

## Facilities for MNC women employees to improve their performance

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### Abstract

The Multi National Companies (MNC's) are encouraging women employees to work in MNC's. To boost up or to encourage the women employees to work with full freedom and without any kind of distractions, the MNC's are introducing few additional facilities. This will help the women employees and in turn the company to grow. This paper discusses about the various additional facilities provided by MNC's, especially for women employees, to improve their work performance, without any stress and distractions.

**Keywords:** women employees, MNC's, facilities and work

### 1. Introduction

With the advent of Globalization, the Multi National Companies have provided good employment in India. During this era, more number of women employees have started working, as there were more job openings. Also, good facilities are being provided by MNC's to create good working environment to their employees. Apart from the important facilities, women employees, felt that, few more additional facilities should be provided, so that they can show better performance in their work place. This paper, discusses the those additional facilities provided by MNC's for improving the performance of women employees, in MNC's.

### 2. Recreational Activities

Most of the companies recognized the importance of recreation in bringing out the quality work from their employees, so they started introducing good many recreational activities for their employees, for better productivity. Some these are discussed below.

#### a. Gym

MNC's provide with good gymnasium room/hall for their employees. These rooms are equipped with all the related equipment which can be used by both by the men and women employees. Also, a trainer is also being provided who helps them to relieve the stress of their employees. Employees also use the gym facility regularly especially in the evening, who don't get time in the morning for their regular workouts. The workouts done by the women employees helps themselves to lose their extra calories help them to maintain their health fit and also activate their bodies to relieve their stress in tough deadlines.

#### b. Indoor Sports Hub

Indore sports hub includes the room/hall where the indoor games can be played by the employees. These facilities are especially used by the women employees. They play the games such as caroms, table tennis, chess etc. These activities

help to relieve themselves from their stress and also help them to have good bonding with their employees, which helps them to have good cooperative environment when team work is involved.

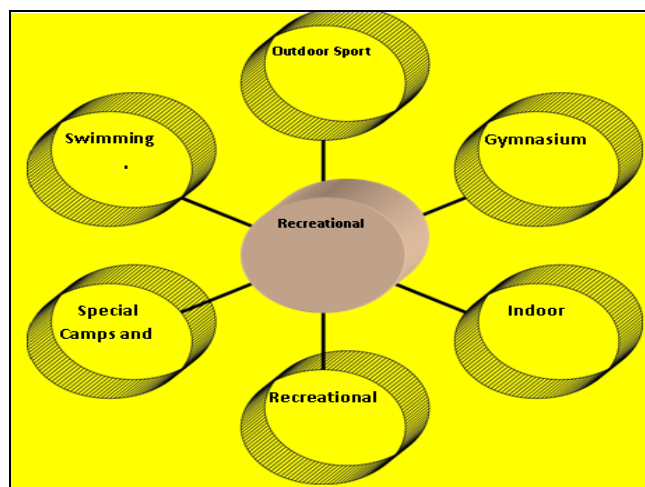


Fig 1: Recreational activity chart

#### c. Outdoor sport activities

The outdoor sports activities include the games such as cricket, tennis, volleyball, foot ball, basket ball etc. The women employees use only certain facilities such as playing the volley ball, lawn tennis etc. When compared to the Indoor sports activities, the usage of outdoor activities by women employees is generally less.

#### d. Recreational Clubs

The recreational clubs include the rooms/halls where the employees form themselves in to various dance teams, music teams, mimicry teams etc. The rooms are equipped with the good digital sound systems, various musical instruments etc., where the employees use them for their practices. The practices done here will be used by the employees to give the

best performances in their company annual/semi annual/quarterly functions.

#### **e. Special Camps and Outings**

The employees plan themselves to go out to local places such as resorts, outdoor clubs etc, where all the employees participate in various competitions organized by their employees. These kind of programs are funded by the organization itself and prizes/gifts are also are given. Women employees generally take active part in organization and participation. Food and non-alcoholic drinks are provided throughout the day.

#### **f. Swimming Pool**

Some of the MNC's also provide with swimming pool. These pools are used by the employees especially in the summer. These facilities are used especially by the employees if they are staying in the organization for more than one day to complete their work and to meet the deadlines. However, the women employees rarely use these pools.

### **3. Creche for Children**

The creche for children are generally a boon to the MNC married women employees the creche are usually well maintained hygienically.

#### **1. Need for Creche**

The women employees put their children in these crèches when they come for work. They also bring a bag containing food items, milk bottle, towels, diapers, medicines etc. these would be at least a minimum of these to four caretakers (depending on number of children) who take care of these children. The caretakers provide the food given by the respective mothers, to their children. The women employees/mothers visit to these crèches at least once in a day to meet their children and feel satisfied that their children are well taken care. If any children in effected with fever, cold, severe cough etc. the caretaker will not permit to keep the children in these crèches. This helps them to protect from spreading to other children.

#### **2. Facilities in Creches**

The Sleeping beds, toy sets are also provided for the children in the crèches. The children are also provided with various audio visual equipment's for singing and dancing. Every year on 14 November i.e. on children's day various competitions such as singing, dancing, sports dress competition etc. are conducted and prizes won given to these children.

