

A Systematic Review on Health and Safety Measures for the Welfare of Women Employees in the Information technology Sector with Special Reference to Chennai City

Anitha G¹ and Sridharan R²

¹ *Department of Commerce, Faculty of Science and Humanities, SRM Institute of Science and Technology, Kattankulathur 603203, Tamil Nadu, India*

² *Department of Commerce - corporate secretaryship and Accounting and Finance, Faculty of Science and Humanities, SRM Institute of Science and Technology, Kattankulathur 603203, Tamil Nadu, India*

KEYWORDS

Human resource management, Employee welfare, Benefits, IT employees, Health, Safety Measures and wellbeing.

ABSTRACT:

In today's diverse workforce, welfare measures are critical to the well-being and job satisfaction of female workers. Employees' level of life rises indirectly as the financial burden is reduced. This article provides a concise overview of the importance and key components of labour welfare programs for female workers. Women make up a large proportion of the workforce, contributing their knowledge and skills to a variety of fields. However, they regularly face obstacles that might have an influence on their well-being and work satisfaction. These policies encompass a wide variety of initiatives, including as paid parental leave, flexible work schedules, childcare centres, gender-neutral legislation, and training courses to help them advance professionally. The regulations address societal issues that are increasingly prevalent among workers, such as drug addiction. We may conclude that, although the company's employee welfare initiatives are adequate, there is always space for development. Improve production, effectiveness, and efficiency in order to satisfy company goals.

Introduction:

The job market has shifted significantly over time, with women now accounting for a greater proportion of all industries and sectors. As a result, it is critical to address the unique needs and challenges that female workers face in the workplace. Workplace wellness projects aimed at women have grown in popularity as a way to ensure their equality, well-being, and work satisfaction. Women have historically experienced a number of barriers and inequities in the work market, ranging from salary disparities to limited opportunities for professional advancement. The purpose of adopting employee welfare initiatives for female workers is to reduce inequities and create a more inviting and gender-sensitive workplace. These efforts emphasize the importance of catering to the specific requirements of female workers and promoting their progress. The purpose of adopting employee welfare initiatives for female workers is to reduce inequities and create a more inviting and gender-sensitive workplace. These efforts emphasize the importance of addressing the special requirements of female workers and promoting their progress. The adoption of employee welfare initiatives for female workers recognizes the complexity of women's roles, since many balance work, family, and caregiving responsibilities. These policies address a wide range of issues, including as access to childcare facilities, gender-specific health and wellness programs, flexible work schedules, safe and harassment-free workplaces, and maternity and parental leave policies. . The goal is to create a climate in which women may achieve professional success while maintaining a WLB. In addition to the moral imperatives of social justice and gender equality, firms may benefit from

implementing these policies. According to studies, supporting female workers' well-being has been related to enhanced productivity, higher retention rates, increased job satisfaction, and a more dynamic and diverse workforce. Finally, it helps to improve organizational competitiveness and performance. This article investigates the various employee welfare programs designed exclusively for female workers, highlighting their importance and impact on both employers and individuals. . It also emphasizes how important it is to promote women's professional development and well-being and how important it is for companies to proactively address gender-specific workplace issues. Businesses may create a more inclusive and egalitarian workplace by doing this, which benefits all stakeholders by fostering a varied and empowered work culture.

About Information Technology in Chennai

Chennai's information technology (IT) sector has grown and changed significantly over the years, strengthening its position as a major hub for technological innovation and business growth. Chennai, one of India's most famous cities, is home to several IT companies that significantly influence the nation's economy. The industry stands out for its dynamic nature, rapid technological advancements, and diverse workforce. The welfare of women in the IT sector is a crucial problem in the midst of growth and vitality. The industry's growth requires the establishment of a welcoming and supportive workplace to ensure the well-being, professional growth, and overall satisfaction of female workers. In order to promote gender parity, enhance working conditions, and eventually increase industrial productivity, it is critical to understand the particular challenges and opportunities experienced by women in the information technology sector.

