



International Journal of Engineering Research and Science & Technology

www.ijerst.org

ISSN : 2319-5991

Vol. 21 No. 3 (2025)



ijerst.editor@gmail.com
editor@ijerst.com

Research Paper

A STUDY ON IMPACT OF FRINGE BENEFITS ON JOB SATISFACTION –ZESTWINGS INFORMATICS PVT. LTD.

¹ D. SOWMYA, ² A. BALA KRISHNA

¹PG Student, Department of MBA, **TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**,
Hyderabad, Telangana, India.

² Assistant Professor, Department of MBA, **TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**, Hyderabad, Telangana, India.

Abstract

The study addresses the degree to which fringe benefits affect the job satisfaction of Zest wings Informatics Pvt Ltd employees. Survey research design was used with a specially designed questionnaire as the data collection instrument. The sample is the total number of all the employees of Zest wings; Management assisted the research and made it mandatory to reply. 30 employees completed the questionnaires. Employees working in different areas, gender, age, academic levels and income groups replied. The statistical analysis revealed a very high degree of significance of correlation between Job Satisfaction and Engagement. Therefore, a high job satisfaction will indicate a high engagement and vice versa. It has also revealed that Job Satisfaction and Fringe Benefits exhibit a low practically significant correlation. The correlation test of Job Satisfaction and Remuneration has revealed that the job satisfaction level an employee feels in the organization is based on his remuneration package.

I.INTRODUCTION

Career The impact of Fringe benefits is not still clear because aware habit more trimming benefits are likely to workers can weaken task flexibility or proceeds but in additional habit trimming benefits further have helpful affect task vindication. Fringe benefits must raise

task delight. There are various habits at which point trimming benefits can affect task delight. From all those for the most part is that trimming benefits comprise main piece of trader's repayment. Some benefits like healing security and social welfare program are constitutionally

necessary apiece worker. Second conduct is that bonus grant permission be substitutes for salaries. This replacement can increase task delight if the subordinate gains tax rate of the worker rises cause by this form, we are intelligent to decrease the tax burden of the representative. Third habit is that the replacement 'tween fees and trimming benefits can have negative affect task delight if attendants settle, they must abandon fees and consent to condition of a bonus they do not unavoidably wish. On the other hand, clerks grant permission find the bonus as fundamental. Since the supposed impact of border benefits on task vindication is changeable it is not surprising that past analysis is entire of escapes. When organized in classic estimates the impact of border benefits on task vindication is infrequently important. Fringe benefits settle as a key of agent's rectification bundle. Fringe benefits have utterly performed as joystick nearly all studies and not as the focus of study. Indeed, in addition any or two bonus processes are exceptionally secondhand as distinct variables in task delight research. Some research plans that pensions do not influence task vindication extremely. Others decide that pensions definitely influence task delight. The portion of total operator repayment depicted by

border benefits has ascend over the last few decades. Health insurance has enhanced a fundamental part of an operator's overall bonus, specifically for those the one commit not give it on their own. While the laborers move from task to task, their inherent inclinations search out wait loyal but their trimming benefits are granted to change. Hence, if the task delight of the laborers' changes, it is causing only border benefits and added determinable differentness change. Thus, border benefits are settled as additional cause of task delight. An inclusive essay review must carry out for accomplish a inclusive idea of the conditions task vindication, date, border benefits and payment. For the sake of explanation, the following definitions will be secondhand in this place study.

Definition:

For the purpose having to do with this research, environments used in the disconnection are outlined in this place method:

Research Objective:

The primary objective of this research is to evaluate the impact of fringe benefits on job satisfaction among employees of Zest wings Informatics Pvt Ltd. The study aims to understand how various fringe benefits such as health insurance, housing allowance, retirement plans, and other non-monetary incentives influence

employees' satisfaction and engagement levels at work. By analyzing the relationship between fringe benefits and job satisfaction, the research seeks to identify whether such benefits significantly contribute to employee motivation, retention, and overall productivity. Additionally, the study endeavors to assess the employees' perception of these benefits, determine their effectiveness in enhancing job commitment, and provide insights into how compensation packages can be structured to better align with employee expectations and organizational goals.

