

Family Friendly Welfare and Organizational Performance and Their Relationship

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Abstract: This paper aims to explore the influence of family-friendly welfare on organizational performance and the relationship between them. Through the analysis of relevant literature and empirical research, it is found that family-friendly welfare can improve employees' job satisfaction, reduce employee turnover rate, increase employees' job engagement and performance, and then have a positive impact on organizational performance. At the same time, it is also found that the improvement of organizational performance can promote the implementation and continuous improvement of family-friendly welfare. Therefore, there is a positive interaction and relationship between family-friendly welfare and organizational performance. Future research can further explore the influence mechanism of different types of family-friendly benefits on organizational performance, and with the help of cross-cultural comparative research, deeply understand the relationship between family-friendly benefits and organizational performance in different cultural backgrounds. It is hoped that this research can provide beneficial enlightenment and suggestions for organizational managers, promote the work-life balance of employees and improve organizational performance.

Keywords: family-friendly welfare; Organizational performance; relationship

In today's society, family-friendly welfare policies are increasingly concerned by enterprises and governments. With the rapid development of China's economy and society, the change of family structure and the transformation of labor market, family-friendly welfare policy is of great significance to improve organizational performance. In recent years, scholars at home and abroad have conducted in-depth research on the relationship between family-friendly welfare policies and organizational performance. The results show that family-friendly welfare policies have a positive impact on organizational performance. However, the empirical research on the relationship between family-friendly welfare policies and organizational performance is still in its infancy in China, and there is a lack of research results aimed at China's national conditions.

1 The Concept and Characteristics of Family-friendly Welfare

Family-friendly welfare refers to a series of welfare benefits implemented by enterprises to meet the family needs of employees. These policies are aimed at alleviating the conflict between work and family, improving employees' job satisfaction, and thus improving organizational performance. Family-friendly welfare policies include various measures, such as flexible working hours,

parent-child care services and family assistance programs.

Family friendly welfare has many contents and forms, mainly including the following types: allowing employees to independently arrange working hours and rest time within a certain range to meet the needs of families. Providing services such as child custody and delivery for employees to reduce the burden on employees' families; Providing family life support for employees, such as housing, medical care, education, etc. Protecting the family rights and interests of female employees during childbirth and improving the enthusiasm of male employees to participate in family life. Providing support and assistance to employees who suffer from domestic violence to ensure the family safety of employees; Providing consulting services on mental health, interpersonal relationship and family relationship for employees.

2 The Concept and Evaluation Index of Organizational Performance

Organizational performance refers to the performance level demonstrated by the organization in the process of achieving its strategic goals and development. It reflects the performance of the organization in finance, customer satisfaction, employee satisfaction and other aspects. The constituent factors of organizational performance can be considered from the following aspects:

Table 1 the Index and Methodtable of Organizational Performance Evaluation

Performance Field	Evaluating Indicator	Evaluation Methodology
Financial performance	Financial indicators such as operating income, profit and market value.	Analyze enterprise financial statements and calculate financial ratios (such as operating income growth rate, profit rate, return on assets, etc.)
Customer performance	Customer satisfaction, customer loyalty, market share, etc	Questionnaire survey, telephone call back, online evaluation, etc.; Evaluation of Customer Satisfaction Index (CSI)
Internal process performance	Production efficiency, quality control, innovation ability, etc.	Internal audit, process optimization projects, etc.; Evaluation of key process indicators

Learning and growth performance	Employee satisfaction, employee promotion rate, training investment, etc.	Employee satisfaction survey, training investment ratio, etc.; Evaluation of human resources development indicators
Social responsibility performance	Environmental protection, fair trade, community participation, etc.	Corporate Social Responsibility Index (CSI) evaluation; Evaluation of enterprise environmental protection, fair trade, community participation and other related indicators

3 The Impact of Family-Friendly Welfare on Organizational Performance

3.1 Improve Employee Job Satisfaction and Job Involvement.

Family-friendly welfare is helpful to meet the living needs of employees and improve their job satisfaction. The improvement of satisfaction makes employees more willing to devote themselves to their work, thus improving their work engagement. Studies show that there is a positive correlation between employees' job engagement and organizational performance. Therefore, improving employees' job satisfaction and job engagement is helpful to improve organizational performance.

