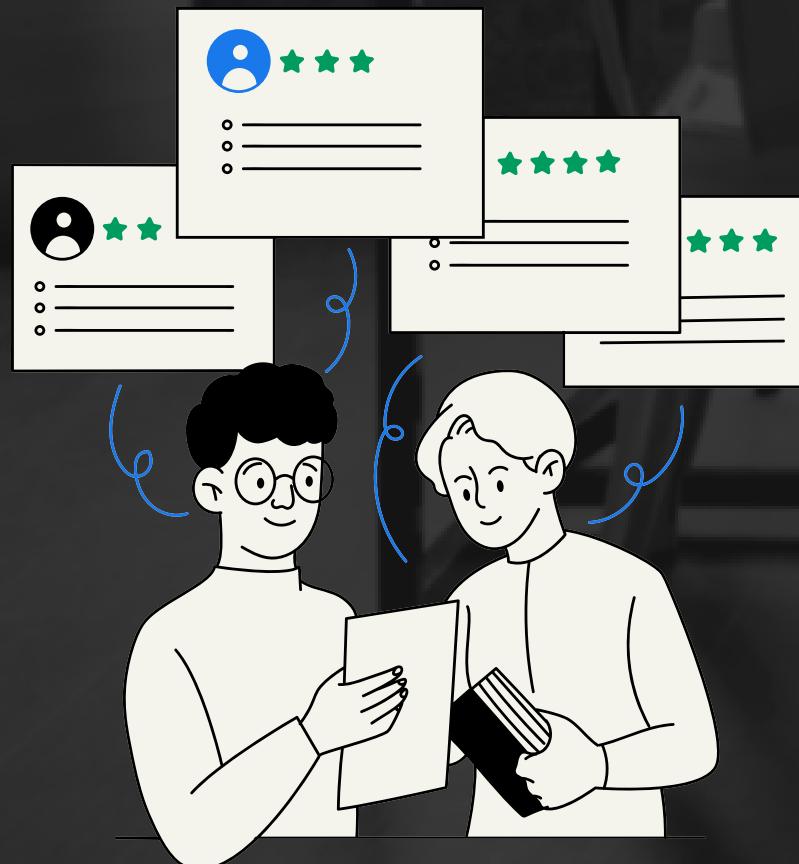




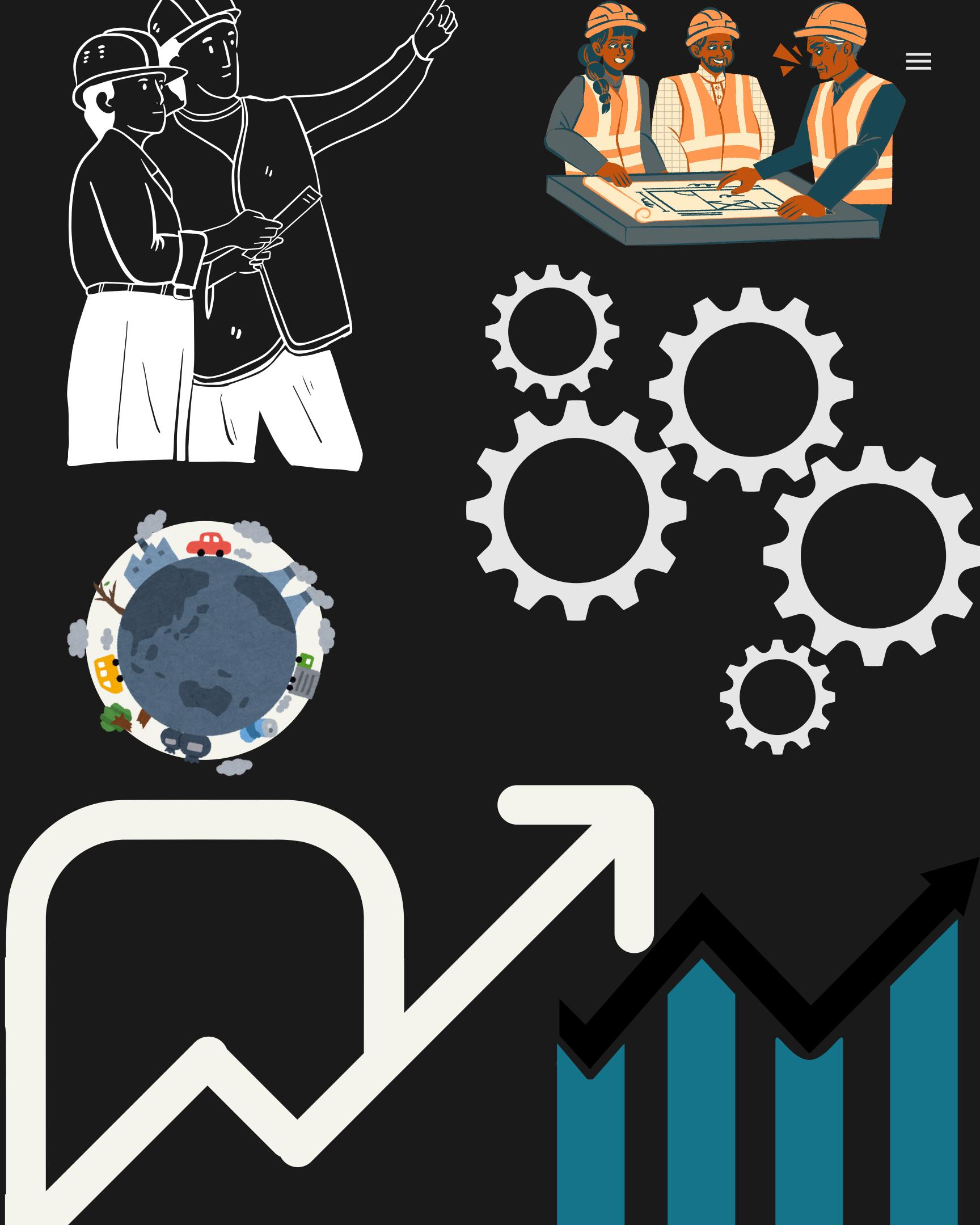
NEW PARADIGMS IN EMPLOYEE WELFARE



R. Praiselin
D.S Mothikka

Objectives

- Overview of employee welfare
- Current trends in employee welfare
- Legal and Ethical Considerations
- Role of HRM in Enhancing Employee Welfare
- Challenges and Future Directions



A black and white photograph showing a group of approximately ten diverse employees of various ages and ethnicities. They are all smiling and laughing, creating a positive and friendly atmosphere. The background shows a modern office environment with large windows and city buildings visible outside.