Health and safety measures for women employees at workplace:

Occupational health and safety encompasses the social, mental and physical well-being of workers in all occupations. Poor working conditions make the workers vulnerable to affect their health and safety. Unhealthy or unsafe working conditions are found in various places of the industry, whether the workplace is indoors or outdoors. Poor working conditions affect the workers, their families and other people in the community. Employers need to cultivate by creating a conducive work atmosphere and climate for the workers to work peacefully and therefore they should have a moral and often legal responsibility to protect workers. Work-related accidents and diseases are common in all parts of the world and often have many direct and indirect negative consequences for workers and their families. A single accident or illness can mean enormous financial loss to both workers and employers

Review of Literature:

The research paper (**Kaur, 2022**) on observing employee welfare programs in the banking and insurance industries. The investigation focuses on both statutory and non-statutory social programs. The target audience was employees in the banking and insurance industries. Multistage sampling was used in the descriptive research design of the study. There were five hundred workers in the sample. According to the poll, every employee needs something more in order to contribute to society. In this study, we looked at employee welfare programs in the banking and insurance industries. We discovered that employees in the banking industry are happier with employee welfare programs than those in the insurance industry.

(Bandara 2022) The study examined the relationship between employee work satisfaction and the welfare services provided by Sri Lankan hotels. Numerous suggestions were presented by the research to raise the standard of employee welfare services provided by the hotel industry. The research contributes both theoretically and practically to policy by describing the current level of employee work satisfaction and the strategies that will increase it.

(Sreenath Sumithra, 2018) Analyzing the benefit packages provided by the engineering business "Semcon" India Private Limited was the aim of this study. A structured questionnaire was used as the data collecting instrument in order to link the parameters with productivity and ascertain their effect. The questionnaire asked on performance, productivity, leave policies, educational benefits, and recognition. Data came from 72 men and 36 women. The study's final conclusion was that employee benefit packages had an effect on workplace productivity.

Mishra Shefali (2019) This study aims to ascertain if Indian banks provide employee wellness initiatives. In addition to the mandated employee wellness activities, every firm is obligated by law and social duty to provide a minimum number of extra activities. This concludes the research. These factors relate to the industry's mandated social and legal obligation to provide workers with welfare benefits to enhance their standard of living.

Ma, E., Wang, L., and Kim, M. S. (2023) A comprehensive conceptual model of the literature on work-family help is provided by this study, which employs a systematic review technique bolstered by discipline-specific meta-analysis and structured synthesis. The model incorporates government work-family support policies, relevant theories, and outcomes at different levels to reflect the connected processes of significant factors. In order to reflect the state of the art in the subject of hospitality work-family studies and to indicate significant topics for future research, this study provides a thorough review that crosses disciplines. All parties involved in the work-family landscape should benefit from this research, which should also advance our knowledge of work-family supports.

S. Santy (2023) This essay's goal is to look at how the omnibus law affects female employees. According to the study, the recently enacted Job Creation Law may have both advantages and disadvantages for labourers and workers, particularly women labourers. It is clear that female employees are often ignored throughout the implementation process, which exposes them to mistreatment, harassment, bullying, humiliation, and denigration. They also provide their family with unwavering support. Actually, though, there isn't any legislation that can deal with this problem either. For this reason, several trade union coalitions including women's unions oppose the approval of the Job Creation Law.

Bella (2023) The importance and key components of labour welfare programs for female employees are briefly summarized in this study. Establishing a pleasant workplace that considers their unique needs is the primary objective of labour welfare initiatives for female employees. Labour welfare measures for female employees are crucial to promoting diversity, inclusiveness, and gender equality in the workplace—all of which eventually benefit both businesses and employees. This study emphasizes the importance of such programs in modern workplaces and

encourages companies to prioritize the welfare of their female employees by putting in place comprehensive welfare programs.

Objectives of study:

1. The study's goals are to determine the key elements affecting the well-being of female workers in the IT industry.
2. To determine how certain workers' wellbeing characteristics relate to one another
3. To research the strategy used to advance the welfare of female workers.

Research questions:

1. What are the main obstacles to the wellbeing of women workers in Chennai's IT industry?
2. What programs or tactics have been put in place to advance the wellbeing of female workers in this industry?
3. What effects do corporate culture and workplace rules have on women's well-being in Chennai's IT workforce?
4. What areas need more investigation and what gaps exist in the present body of knowledge on this subject?

