.

Objective of the Study:

The objectives of a study on employee motivation and welfare policies typically revolve around gaining a comprehensive understanding of how these factors associated with employee motivation and welfare policies of the organization impact both employees and the organization as a whole.

For the present study the objective is to investigate the interconnection / relationship between employee motivation and welfare policies of organization which may produce as assess the degree of relationship between employee motivation and organization welfare policies Thus, this study aims to determine the relationship between organizational welfare and employee motivation

Hypothesis:

The present hypothesis tries to assess the degree of relationship between employee motivation and organization welfare policies. The study carried out with the hospitals of Ajmer Zone of Rajasthan.

Null Hypothesis:

There is no significant relationship between employee motivation and organizational welfare policies.

Alternate Hypothesis:

There issignificant relationship between employee motivation and organizational welfare policies.

Data Collection:

To assess the hypothesis, we collected input from 450 respondents. Considering the nature of the hypothesis, we opted for a correlation test as the most suitable method to derive insights from the accumulated responses. Employees' opinions were solicited through a five-point Likert scale, spanning from "strongly agree" to "strongly disagree," pertaining to the stated assumption.

Nomenclature	Strongly agree	agree	Moderate	Not Agree	Strongly Agree
Point of Likert scale	5	4	3	2	1

Table-1: Scale to record data

Every employee was requested to express a singular viewpoint regarding the assumption, representing their level of acceptance or agreement with the statement. In this specific investigation, we posit that the performance of hospitals is directly associated with the strategic management's welfare policy.

Assessment of Hypothesis:

As per the hypothesis, our objective is to investigate the extent of the relationship between respondents' opinions on employee motivation and organizational welfare policies. Given that appraisal is a direct and immediate activity, while welfare is a long-term aspect of the organization, there is a potential for diverse relationships. The organization's welfare is intricately linked to its overall development.

To address this hypothesis, we collected responses from employees in the healthcare sector of the Ajmer division. The respondents' opinions were gathered using two key variables/questions aimed at resolving the hypothesis. These variables/questions are outlined below:

- Up to what extent you are agree that employee motivation is depending on the organization welfare policies.
- Employee motivation and performance is strongly associated with welfare and strategic policies.

To evaluate the hypothesis, we documented the respondents' opinions for both questions/variables. To determine the correlation or degree of correlation between the questions, regression analysis was applied to both variables. The results of the hypothesis analysis are presented in Table-2.

Regression Statistics	
Multiple R	0.338
R Square	0.114
Adjusted R Square	0.112
Standard Error	0.973
Observations	450

Table-2: Regression Analysis

Upon scrutinizing the analysis presented in Table-2, it is evident that the significance of the regression analysis does not entirely align with the null hypothesis as anticipated. Additionally, it is noteworthy that the mere progression from an earlier to a subsequent situation is not a definitive indicator of organizational development. It is essential to recognize that welfare policies encompass a broader scope within the organization, whereas appraisal/motivation constitutes discrete activities.

Result and Discussion

Based on the statistical analysis, it is evident that both the R and R square values lack affirmation on the positive side, indicating a very weak degree of correlation. This suggests a notably low correlation between the variables. The R value,

notably distant from the numerical value of 1, implies a lack of linearity in the association, described as "too below average." Therefore, the outcome suggests that the relationship between the variables is not linear. The observed low positive value of R indicates a weak strength in the relationship between the variables, signifying a below-average association.

It is perceived that a value of "R" is not near to the arithmetic 1 (one). By means of the result in the form of single values it can be said that association is not linear ("too below to average"). Consequently, it is noted that R value delivers the strangeness of the relationship among the variables and in the present analysis it is very less positive here. The less positive value shows less strength of the relationship that means there is below average relationship between the variables.

The results indicate that the values of R, R square, and the adjusted R are exceptionally low, while the error rate stands at a notable level of .973. Consequently, the rejection of the null hypothesis becomes evident, affirming the acceptance of the alternative hypothesis. In this context, it can be asserted that a significant relationship exists between employee motivation and organizational welfare policies. This finding underscores that organizational welfare policies play a more substantial role, extending beyond the influence of transient motivations or short-term appraisals, and are integral to ensuring the long-term stability of the organization.

Conclusion:

The analysis reveals a notably weak positive relationship between the variables. The less positive value indicates a weaker strength of the relationship, signifying a below-average association between the variables. Consequently, the results affirm the presence of a significant relationship between employee motivation and organizational welfare policies. This underscores the crucial role of organizational welfare policies, surpassing the impact of transient motivations or short-term appraisals, and highlights their integral contribution to ensuring the long-term stability of the organization.

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