#### **3. Maintenance of Creches**

The crèches are generally founded by the respective MNC'S. Once the women employee/mothers see their children whenever they get time playing happily, dancing, singing etc. the women employees feed happy and continue to do more productive work. The children generally kept in the crèches

are below five years. In few cases if the women employees do not get food or medicine to their children the caretakers of the crèches provide these things to their children. Some women employees/mothers keep their children in these crèches daily whenever they come to work and some prefer to keep their children once in a while. This kind of facility i.e. crèches for employees children is a real boost to the working mothers to work at these MNC's efficiently.

### **4. Accommodation**

MNC's provide accommodation/relaxation rooms especially for their employees who stay more than one day.

#### **1. Significance of Accommodation**

The accommodation which includes relaxation rooms are generally must for their employees who generally work without going to their home. Since some of the MNC's employees interact with their client during night time. This facility is limited and especially utilized whenever there are short deadlines. But very rarely the MNC women employees use these facilities as they prefer to go to their home.

#### **2. Facilities Provided**

The general facilities provided in the MNC accommodation include bed, television, telephone, laptop table good lighting, attached rest room etc. A good security is also being provided. Sometimes food is also provided to their rooms on request.

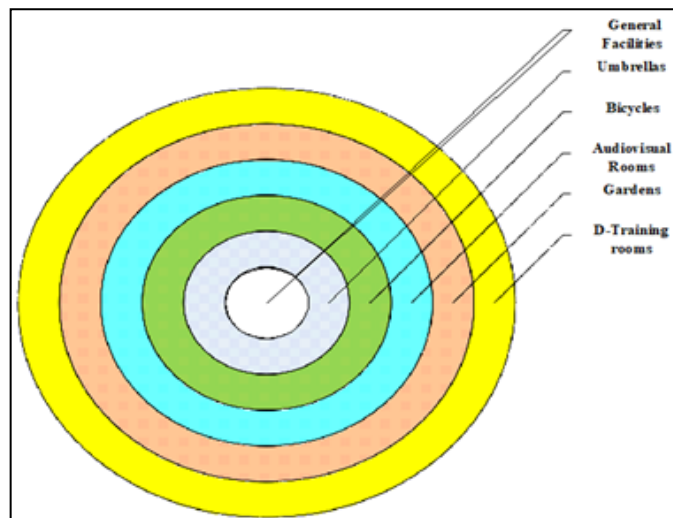
#### **3. Maintenance**

The accommodation facility is generally provided by company housekeeping employees, they generally keep rooms clean and hygienic. These rooms are regularly checked to detect any kind of faculty and take necessary actions immediately.

#### **4. General Facilities**

These are some general facilities provided in most of the MNC's, such as umbrellas, bicycles etc. the women employees use the umbrellas during rainy and summer season very frequently, to protect themselves from rain and sun. The umbrellas used whenever they move from one building to another building. These umbrellas are kept at umbrella stands which are at the entrance of all the buildings of the organization. If the distance between the buildings is very large the bicycles kept at bicycle's stand are used to move from one building to another building also these bicycles are used by the women employees during breaks to keep their health fit and enjoy the nature.

Beautiful gardens are well maintained with beautiful flower grass etc. the women employees whenever they feel stress out they come and sit in these gardens and refresh themselves. These gardens are used mostly using the summer seasons. Women employees generally enjoy this kind of facility provide by their respective MNC's. Apart from these facilities special smoking Jones are also being provided.



**Fig 2:** Additional facilities available for women at MNC'S

The audio/video facility is also provided in the MNC. In some cases such as cricket world cup matches, during elections, during disasters etc. The employees watch the television provided in the audio visual rooms. Some MNC's also provide their employees with self-defensive/martial arts training in their campus. Most of the MNC's

have adopted the practice after the Delhi's Nirbhaya case, increased number of women abused cases etc. Sometimes the trainers are also women employees to how to protect themselves.

Women employees themselves form in various social groups to help the society. They also visit the nearby old age homes. Orphans homes etc. and interact with them and provide food. This way the employees feel too good and are touch with the society. This in turn again refreshes them and helps them to be more productive. This kind of activity is generally planned at least once in a month. Every year on March 8<sup>th</sup> the MNC's organize women's day celebrations for their employees. These celebrations include conduct of various competitions, invited popular talks, women awareness schemes/initiatives by govt. for activities etc. During these celebrations when they attend the popular talk given by the top executive women employees the other women employees feel encouraged and tried to give their best even in difficulties.

Newspapers, magazines etc. are also provided to be used by the employees, pick up and drop shuttle facilities is also provided especially to the women employees. MNC's also prefer women shuttle drivers especially when the women employees are being travelled. Latest state of art equipment such as global positioning systems etc. is also being installed to keep track of this shuttle regularly. In case more employees are travelling in the shuttle a good armed security person is also provided. This facility is generally provided free of cost to all the women employees. The MNC's provide the shuttles 24/7.

## 6. Conclusions

The facilities provided by MNC's by their women employees are encouraging women of various groups to work at different executive cadres. Some facilities such as Indore sports hubs,

maternity leaves, self-defensive training, children crèches, pick and drop facilities are encouraging more number of women to work in these MNC's. As MNC's feel that more and more innovative comfortable facilities are needed to be provided especially to their women employees so that they can get maximum productivity.

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