Research methodology

Primary and secondary data: A structured survey was used to collect the primary data. The necessary secondary data was gathered from a variety of sources, including books, newspapers, journals, magazines, RBI publications, and bank annual reports.

StudySampleSize: 123Samplesize

Information Gathering Methods: To collect preliminary data, a questionnaire has been developed and sent to respondents, who are workers of private banks and IT firms in Chennai.

Sampling strategy: To collect primary data, the convenience sampling strategy has been used.

Tools for Analysis: The Friedman test, Mann Whitney U test, SEM model, and descriptive statistics were used in this study to analyze the data.

DATA INTERPRETATION AND ANALYSIS

Table: 1 Demography profile

MEASURABLE VARIABLE	ITEMS	FREQUENCY	PERCENTANGE
Age	18 to 25 years	35	33.0%
	26 to 35 years	26	24.5%
	36 to 45 years	26	24.5%
	Above 45	19	17.9%
	Total	106	100%
Marital status	Single	63	59.4%
	Married	43	40.6%

	Total	106	100%
Educational Qualification	Graduate	49	46.2%
	Post Graduate	35	33.0%
	Professional Course	22	20.8%
	Total	106	100%
Job Experience	Less than 1 year	20	18.9%
	1-5 Years	38	35.8%
	5- 10 years	25	23.6%
	Above 10 years	23	21.7%
	Total	106	100%
Monthly Income	Less than Rs 20000	36	34.0%
	Between Rs 20001 to 40000	16	15%
	Between Rs 41000 to 60000	25	23.6%
	Above Rs 61000	16	15.1%
	Total	106	100%

Path Analysis

A route analysis is a statistical method that shows potential direct or indirect causal linkages between groups of variables. Creating a graphic with arrows linking variables and showing casual flow, or the direction of cause-and-effect, is the first step in the route analysis process. Every path shows two variables connected by wires (lines, generally curved, without an arrowhead), slings (with two arrowheads), or arrows (lines, usually straight, with an arrowhead on one end). The variables fall into two categories: exogenous variables, which have no direct cause, and endogenous variables, which have a direct cause. Exogenous variables in regression are sometimes referred to as independent variables, predictors, or explanatory factors. Response or dependent variables are the terms used to describe the endogenous variables. It displays an exogenous and endogenous basic route diagram. Single-headed arrows in the route diagram indicate direct influences, and cables or slings indicate covariance/correlations.

Table: 2

observed, exogenous variables	observed, endogenous variables	unobserved, exogenous variables
Job and Career satisfaction	Age	e1
Working conditions	Educational qualification	e2
General well being		e4
Training and development		e5

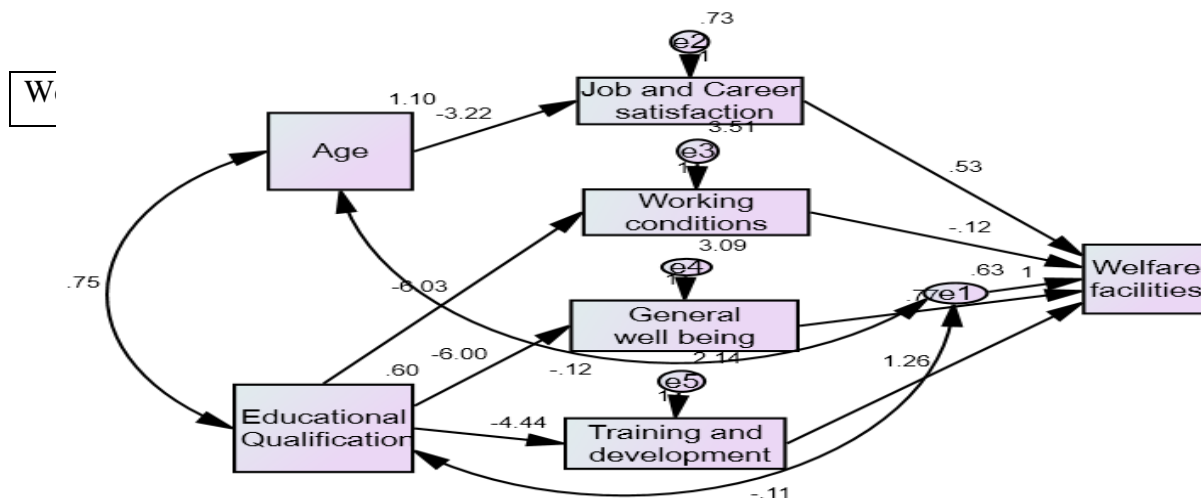


Table: 3 Variable counts

Variables in the model	12
observed variables	7
unobserved variables	5
exogenous variables	7
endogenous variables	5

