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A Study on Statutory and Non - Statutory Welfare Measures at Theva & Co Thoothukudi

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ABSTRACT: In order to evaluate the effects of statutory and non-statutory welfare measures on employee well-being, this study looks at Theva & Co., a seafood processing and export business in Tamil Nadu. 221 employees participated in a structured survey that assessed their knowledge, use, and satisfaction with welfare programs such as ESI, PF, safety, health facilities, grievance redressal, and other voluntary schemes. The Chi-square test, the coefficient of correlation, and percentage analysis were used to examine the data. The findings indicate a high level of statutory compliance but a low level of non-statutory benefit awareness. The report identifies deficiencies and makes recommendations for improving welfare program implementation and communication. Enhancing these policies has been shown to boost employee satisfaction, retention, and overall business success, making welfare a vital component of productivity and sustainability.

KEYWORDS: Statutory Welfare Measures, Non-Statutory Benefits, Employee Satisfaction, Labor Laws, seafood Industry, Human Resource Management, Workplace Safety, Welfare Programs, Employee Well-being.

I. INTRODUCTION

Theva & Company places a high priority on employee well-being because it is crucial to the business's performance. A supportive and compliant workplace is ensured through the implementation of both statutory and non-statutory welfare measures. In order to guarantee that workers' fundamental rights and legal protections are upheld, statutory measures are followed, such as health and safety regulations, the Employee Provident Fund (EPF), gratuities, paid time off, maternity/paternity leave, and required health insurance. Non-statutory benefits are offered in addition to legal requirements in order to provide a more stimulating workplace environment. Flexible work schedules, professional development opportunities, wellness services (including counselling and gym membership), and performance bonuses and employee recognition programs like "Employee of the Month" are also provided.

Productivity, loyalty, and job happiness are all enhanced by these selfless endeavours. A healthy, driven, and productive workforce is produced by putting these welfare measures into place; this workforce makes a substantial contribution to the expansion and sustainability of the company.

Statement of the Problem

Both statutory and non-statutory welfare programs benefit employees, their employers, and society at large. Welfare programs allow employees and their families to live happy, healthy lives, and resources like housing, healthcare, and recreational opportunities for kids help to make life better for employees and their families.

Objectives of the Study

The purpose of this study is

1. To examine the statutory and non-statutory welfare measures implemented at Theva & Co., along with the types of welfare facilities offered to employees.
2. To assess employees' satisfaction levels with these facilities and evaluate the overall effectiveness of the welfare measures.
3. To explore the key factors that influence the implementation of welfare programs and the extent to which these initiatives contribute to employee motivation.
4. To gather valuable feedback, suggestions, and recommendations from employees to further improve the welfare practices within the organization.

Scope of the Study

1. The scope of employee welfare cannot be restricted because it varies depending on social customs and the level of industrialization in various nations and eras.
2. They must be adaptable and flexible enough to accommodate workers' circumstances and to cover all of life's necessities as well as the bare minimum of amenities.
3. All nation's laws emphasize guidance to special application to the working class and the need to secure fair and humane conditions for them; yet, it is impossible to define what these conditions genuinely entail in strict terms for every situation and time.

Limitations of Study

1. **Limited Scope of Data:** The study is confined to Theva & Co., making it difficult to generalize findings to other organizations or industries.
2. **Employee Bias:** Responses may be influenced by fear of repercussions or desire to present favorable views, affecting data accuracy.
3. **Lack of Awareness:** Some employees may not be fully aware of all welfare measures, leading to incomplete feedback.
4. **Time Constraints:** Limited time for data collection may restrict the depth and breadth of the analysis.

II. REVIEW OF LITERATURE

From the study conducted by **Lakkadasu Sasikala and Kavala Daiva Pranuthi**, (August 2023), titled “A Study on Employee Welfare Measures”, published in “International Journal of Creative Research Thoughts (IJCRT), Volume 11, Issue No 8, Pages 910-918. It was concluded that Employee welfare facilities are crucial to this department since they affect how happy employees are at work, which in turn increases productivity.

In another study conducted by **Varsha R and Vanitha P.** (May 2023), titled “A Study on Employee Welfare Measures with Special Reference to Employees of Sree Vinayaga Organic Cotton Wadding Industries published in International Journal of Advances in Engineering and Management (JAEM), Volume 5, Issue No 5, pages 448-452 it was concluded that employee welfare facilities are crucial to this department since they affect how happy employees are at work, which in turn increases productivity.