Research Methodology:

Research methods is a habit to orderly resolve the research question. It handles the objective of a research study, the procedure of delineating the research question, the type of theory planned, the type of dossier composed, plan secondhand for dossier accumulating and resolving the dossier etc. The methods involve accumulation of basic and subordinate dossier.

II.LITERATURE REVIEW

Benjamin Artz (2022) highlights that fringe benefits, while considered essential components of employee compensation, have had a debated and often underestimated influence on job satisfaction. Despite doubts surrounding

their theoretical impact, his empirical analysis using NLSY data confirms that fringe benefits significantly contribute to job satisfaction even after accounting for individual effects and the endogeneity of compensation. Fringe benefits, encompassing non-monetary advantages such as health insurance and paid leave, are increasingly pivotal in shaping employees' perception of total remuneration (Williams, 1995; Jensen & McMullen, 2007). However, many managers lack authority to customize benefit structures, leading to standardized compensation plans that may not meet all employee needs. Legally mandated benefits in countries like the United States, including Social Security and Medicare, reinforce their importance in employment agreements. Moreover, competitive pressures compel even small firms to offer some form of benefit package. These benefits are often tax-advantaged, making them more attractive to both employers and employees. Workers generally value benefits due to the financial savings and enhanced well-being they offer, often preferring them over equivalent cash compensation. Organizations find that well-structured benefit programs support strategic objectives such as retention, cost control, and employee engagement. Theoretical models by Milkovich,

Newman, Maslow, and Herzberg further underscore that benefits contribute to fulfilling various levels of employee needs—from physiological (e.g., salary and safe working conditions) to self-actualization (e.g., professional development and recognition). Ultimately, fringe benefits not only enhance motivation and job performance but also create a conducive work environment where employees feel valued, secure, and driven to contribute effectively.

III. DATA ANALYSIS AND INTERPRETATION

1. Segregation and Apportioning of Fringe Benefits

Options	Percentage (%)
Same benefits for all grades and designations of employees	30%
Different benefits for different grades and designations of employees	50%
Increase the benefits according to increase in grade pay and designations of employees	20%



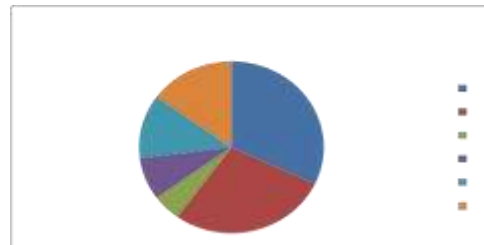
INTERPETATION

The majority (50%) of respondents believe that fringe benefits vary according to employee grade and designation, suggesting a hierarchical benefit structure at Zest wings Informatics Pvt Ltd. Meanwhile, 30% feel benefits are uniform across all

designations, and a smaller portion (20%) report that benefits increase as employees move up in designation. This indicates that while equity is attempted, most benefits are still differentiated based on

2. Taxable Fringe Benefits Provided by the Organization

Options	Percentage (%)
A. Facility of interest-free or concessional housing loan	32%
B. Facility of interest-free or concessional car loan	28%
C. Facility of interest-free or concessional education loan	5%
D. Facility of interest-free or concessional personal loan	8%
E. Use of movable assets(motor car, other assets)	12%
F. Any other (specify)	15%

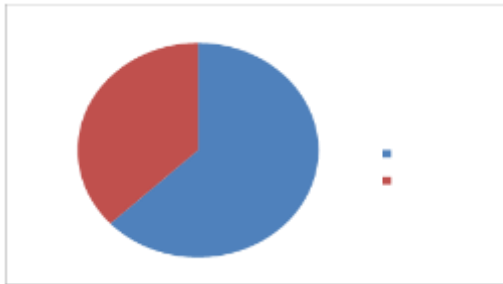


INTERPRETATION

Housing loans (32%) and car loans (28%) are the most common fringe benefits provided, reflecting employee priorities in asset acquisition. Personal and education loans are less common. The presence of diverse benefits, although varying in proportion, suggests the organization's attempt to accommodate varied employee needs, even though some benefits like educational loans are relatively underutilized.