According to the above-proven methodology, above variables have direct impact Employee facilities of IT employees.

Table: 4

“H01: There is no association on the Employee facilities in IT employees”

Endogenous variables	path	Exogenous variables	estimate	S.E	C.R	P
Job and Career satisfaction	←	Age	.221	.080	2.326	.001
Working conditions	←	Educational qualification	.029	.135	2.643	.143
General well being	←	Educational qualification	.599	.221	.206	.218
Training and development	←	Educational qualification	.445	.184	.599	.271
Welfare	←	Job and	.535	.089	.324	.001

facilities		Career satisfaction				
Welfare facilities	←	Training and development	.263	0.52	.414	.453
Welfare facilities	←	Working conditions	.118	0.41	0.898	.004
Welfare facilities	←	General well being	.768	.043	0.683	.001

When perceived Welfare facilities increases uptake by .768. The standard error of regression weight estimate .768, is roughly .043. It's less than 0.001 chance of reaching a crucial ratio as large as 0.683 in absolute value. As a result, at the 0.001 level, the regression weight for Welfare facilities in the IT employees is substantially different from zero. As a result, at 1% level of significance, the null hypothesis is rejected. It is obvious from the above regression table that IT employees acquiring the welfare facilities. So based on research the IT employees are using the facilities on IT companies.

Table: 5
Correlations of co variance

Co variance	path	Co variance	Estimate
Age	←	Education qualification	.375
e1	←	Education qualification	.320
e1	←	Education qualification	.310

37.5% (.375) is the estimated correlation between “Age”, 32% (.320) is the estimated correlation between Education qualification, and 30% (0.304) Hence Education qualification are highly correlated covariance toward the IT employees.

Table:6
Variance Estimate

	Estimate	S.E	C.R	P-value
Age	1.096	.151	7.246	<0.001
Education qualification	.606	.083	7.246	<0.001
e2	.734	.101	7.246	<0.001
e4	3.089	.426	7.246	<0.001
e5	2.141	.296	7.246	<0.001
e3	3.510	.584	7.246	<0.001
e1	.634	.146	7.246	<0.001

From the above table, it is clear that age and Educational qualification is significantly different from zero at the 0.001 level.

Hypothesis “Null hypothesis: The hypothesized model has a good fit”

“Alternate hypothesis: The hypothesized model does not have a good fit.

Table:7 Model fit summary

parameters	Suggested value	Research Model value
P-Value	Greater than 0.05	0.956
Chi-Square	Greater than 0.01	0.432
G.F. Index	Greater than 0.9	0.965
A.G.F. Index	Greater than 0.9	0.989
CF Index	Greater than 0.9	0.903
RMSEA	Less than 0.06	<0.001

The determined P-value is **0.956**, which is larger than 0.05, indicating a perfect fit, according to the preceding table. It is an excellent fit because the goodness of fit index (GFI) value (**0.965**) and adjusted goodness of fit index (AGFI) value (**0.989**) are both larger than 0.9. The determined comparative fit index (CFI) value (**0.903**) indicates a perfect match, and the root mean square error of approximation (RMSEA) value is less than 0.001, indicating that the model is perfectly fit. Hence the null hypothesis is accepted.

The general steps of the path analysis are developing a theoretically based model, all information from literature review, scientific reports, previous research are collected and then formulate hypotheses. The next step is constructing a path diagram of casual relationships and then converting the path diagram into a set of structural and measurement models, then choosing the input matrix type and estimating the proposed model, and then evaluating the model and interpreting the model.