In the study conducted by **S. Skreelekha, and Prof. Kavita Achchalli, (2023)**, titled “A Study on Employee Welfare Measures at Reliable Techno System India Pvt. Ltd. Hyderabad” published in International Journal of Research Publication and Reviews”, Volume 4, Issue No 12, Pages 2666 -2670, it was concluded that overall. Respondents are satisfied with welfare measures of the company. Employee Welfare Measures prove to be an important factor when compared to the other factors in the organization.

Another study conducted by **Ms.Shanthini, and Mrs. Vidhya,(2023)**, titled “A Study on Employee Attitude Towards Welfare Measures And It's Influence On Performance At KSRTC, Kolar” published in “EPRA International Journal of Multidisciplinary Research” Volume 9, Issue No 9, Pages 46-51 It was concluded that The importance of employee welfare measures in shaping employee attitudes and, consequently, their performance at KSRTC, Kolar. It provides evidence that a holistic approach to employee well-being, including fair compensation, non-statutory benefits, and effective training programs, can lead to a more motivated and productive workforce

Industry Scenario

India's seafood industry has grown significantly, becoming a key global exporter with exports reaching 1.78 million metric tons worth ₹60,523.89 crore (US\$7.38 billion) in 2023–24. Major markets include the USA, China, Japan, and Vietnam, with frozen shrimp being the top export. Technological advances in processing, logistics, and quality control have enhanced global competitiveness. However, labor exploitation and environmental concerns persist, especially in shrimp farming. The government supports the sector through reduced duties and sustainability initiatives. Institutions like CIFT aid in research and food safety. India aims to expand into new markets and reach US\$12 billion in seafood exports by 2025. Emphasis on value addition, sustainability, and technological innovation will drive future industry growth.

World Scenario

The global seafood industry is vital for food security, nutrition, employment, and trade, with a market value exceeding USD 600 billion in 2024 and projected to reach USD 730 billion by 2030. Aquaculture now produces over half of global seafood. Key producers include China, India, and Indonesia. Rising health awareness has driven global fish consumption

above 20 kg per capita. Major exporters are China, Vietnam, and India, while top importers include the USA and EU. Challenges include overfishing, climate change, and labor exploitation. Future growth focuses on sustainable aquaculture, technological innovation, digital traceability, and improved labor conditions.

National Scenario

India is a major global seafood producer and exporter, contributing significantly to GDP and employment. In 2023–24, India produced over 14 million metric tons of seafood and exported 1.78 million tons worth ₹60,000 crore (US\$7.3 billion), mainly to the USA, China, and the EU. Key states include Andhra Pradesh for aquaculture and Kerala for processing. Government schemes like PMMSY and the Blue Revolution support sustainable growth. Welfare includes statutory benefits and voluntary services such as housing and health camps. Challenges remain in infrastructure and labor conditions. Future growth depends on value addition, traceability, digital innovation, and stronger worker protections.

State Scenario

Tamil Nadu, with a 1,076 km coastline, is a key player in India's fisheries and seafood processing sector. Over 10 lakh people rely on fishing, with major activity in districts like Nagapattinam and Thoothukudi. The state produces 7 lakh metric tons of fish annually and supports robust infrastructure, including harbors and processing units. Government welfare includes wages, insurance, housing, and education aid. Challenges include seasonal unemployment and low welfare awareness. Private firms like Theva & Co aid growth through employment, safety, and community development initiatives.

Future Outlook

India aims to double seafood exports to USD 14 billion by 2025, with fish production reaching 22 million tons. Domestic consumption is projected to grow to 43.77 million tons by 2033, driven by aquaculture advancements and government support. Emphasis on sustainable practices, technological innovations, and improved labor welfare ensures compliance with global food safety and quality standards.

MABIF – Brief Profile

Founded in 1995 by Mr. Devanesam, Theva & Co began as a small seafood processor in Tamil Nadu, focusing on quality marine products and local employment. The company expanded steadily, adopting advanced technologies and strict safety standards. It now exports shrimp, squid, and fish fillets to global markets like the US, Japan, and the EU. Known for quality, timely delivery, ethical sourcing, and worker welfare, Theva & Co also offers value-added products and prioritizes sustainable practices, employee welfare, and regulatory compliance.