01

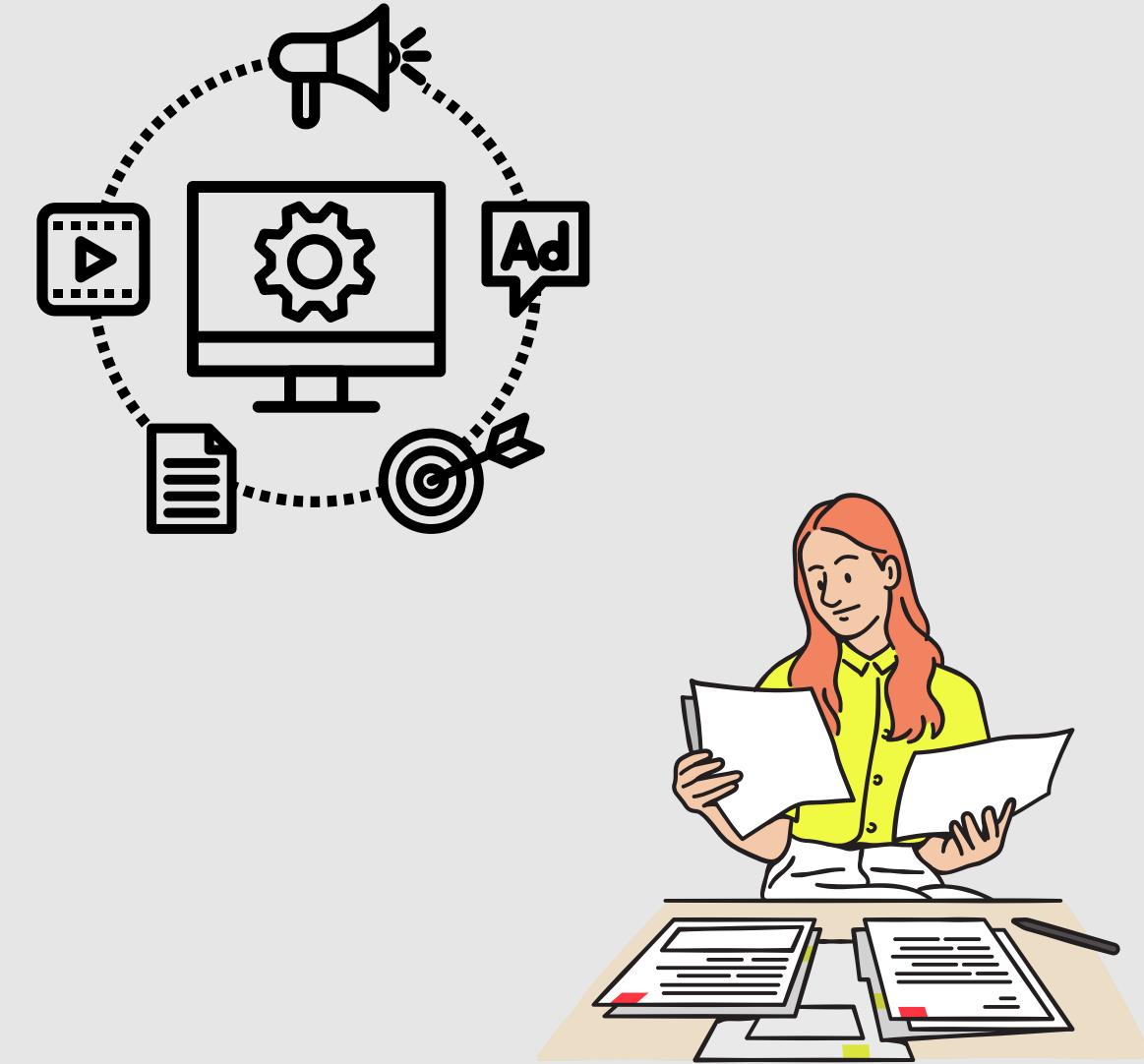
Overview of Employee Welfare Paradigms

Definition and Importance

- Defining Employee Welfare
- The Role of Welfare in Employee Relations

Historical Context

- Evolution of Employee Welfare Practices
- Key Milestones in Industrial Relations



- Employee welfare involves policies and programs enhancing employees' well-being within industrial settings.
- Integral to human resource management (HRM) and maintaining harmonious industrial relations.
- Modern paradigms extend to holistic well-being, work-life balance, and mental health, adapting to industrial changes.