Significant between marital status and factors toward Welfare facilities of IT Employees

“Ho2 There is no significant difference between the mean ranks of marital status concerning the welfare facilities of IT Employees

Table:8

Mann Whitney U test for significant difference between the mean rank of martial status concerning factors towards welfare facilities among IT Employees

Factors towards welfare facilities of IT Employees	Marital status		Z value	p-value
	unmarried	Married		
Child care/crèche	74.22	23.14	0.78	0.5
Respect from peers	74.11	23.30	1.78	0.3
Safety and	73.93	23.57	3.21	0.19

security				
Rest room and sanitation	72.42	25.78	0.45	0.45
Allowances (personal, travel, education, entertainment)	73.60	24.05	1.54	0.34
maternity leave,	74.22	23.14	2.45	0.34
flexible working	74.11	23.30	3.67	0.78

Note: 1 * At a 5% level, this indicates significance

The null hypothesis is rejected at 5% level of significance since the p-value is less than 0.05. As a result, there is a considerable variation in the mean rank of marital status when it comes to welfare facilities. Unmarried employees are more used of welfare facilities. And the Married employees are influenced by the welfare facilities in IT employees.

Table:9

Significant among factors towards welfare facilities

There is no significant difference among the mean ranks of factors towards welfare facilities

“Friedman test for significant difference among mean ranks of factors toward welfare facilities”

factors toward welfare facilities	Mean Rank	Chi square value	p-value
Job and Career satisfaction	1.80	70.89	0.001**
Working conditions	3.29		
Welfare facilities	5.00		
General well being	3.58		
Training and development	1.33		

Note: 1. **at a 1% level, this indicates significance

The null hypothesis is rejected at a 5% level of significance since the P-value is less than 0.05. As a result, there is a considerable variation in the mean rank of welfare facilities uptake among IT employees. The welfare facilities are more likely to IT employees, according to the average rank.

Findings:

- 3.3% of workers are between the ages of 18 and 25, while 24.5% are between the ages of 26 and 35.while employees over 45 years old make up 17.9%.

- According to the research, 35.8% of the workers had one to five years of job experience.
- Married women make up around 40.6% of the workforce in the IT sector.
- The wage of 34% of female employees is less than \$20,000. Why Better amenities are preferred by female employees in the IT sector.
- According to the report, job pressure causes most female employees' general well-being to be neglected.
- According to the survey, working conditions in IT organizations have a significant impact on workers' general well-being, job satisfaction, and productivity. Establishing a secure and comfortable workplace for their staff should be a top priority for companies. other enhancements you might like to make.

Suggestions and Recommendations:

Until an issue arises, employees frequently do not fully understand their advantages. Benefits, however, are regarded as a necessary part of their job. Before, during, and after they begin working, employees benefit from being aware of their rights. This will result in a better understanding of their rights, which might promote a respectful workplace if management communicates them clearly

Employers need to give employees more freedom over where and when they work. The terms for utilizing these adaptable arrangements must to be transparent and mutually agreed upon. Additionally, there should be reciprocal accountability for their use (i.e., employers should be flexible with regard to work arrangements, but employees should meet employment requirements). the procedure for changing your work schedule or location.

Give employees opportunities for advancement and training. Make sure they have the tools and know-how needed to innovate and overcome obstacles. Promote candid discussion and accept the opinions of every team member, regardless of rank.

Conclusion:

After closely examining each of these facilities' numerous components, we can say that the welfare facilities provided to IT employees are at an average level. The majority of the scientific goals of the study have been met. A number of additional variables that were not covered in the survey questionnaire are revealed by the qualitative results. The information collected from welfare facilities also shows how different companies use them to meet the needs of their female employees in different ways, which leads to favourable job-related answers. Based on an awareness of the diverse needs of female employees and their welfare facilities, management may determine a strategic need within the company and make further efforts to enhance the welfare facilities for IT staff members. This might help a business prosper and reach its objectives. An organization's performance can only be enhanced when its welfare facilities are sufficient for its people resources. We may get the conclusion that while the company's efforts to improve employee wellbeing are sufficient, they can always be improved. to increase efficiency, effectiveness, and production in order to meet the objectives of the business.