III. RESEARCH METHODOLOGY

Research methodology is a systematic framework that outlines the procedures and strategies used to identify, collect, analyze, and interpret data in order to address a specific research problem. It encompasses a structured approach that integrates the research design, data sources, sampling techniques, instruments for data collection, and tools for statistical analysis. This chapter presents the methodological foundation adopted to explore the impact and effectiveness of Statutory and Non - Statutory Welfare Measures adopted for employees at Theva & Co, Thoothukudi, Tamil Nadu.

Research Design

A research design is the blueprint for conducting a study with maximum control over factors that may interfere with the validity of the findings. It provides a logical structure for gathering and analyzing data. This study employs a Descriptive Survey Design, which is appropriate for capturing the existing conditions, experiences, and perspectives of employees who have utilized Statutory and Non - Statutory Welfare Measures at Theva & Co. Descriptive research enables the researcher to systematically describe the characteristics, behaviors, and outcomes associated with the training program, without manipulating any variables.

Source of Data

The research relies primarily on primary data to achieve the study objectives. The primary data were collected directly from respondents through a structured questionnaire, both in online and offline formats. This method ensured wide participation and facilitated the collection of firsthand information from employees who have statutory and non-statutory welfare measures at Theva & Co. While the emphasis was on primary data, relevant secondary data were also referred to, including Theva & Co official reports, previous research articles, government publications, and online databases to contextualize the findings.

Research Approach

The study adopts a Qualitative Research Approach. This approach is suited for exploring the deeper understanding, subjective experiences, and developmental outcomes of the vocational training initiatives. Qualitative research allows for contextual interpretation and thematic insights into how participants translated their learning into economic activities.

Research Instrument

The primary research instrument used for data collection was a Structured Questionnaire, specifically designed to capture key dimensions such as training effectiveness, skill acquisition, entrepreneurial application, and income generation. The questionnaire included both closed-ended questions for statistical analysis and open-ended responses for qualitative insights. The sample plan comprises three components: the sample unit, sample size, and sampling technique. The sample unit for this study consisted of employees who have statutory and non-statutory welfare measures at Theva & Co. The sample size of study included a total of 154 respondents, who were purposively selected based on their availability during the data collection period.

Sampling Technique:

A Purposive Sampling method was employed. This non-probability sampling technique is used when participants are selected based on specific characteristics relevant to the research objectives—in this case, their exposure to powered vocational training and engagement in agribusiness activities.

IV. TOOLS USED FOR DATA ANALYSIS

Data collected from the respondents were analyzed using SPSS (Statistical Package for the Social Sciences). This software facilitated the execution of various statistical techniques to interpret and validate the research findings. The following tools were employed:

Percentage Analysis

Percentage analysis was used to classify and summarize the demographic data and general response trends. It helps in identifying the proportion of respondents under different categories.

$$\text{Percentage} = \frac{\text{No.of Respondents in a Category}}{\text{Total No.of Respondents}} \times 100$$

Chi-Square Test

The Chi-Square Test was applied to examine the association between categorical variables. It is a non-parametric statistical test that determines whether there is a significant relationship between two attributes observed in the data.

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i^2}$$

Coefficient Correlation Analysis

Correlation analysis was used to assess the strength and direction of the relationship between two continuous variables—for instance, the relationship between training satisfaction and entrepreneurial income levels. A positive or negative correlation helps in understanding the linear association between variables.

$$r = \frac{n (\sum xy) - (\sum x) (\sum y)}{\sqrt{[n \sum x^2 - (\sum x)^2] [n \sum y^2 - (\sum y)^2]}}$$

Data Analysis and Interpretation

Data analysis involves systematically organizing and examining data to answer research questions, often using visual tools like tables and charts. Data, collected through various methods, is meaningless until analyzed. Analysis identifies patterns and insights through techniques like classification and comparison. Interpretation gives meaning to findings, aligns them with research goals, and generates insights for informed decision-making and future studies.

Table: 1 Age

Age	No. of Respondents	%
18 – 25 years	23	15
26 - 35 years	24	16
36 - 45 years	51	33
Above 46 years	56	36
Total	154	100

It is observed that 23% of respondents are 18-25 years, 24% are 26-35 years, 51% are 36-45 years, 36% are above 46 years.

Table: 2 Gender

Gender	No. of Respondents	%
Male	85	55
Female	69	45
Total	154	100

It is interpreted that, 55% of the respondents are Male and 45% of the respondents are Female.

Table: 3 Marital Status

Marital Status	No. of Respondents	%
Married	127	83
Unmarried	27	17
Total	154	100

It is interpreted that 83% of the respondents are Married and 17% of the respondents are Unmarried.