02

Current Trends in Employee Welfare

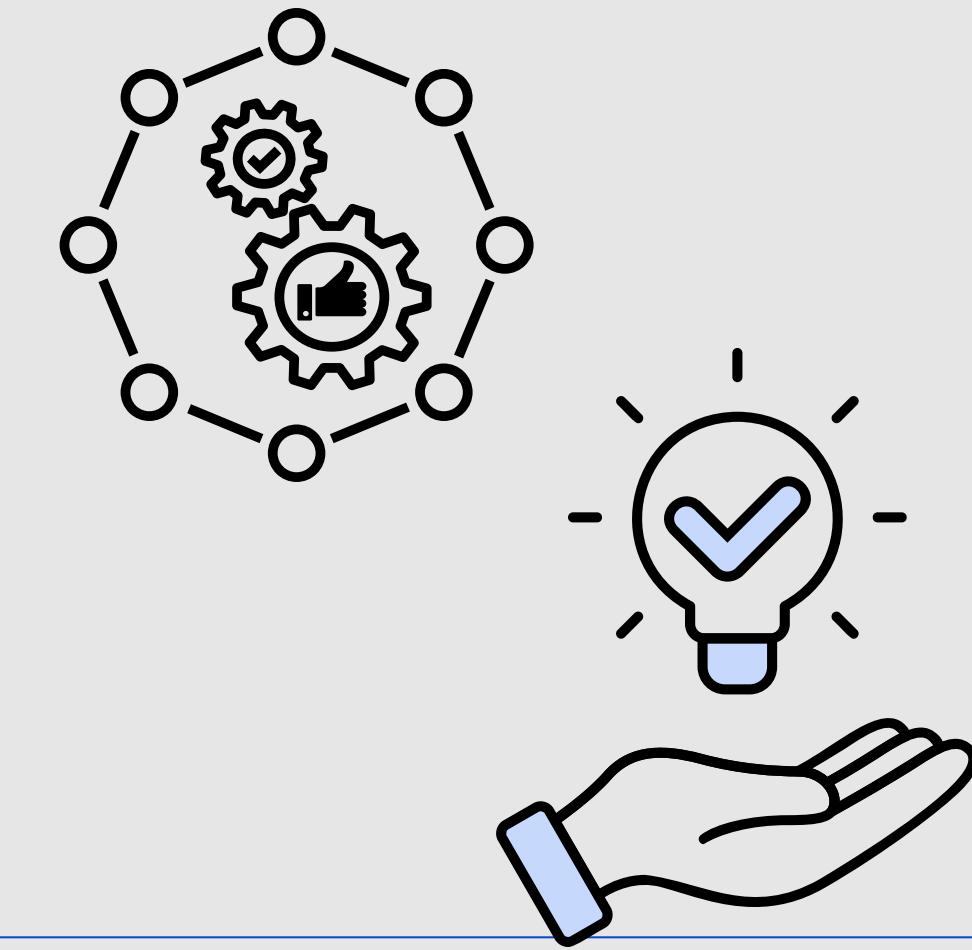


Holistic Employee Wellbeing

- **Physical and Mental Health Initiatives**
- **Work-life Balance Strategies**

Technological Integration

- **E-wellness Platforms**
- **Remote Work and Digital Support Systems**



- Statutory Welfare (Health & Safety, Provident Fund, ESI)
- Non-Statutory Welfare (Housing, Education, Recreation Facilities)
- Technological Advancements (Digital Platforms for Employee Benefits)
- Changing Workforce Dynamics (Gig Economy, Remote Work)



