Corporate Employee Welfare System

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Abstract—The principle goal of this task Corporate Employee Welfare is to make a worldwide town of every single corporate worker and lay a typical stage for every one of them. CEW empowers every corporate representative to share imaginative contemplations, their work involvement, their own relating things, organization's offer market, different occasions and social occasions by completely using the forces of web and energizes appropriate recreational exercises, advance connections between workers, gives chances to representatives of one corporate organization to influence companions with representatives of other corporate organizations, to elevate family amicability and to have prosperous and an agreeable time together.

Index Terms—Employees, corporate

I. INTRODUCTION

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

The following are the features of employee welfare:

- Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
- The basic purpose of employee welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.
- Employee welfare is an essential part of social welfare.
- It involves adjustment of an employee's work life and family life to the community or social life.
- Welfare measures may be both voluntary and statutory.

II. MODULES

- Administration Module
- Employee Individual Registration Module
- All company events module
- Personal Information Posting Module
- Innovative thoughts and Technical doughts Module
- Job Vacancy module
- Share Values informer module

Administration Module:
This module allows the administrator to add new users after completing registration of Employee by himself. At the time of adding the user into the application, admin can give username & password to the user. It allows the administrator to verifying the employee details like employee id, company name and other details. Through this module administrator can change the status of the user. Admin can view user details and can delete user details.
Employee Individual Registration Module:
This module allows the employee to register their details like employee name, employee id, company name and other related details. Before login into the application, employee has to register. Then only he can get credentials from administrator. This is the first step of employee to use this application.

All company events module:
This module allows employee to post messages related to various events like birthday parties, tours and etc. that can take place in their companies through the process of sharing photos. Through this module, Employee can also delete event details which are posted by himself only.

Personal Information Posting Module:
This module contains home rent, property sales and work experience. Through this module if employee wants to give home for rent, then he can post details about home. And if he wants to sell any property, then he can post their details. Another facility of the module is employee can be able to post work experience in their companies.

Innovative thoughts and Technical doubts Module:
Through this module employee can share their innovative thoughts with others by uploading images. Then other employees can give their opinions through voting facility. This module allows the employee to delete innovative thought details (if not required). This module is also used to post technical doubts by employee. Generally if one employee can post technical drought details by providing information about that one, then another employee can be able to view the details and he can be to give the solution to that technical drought.

Job Vacancy module:
Another aim of this application is to provide Job vacancies of one corporate company, which are open for their employee referrals, go unnoticed by the employees of other corporate companies. This module allows employee to post job requirement through referral into this application. Other employees can be able to apply for job if their profile matches with the actual requirement by uploading resumes. Through this module employee who posted job vacancy can be able to download resumes and can be able to delete if it expires.

Share Values informer module:
This module allows employees to post/get up to date information regarding share markets with respect to the share value of the company not only their own company but also all other corporate companies.

III. CONCLUSION

Human resource plays an important role in any organization. Employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of Employee Welfare Facilities in IT industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by IT industries.

REFERENCES