Table: 4 Qualification

Qualification	No. of Respondents	%
SSLC	84	54
HSLC	23	15
Diploma	30	20
Degree	17	11
Total	154	100

It is interpreted that 54% of the respondents are SSLC qualified, 15% are qualified HSC, 20% are qualified Diploma, 11% are qualified Degree.

Table: 5 Income Level

Income Level (Monthly)	No. of Respondents	%
Below 10000	8	5
10000 - 20000	112	72
21000 - 30000	28	18
Above 30000	6	5
Total	154	100

It is interpreted that 72% of the respondents are having between 10000 – 20000 income, 18% are having 21000-30000 income and 5% are having below 10000 income, 5% are having above 30000 as Monthly income.

Table: 6 Experience

Experience	No. of Respondents	%
Less than 1 year	7	5
1 – 3 years	103	66
4 – 6 years	27	18
More than 6 years	17	11
Total	154	100

It is interpreted that 5% of the respondents are having less than 1 years of experience, 66% are having 1–3 years of experience, 18% are having 4-6 years of experience and 11% is having more than 6 year of experience.

Table:7 Awareness of Welfare Benefits

Awareness of Welfare Benefits	No. of Respondents	%
Yes	102	66
No	52	34
Total	154	100

It is interpreted that 66% of the respondents are aware and 34% of the respondents are unaware about welfare facilities.

Table: 8 Welfare by Provident Fund

Welfare by Provident Fund	No. of Respondents	%
Strongly Agree	16	10
Agree	95	61
Neutral	21	13
Disagree	7	6
Strongly Disagree	15	10
Total	154	100

It is interpreted 61% of the respondents agree,13% are Neutral 10% strongly agree, 10% of them strongly disagree and 7% disagree that their welfare is enhanced by Provident Fund.

Table: 9 Welfare by Employee State Insurance Scheme

Welfare by Employee State Insurance Scheme	No. of Respondents	%
Strongly Agree	15	10
Agree	96	61
Neutral	22	13
Disagree	8	6
Strongly Disagree	13	9
Total	154	100

It is interpreted 61% of the respondents agree,13% are Neutral 10% strongly agree, 9% of them strongly disagree and 6% disagree that their welfare is enhanced by Employee State Insurance Scheme.

Table: 10 Welfare by Maternity Benefits

Welfare by Maternity Benefits	No. of Respondents	%
Strongly Agree	16	10
Agree	66	41
Neutral	31	23
Disagree	27	16
Strongly Disagree	15	10
Total	154	100

It is interpreted 41% of the respondents agree,23% are Neutral, 16% of them strongly disagree, 10% strongly agree and 10% disagree that their welfare is enhanced by Maternity Benefits.

Table: 11 Welfare by Minimum Wages Compliance

Welfare by Minimum Wages Compliance	No. of Respondents	%
Strongly Agree	17	10
Agree	54	61
Neutral	31	13
Disagree	37	6
Strongly Disagree	15	10
Total	154	100

It is interpreted 61% of the respondents agree,13% are Neutral, 10% strongly agree, 6% of them strongly disagree, and 10% disagree that their welfare is enhanced by Minimum Wages Compliance.

Table: 12 Welfare by Gratuity Benefits

Welfare by Gratuity Benefits	No. of Respondents	%
Strongly Agree	21	13
Agree	55	35
Neutral	21	13
Disagree	37	24
Strongly Disagree	20	12
Total	154	100

It is interpreted 35% of the respondents agree, 24% disagree, 13% strongly agree, 13% are Neutral and 12% of them strongly disagree, and that their welfare is enhanced by Gratuity Benefits.

Table: 13 Welfare by Protective Equipment

Welfare by Protective Equipment	No. of Respondents	%
Strongly Agree	25	17
Agree	46	30
Neutral	41	26
Disagree	31	20
Strongly Disagree	11	7
Total	154	100

It is interpreted 30% of the respondents agree, 26% are Neutral, 20% disagree, 17% strongly agree, and 7% of them strongly disagree, and that their welfare is enhanced by Protective Equipment.

Table: 14 Welfare by First Aid

Welfare by First Aid	No. of Respondents	%
Strongly Agree	25	17
Agree	41	27
Neutral	36	23
Disagree	31	20
Strongly Disagree	21	13
Total	4	100

It is interpreted 27% of the respondents agree, 23% are Neutral 20% disagree, 17% strongly agree, and 13% of them strongly disagree, and that their welfare is enhanced by First Aid.

