Preface

Employee welfare is defined as any resource that provides comfort and progress of employees over and above the wages. It is employed as a tool to maintain and promote morale and motivation of employees and thus retains them in the same organizations for a longer period. Due to the issues of high turnover rate it is an essential to develop appropriate welfare for employees. In accordance, employee welfare is indeed vital to motivate the employees in Banking Industry. Human resource managements of all the banks have to identify and comprehend the types of welfare which will highly motivate them and thus minimizing the issues of high turnover rate.

Banks are an essential constituent of every economy. They finance for commercial organisations, also provide varied financial services to a large segment of the population. The significance of banking institutions to the economies is highlighted by the fact that banking is universally a regulated industry and that banks regulated the entire economy. Therefore it is of critical importance that banks must have strong employee welfare practices. Improving employee welfare practices in banking institutions is regarded to be one of the top priorities in all the countries around the world.

Research is not an existing bag of techniques. Research is not a fishing expedition or an encyclopaedic gathering of assorted facts. Research is a purposeful investigation providing a structure for diagnosis of the problem. There are three parts involved in any investigation (1) the implicit question posed or the problem raised. (2) The explicit answer or the solution proposed. (3) Collection, analysis and interpretation of the information leading from the question (problem) to the answer (solution). This third part is the defence that justifies the recommendation and is viewed as research.

The current study aims at Employee Welfare Practices at Bank of Baroda & ICICI Bank. This study also sheds light on the opinion of the employees on employee welfare practices within the selected banks. Furthermore, a secondary aim of this study is to determine the effects of sixteen individual variables on employee welfare.
practices in both the banks. In so doing, the current study also aims to contribute to
the literature in the field of employee welfare practices.

This research study has total five chapters, the first three chapters of this thesis
describe background, method and literature respectively, with the remaining two
chapters each presenting analysis of data, findings, conclusion and recommendation.
The first chapter gives a broad overview of employee welfare practices with the
second chapter providing sketch on banking industry, history, nomenclature,
functioning. Chapter three includes description on research methodology pertaining
to this research. It includes review of literature, relevance of the study, objectives of
the study, hypothesis, variables related to employee welfare have also been listed.
Chapter fourth provides data analysis and interpretation. Questionnaire administered
to employees have been analysed and interpreted. Hypothesis testing is important
part in this chapter which is being done by using tools like Mann – Whitney U Test,
Factor Analysis, Chi – Square – Goodness – of – Fit Test and Chi – Square – Test –
of – Independence. Chapter five includes finding, conclusion, recommendation,
Limitation of study and scope for further research.