03

Legal and Ethical Considerations

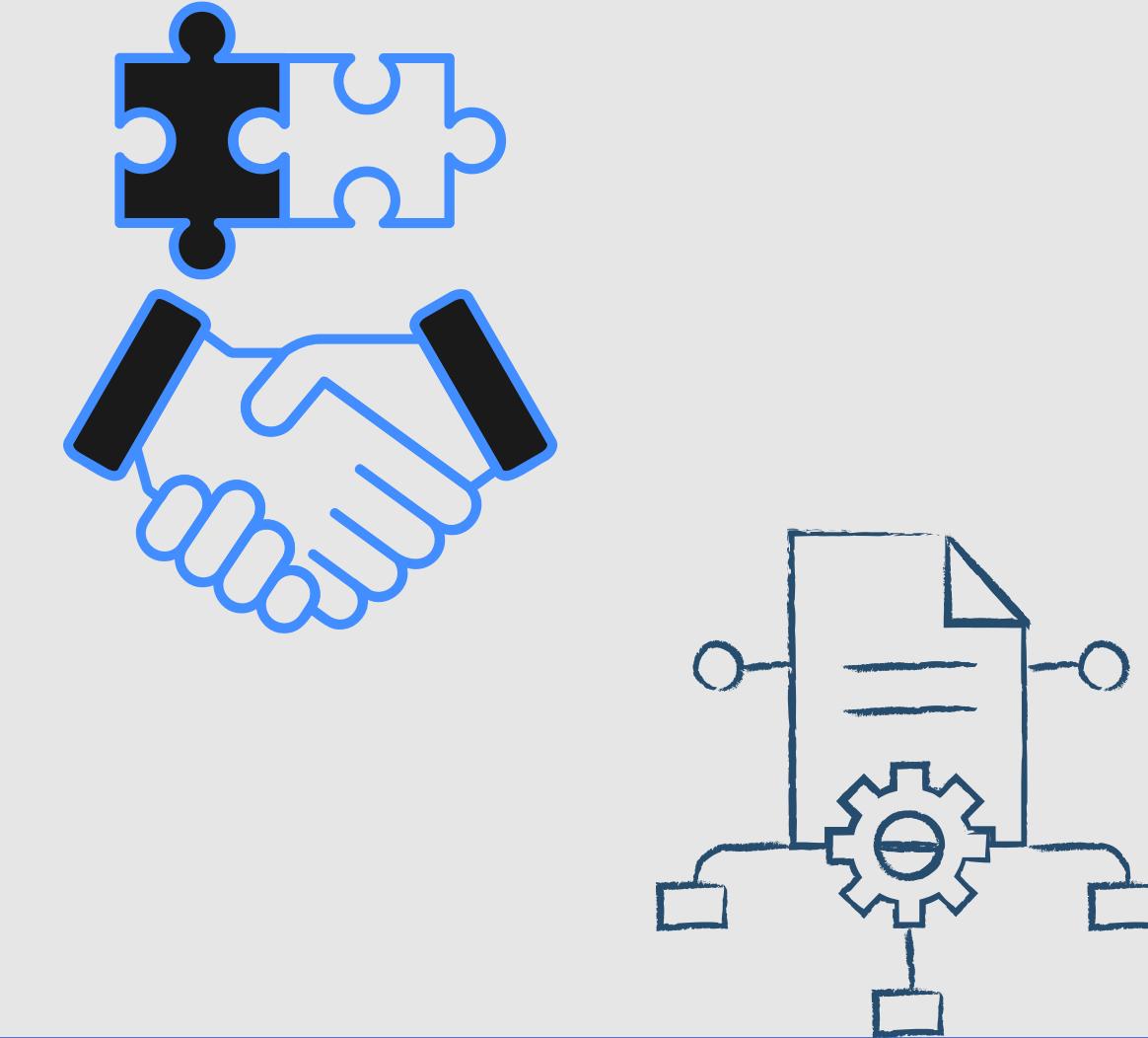
Regulatory Framework

- **Labor Laws Impacting Employee Welfare**
- **Compliance and Best Practices**

Ethical Implications

- **Fair Treatment and Equity**
- **Transparency in Welfare Policies**

- Enhancing Employee-Employer Trust
- Reducing Industrial Disputes through Proactive Welfare
- Promoting Collective Bargaining and Fair Practices
- Ensuring Legal Compliance and Social Responsibility



04

Role of HRM in Enhancing Employee Welfare

Company reorganization.

Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more.

Faster promotions

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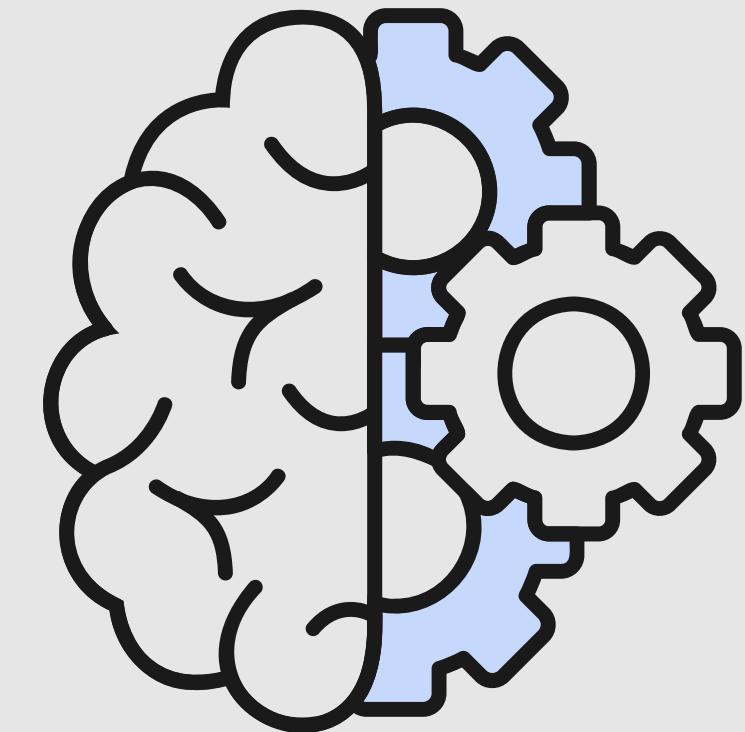
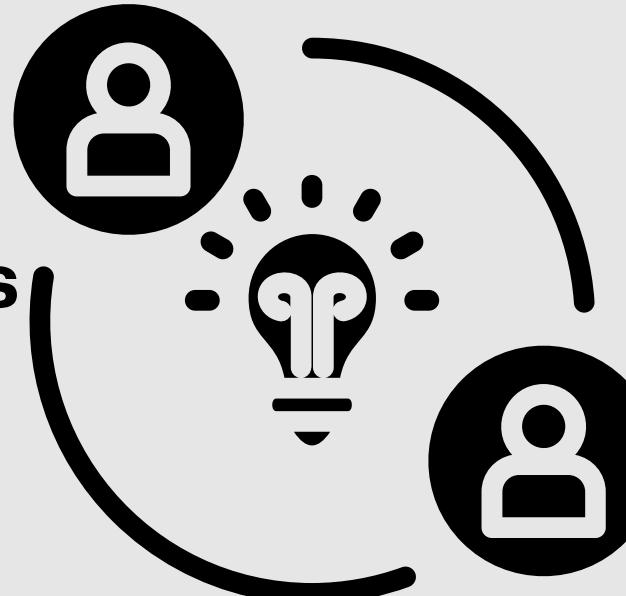


Strategic HRM Approaches

- Aligning Welfare Programs with Organizational Goals
- Measuring the Impact of Welfare Initiatives

Employee Engagement and Involvement

- Feedback Mechanisms
- Involving Employees in Welfare Decisions



- Key Performance Indicators (KPIs):
 - Employee Satisfaction and Retention
 - Productivity and Workplace Safety
 - Reduction in Industrial Conflicts
- Continuous Feedback and Program Improvement

05

Challenges and Future Directions



Identifying Current Challenges

- Resource Limitations
- Addressing Diverse Employee Needs

Future Trends

- Sustainability in Employee Welfare
- Innovations in Employee Support Systems

- AI and Data Analytics for Personalized Welfare
- Greater Focus on Employee Well-being and Inclusion
- Policy Innovations for Hybrid Work Models
- Cross-Industry Collaboration on Welfare Standards