Table: 15 Welfare by Gratuity Benefits

Welfare by Gratuity Benefits	No. of Respondents	%
Strongly Agree	21	13
Agree	55	35
Neutral	21	13
Disagree	37	24
Strongly Disagree	20	12
Total	154	100

It is interpreted 35% of the respondents agree, 24% disagree, 13% strongly agree, 13% are Neutral and 12% of them strongly disagree, and that their welfare is enhanced by Gratuity Benefits

Table: 16 Work Life Balance

Work Life Balance	No. of Respondents	%
Strongly Agree	75	50
Agree	45	30
Neutral	20	13
Disagree	8	4
Strongly Disagree	6	3
Total	154	100

It is interpreted 50% of the respondents strongly agree, 30% agree, 13% are Neutral, 4% disagree and 3% of them strongly disagree, and that their work life balance is enhanced by welfare benefits.

Table: 17 Employee Well-Being

Employee Well Being	No. of Respondents	%
Strongly Agree	69	46
Agree	46	30
Neutral	19	12
Disagree	13	8
Strongly Disagree	7	4
Total	154	100

It is interpreted 46% of the respondents strongly agree, 30% agree, 12% are Neutral, 8% disagree and 4% of them strongly disagree, and that their employee well-being is enhanced by welfare benefits.

Table: 18 Employee Mental Health

Employee Mental Health	No. of Respondents	%
Strongly Agree	46	30
Agree	69	46
Neutral	19	12
Disagree	13	8
Strongly Disagree	7	4
Total	154	100

It is interpreted 46% of the respondents agree, 30% strongly agree, 12% are Neutral, 8% disagree and 4% of them strongly disagree, and that their employee Mental health is enhanced by welfare benefits.

Table: 19 Job Satisfaction

Job Satisfaction	No. of Respondents	%
Strongly Agree	21	13
Agree	41	27
Neutral	36	24
Disagree	31	20
Strongly Disagree	21	13
Total	154	100

It is interpreted 27% of the respondents agree, 24% Neutral, 20% disagree, 13% strongly agree, and 13% of them strongly disagree, and that job satisfaction is enhanced by Welfare measures.

Table: 20 Reduction in Absenteeism

Reduction in Absenteeism	No. of Respondents	%
Strongly Agree	75	50
Agree	45	30
Neutral	20	13
Disagree	8	4
Strongly Disagree	6	3
Total	154	100

It is interpreted 50% of the respondents agree, 30% agree, 13% neutral, 4% disagree, and 3% of them strongly disagree, and that Welfare measures at Theva & Co has reduced absenteeism.

Table: 21 Employee Productivity

Employee Productivity	No. of Respondents	%
Strongly Agree	16	10
Agree	95	61
Neutral	21	13
Disagree	7	6
Strongly Disagree	15	10
Total	154	100

It is interpreted 61% of the respondents agree, 13% are neutral, 10 % Strongly agree, 10% strongly disagree, and 6% of them disagree, and that Employee Productivity is enhanced by Welfare measures.

Table: 22 Satisfaction of Overall Employee Welfare System

Satisfaction of Overall Employee Welfare System	No. of Respondents	%
Strongly Agree	74	48
Agree	35	23
Neutral	28	18
Disagree	13	8
Strongly Disagree	4	3
Total	154	100

It is interpreted 48% of the respondents Strongly agree, 23% agree, 18% neutral, 8% disagree, and 3% of them strongly disagree, and that overall employee welfare system is satisfied at Theva & Co.

V. CHI SQUARE TEST-I

Relationship between Gender and Overall Employee Welfare System

Null Hypothesis H0: There is no significant relationship between gender and overall employee welfare system.

Alternative Hypothesis H1: There is a significant relationship between gender and overall employee welfare system.