References:

1. Kaur, N. (2022). Recognition of Employee Welfare Activities in Insurance and Banking Sector. 7, 652–657.
2. S. G. D. K. Bandara, F. N. Abdeen, Vijitha Disaratna & B. A. K. S. Perera (2022) Employee welfare and job satisfaction in the Sri Lankan hotel industry, *International Journal of Construction Management*, 22:15, 3045-3054, DOI: [10.1080/15623599.2020.1839705](https://doi.org/10.1080/15623599.2020.1839705)
3. Gallie, D., Zhou, Y., Felstead, A., & Green, F. (2012). Teamwork, Skill Development and Employee Welfare. *British Journal of Industrial Relations*, 50(1), 23-46. <https://doi.org/10.1111/j.1467-8543.2010.00787.x>
4. Sreenath, S., Mohan, P. A., & Lavanya, M. P. (2019). Employee Benefits and its Effect on Productivity at Semcon India Private Limited, Bangalore. *SDMIMD Journal of Management*, 10(1).
5. MISHRA, S. (2019). Determinants of Employee Welfare Activities in Indian Banking Industry. *Think India Journal*, 22(4), 3856-3871.
6. Kim, M. S., Ma, E., & Wang, L. (2023). Work-family supportive benefits, programs, and policies and employee well-being: Implications for the hospitality industry. *International Journal of Hospitality Management*, 108, 103356.
7. Santy, S. (2023). The Role of the Job Creation Law (Omnibus Law) on the Welfare of Female Workers in the Industries Organization. *International Journal of Social and Management Studies*, 4(2), 117–121. <https://doi.org/10.5555/ijosmas.v4i2.291>
8. Bella, K. M. J. E. S. (2023). *LABOUR WELFARE MEASURES AMONG WOMEN EMPLOYEES- A SPECIAL REFERENCE WITH CHENNAI CITY*. 1(3), 5–12.
9. Snyder, H. (2019). Literature review as a research methodology: An overview and guidelines. *Journal of Business Research*, 104, 333–339. <https://doi.org/10.1016/j.jbusres.2019.07.039>
10. Nakash, M., & Bouhnik, D. (2023). The effects of COVID-19 on information management in remote and hybrid work environments. *Journal of the Association for Information Science and Technology*, 74(9), 1067–1080. <https://doi.org/10.1002/asi.24803>
11. Margaryan, A. (2024). The duality of global online labour platforms as restrictive-expansive sites of workplace learning and skill development. *International Journal of Training and Development*, 1–20. <https://doi.org/10.1111/ijtd.12326>
12. Picazo Rodríguez, B., Verdú-Jover, A.J., Estrada-Cruz, M. and Gomez-Gras, J.M. (2024), "Does digital transformation increase firms' productivity perception? The role of technostress and work engagement", *European Journal of Management and Business Economics*, Vol. 33 No. 2, pp. 137-156. <https://doi.org/10.1108/EJMBE-06-2022-0177>
13. Ayyagari, R., Grover, V. and Russell, L.P. (2011), "Technostress: technological antecedents and implications", *MIS Quarterly*, Vol. 35 No. 4, pp. 831-858, doi: 10.2307/41409963.

14. Brougham, D.Y.H.J. (2017), “Smart technology, artificial intelligence, robotics and algorithms (STARA): employees perceptions of our future workplace”, *Journal of Management and Organization*, Vol. 24 No. 2, pp. 239-257, doi: 10.1017/jmo.2016.55.
15. Yao, J., Crupi, A., Di Minin, A. and Zhang, X. (2020), “Knowledge sharing and technological innovation capabilities of Chinese software SMEs”, *Journal of Knowledge Management*, Vol. 24 No. 3, pp. 607-634.
16. Yasir, M., Imran, R., Irshad, M.K., Mohamad, N.A. and Khan, M.M. (2016), “Leadership styles in relation to employees’ trust and organizational change capability: evidence from non-profit organizations”, *SAGE Open*, Vol. 6 No. 4, pp. 1-12.
17. Cloninger, P. and Selvarajan, T. (2015), “The mediating influence of work-family conflict and the moderating influence of gender on employee outcomes”, *The International Journal of Human Resource Management*, Vol. 26 No. 18, pp. 2269-2287.