3. Impact of Fringe Benefit Tax Abolition (from AY 2023-24)

Options	Percentage
A) The Company	63%
B) The Employees	37%



INTERPRETATION

A majority believe that the tax relief predominantly aids the organization financially, possibly through reduced tax burdens on fringe benefit provisions. However, a significant number (37%) acknowledge that employees may indirectly benefit, possibly via better or more flexible benefit options resulting from the company's financial ease.

4. Chi-Square Test – Age vs. Awareness of Welfare Activities

Age	They are aware	They are not aware	Total
Below 25	10	26	36
25-30	13	14	27
31-35	8	12	20
36-50	4	13	17
Total	35	65	100

O	E	O-E	(O-E) ²
10	12.6	-2.6	6.76
26	24	2.6	6.76
13	9.45	55	12.60
14	17.55	-55	12.60
8	7	1	1
12	13	-1	1
4	5.95	-1.95	80
13	11.05	1.95	80
	$\Sigma = 100$		$\Sigma = 48.32$

INTERPRETATION

Since the calculated value (0.483) is less than the table value (5.991), the null hypothesis (H_0) is accepted. This means there is no significant relationship between the age of employees and their awareness of welfare activities. Therefore, awareness about employee welfare initiatives at Zest wings Informatics Pvt Ltd is likely spread evenly across different age groups.

IV.FINDINGS

- According to the reasoning it is erect that trimming benefits taxes are compensated by workers only.
- The miscellaneous border benefits vary in accordance with their grades & classification.
- Usually trimming benefits like loan are given non- payable & they are authorized in accordance with the payroll makeup of the agents for their development & prosperity.

- Employees are determined accompanying non-finances benefits commonly. (to instigate ruling class, by bestowing particular mark)
- Mostly employee's thinks that annulling of border benefits taxes in imminent estimate old age will benefit guest most.

V. CONCLUSION

The study decides that, the trimming benefits in “Zest wings Informatics Ltd, dialect” are well direct. This study emphasizes so many determinants that will help to design the inspiration & task delight between the trained workers. The association is bearing good prosperity endeavors and the labors are appeased accompanying their benefit blueprints determined for one administration. It is constructive for the tumor of the association to increase allure output. Labor prosperity knowledge gatherings and performance must complete activity rhythmically, this in proper sequence helps to correct the labor delight and the will guide physically the bettering of output. Fringe benefits are basic facts of labor prosperity therefore is very main to run the party favorably so the guest concede possibility trail the prosperity actions commonly to raise the labor

vindication in their occupied atmosphere.

VI. REFERENCES

- Artz, B. (2022). Fringe Benefits and Job Satisfaction: A Comprehensive Study Using NLSY Data. *Journal of Labor Economics*.
- Williams, M. (1995). *Fringe Benefits: An Organizational Perspective*. *Human Resource Management Journal*, 5(4), 1095–1102.
- Jensen, D., & McMullen, T. (2007). *Compensation: Theory, Evidence, and Strategic Implications*. Borderwork Press.
- Coetzee, L. (2003). *Peak Performance and Productivity: A Practical Guide for the Creation of a Motivating Climate*. Van Schaik Publishers.
- Milkovich, G. T., & Newman, J. M. (2005). *Compensation* (8th ed.). McGraw-Hill/Irwin.
- Kreitner, R., & Kinicki, A. (2007). *Organizational Behavior* (7th ed.). McGraw-Hill Education.
- Maslow, A. H. (1943). A Theory of Human Motivation. *Psychological Review*, 50(4), 370–396.
- Herzberg, F. (1966). *Work and the Nature of Man*. World Publishing Company.

- Blau, F. D., & Kahn, L. M. (2001). Understanding International Differences in the Gender Pay Gap. *Journal of Labor Economics*, 21(1), 106–144.
- Government of India. (2022). Union Budget 2022–2023: Abolition of Fringe Benefit Tax. Ministry of Finance. <https://www.finmin.nic.in>
- Income Tax Department. (2023). Fringe Benefits Tax – Overview and Recent Amendments. Central Board of Direct Taxes (CBDT). <https://www.incometaxindia.gov.in>
- Zest wings Informatics Pvt Ltd – Internal HR Policy Documents and Employee Welfare Reports (2023).
- HR Magazine. (2022). Fringe Benefits as a Strategic Tool in Employee Retention. Society for Human Resource Management (SHRM).