Table 23: Observed Frequency

	Overall Employee Welfare System					Total
Gender	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Male	44	24	18	9	3	98
Female	30	11	10	4	1	56
Total	74	35	28	13	4	154

Source: Primary Data

$$\text{Expected Frequency} = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

The Calculation is as follows

- Row1 Total \times Column1 Total / Grand Total = $98 \times 74 / 120 = 47.09$
- Row1 Total \times Column2 Total / Grand Total = $98 \times 35 / 120 = 22.27$
- Row1 Total \times Column3 Total / Grand Total = $98 \times 28 / 120 = 17.82$
- Row1 Total \times Column4 Total / Grand Total = $98 \times 13 / 120 = 8.27$
- Row1 Total \times Column5 Total / Grand Total = $98 \times 4 / 120 = 2.55$
- Row2 Total \times Column1 Total / Grand Total = $56 \times 74 / 120 = 26.91$
- Row2 Total \times Column2 Total / Grand Total = $56 \times 35 / 120 = 12.73$
- Row2 Total \times Column3 Total / Grand Total = $56 \times 28 / 120 = 10.18$
- Row2 Total \times Column4 Total / Grand Total = $56 \times 13 / 120 = 4.73$
- Row2 Total \times Column5 Total / Grand Total = $56 \times 4 / 120 = 1.45$

Table 24: Expected Frequency

	Overall Employee Welfare System					Total
Gender	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Male	47.09	22.27	17.82	8.27	2.55	98
Female	26.91	12.73	10.18	4.73	1.45	56
Total	74	35	28	13	4	154

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i^2}$$

Table 25: Calculation of Chi Square

Observed frequency	Expected frequency	O _i -E _i	(O _i -E _i) ²	(O _i -E _i) ² /E _i
44	47.09	-3.06	9.3636	0.1988
24	22.27	1.73	2.9929	0.1343
18	17.82	0.18	0.0324	0.0018
9	8.27	0.73	0.5329	0.0644
3	2.55	0.45	0.2025	0.0794
30	26.91	3.09	9.5481	0.3548
11	12.73	-1.73	2.9929	0.2351
10	10.18	-0.18	0.0324	0.0032
4	4.73	-0.73	0.5329	0.1127
1	1.45	-0.45	0.2025	0.1397
154			Total	1.3242

$$\sum[(O_i - E_i)^2 / E_i] = 1.3242$$

Degrees of freedom = (No. of Rows - 1) (No. of Columns - 1) = (2-1) x (5-1) = 4

At 5% level of significance the value is 9.488 Calculated value = 1.3242

Table value > Calculate value

H₀ is accepted

Hence there is no significant relationship between Gender and Overall Employee Welfare System in the company.

Correlation

Coefficient of Correlation

Correlation coefficient is the statistical tools used to measures the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Table 26 Relationship between Qualification and Work Life Balance

Qualification (X)	Work Life Balance (Y)	X ²	Y ²	XY
84	75	7056	5625	6300
23	45	529	2025	1035
30	20	900	400	600
17	8	289	64	136
0	6	0	36	0
ΣX= 154	ΣY= 154	ΣX²=8774	ΣY²=8150	ΣXY= 8071

Source: Primary Data

Formula:

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

$$r = \frac{[(4 \times 8071) - (154 \times 154)]}{\sqrt{[4(8774) - (154 \times 154)][4(8150) - (154 \times 154)]}}$$

$$r = 0.8521$$

Calculated value = **0.8521**

Interpretation

It is inferred that the correlation value $r = 0.8521$ is positive, therefore there is relationship between the qualification and the employee work life balance.

Suggestions for Better Prospects

To enhance employee welfare, Theva & Co can implement the following measures.

1. Regular awareness programs should be conducted to educate employees, especially new recruits, about available benefits.
2. Non-statutory initiatives like health check-ups, stress management workshops, and family support programs should be expanded.
3. A confidential grievance redressal system with follow-up tracking is essential for resolving issues promptly.
4. Workplace facilities such as restrooms, drinking water, and lunch areas need upgrading for better hygiene.
5. Anonymous feedback mechanisms can help assess and improve welfare efforts.
6. Employee engagement through cultural and sports events can boost morale. Statutory compliance should be monitored via internal audits to ensure ESI, PF, and wage regulations are followed.
7. Career development opportunities like training and upskilling workshops can enhance motivation.
8. Appointing a dedicated welfare officer will ensure consistent focus on employee wellbeing.
9. Additionally, a digital welfare record system should be introduced for efficient, transparent tracking of employee benefits and participation in welfare schemes.

VI. CONCLUSION

The study at Theva & Co emphasizes the importance of employee welfare in fostering a motivated and productive workforce. While the company effectively implements statutory benefits like PF, ESI, and safety measures, awareness and usage of non-statutory services such as health check-ups and transport remain limited. Enhancing communication, grievance handling, and voluntary programs can boost morale and performance. With its solid foundation, Theva & Co can lead in employee welfare within the seafood sector.

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