3.2 Reduce Employee Turnover Rate and Reduce Recruitment Costs.

Family-friendly benefits, such as flexible working hours, parental leave, employee assistance plan, etc., are helpful to reduce the family pressure of employees and improve their loyalty to the organization. The improvement of loyalty means the decrease of employee turnover rate, thus reducing the recruitment cost of the organization. Studies shows that employee turnover rate is negatively correlated with organizational performance, and reducing turnover rate is helpful to improve organizational performance.

3.3 Increase Employee Performance and Work Efficiency

Family-friendly welfare helps employees to balance their work and family life and improve their quality of work and life. The improvement of the quality of work and life enables employees to concentrate on their work and improve their work efficiency. The research shows that there is a positive correlation between employee work efficiency and organizational performance, so improving employee work efficiency is helpful to improve organizational performance.



Figure 1 Key Performance Indicators Chart

4 The Impact of Organizational Performance on Family-Friendly Welfare

4.1 Performance-Oriented Family-Friendly Welfare System Design

Family-friendly welfare system design is to pay attention to employees' needs and formulate a series of welfare policies aimed at improving employees' job satisfaction, reducing turnover rate, improving employees' performance and work efficiency in the process of achieving performance goals. The design of performance-oriented family-friendly welfare system should consider the following aspects:

1. Flexible working hours: Arrange working hours reasonably according to employee needs and workload, and balance work and family life.
2. Policy of parental leave and caring for relatives: provide employees with reasonable parental leave and caring for relatives to reduce the family burden.
3. Employee assistance plan: provide psychological counseling, family counseling and other services to help employees solve family problems and improve work efficiency.
4. Health benefits: Pay attention to the physical and mental health of employees and provide health insurance, physical examination, fitness facilities and other benefits.
5. Training and development opportunities: provide professional training and personal development opportunities for employees to improve their overall quality.

4.2 Performance Improvement Support and Improvement for Family Friendly Welfare

The improvement of organizational performance is helpful to provide better support and improvement for family-friendly welfare. Performance improvement is manifested in the following aspects:

- (1) Improve employee satisfaction: Performance improvement means employees' satisfaction with the working environment, salary and promotion opportunities, thus enhancing employees' sense of identity and participation in family-friendly welfare.
- (2) Reduce the turnover rate: Performance improvement will help to reduce the turnover rate of employees, reduce recruitment costs and training costs, and provide a stable employee base for the continuous improvement of family-friendly benefits.
- (3) Improve work efficiency: Performance improvement means that employees can better balance work and family at work and improve work efficiency, thus creating more favorable conditions for the implementation of family-friendly welfare.
- (4) Promote the integration of organizational culture and family-friendly welfare: Performance improvement helps to strengthen organizational culture, make the concept of family-friendly welfare deeply rooted in people's hearts, and promote the integration of organizational culture and family-friendly welfare.
- (5) Increase the organization's investment in family-friendly welfare: With the improvement of performance, the organization

has more resources and capabilities to invest in family-friendly welfare, and further optimize and improve welfare policies.

5 The Relationship Between Family-Friendly Welfare and organizational performance

5.1 Positive Interaction Mechanism

There is a positive interaction mechanism between family-friendly welfare and organizational performance. Family-friendly welfare is helpful to meet the living needs of employees and improve their job satisfaction. The improvement of satisfaction makes employees more willing to devote themselves to their work, thus improving their work engagement. The research shows that there is a positive correlation between employees' job engagement and organizational performance. Family-friendly benefits such as flexible working hours, parental leave and employee assistance plan are helpful to reduce employees' family pressure and improve employees' loyalty to the organization. The improvement of loyalty means the decrease of employee turnover rate, thus reducing the recruitment cost of the organization.

5.2 Research on Mediation and Regulation Effects

The relationship between family-friendly welfare and organizational performance may be influenced by some mediating and moderating variables. Employee satisfaction may play an intermediary role between family-friendly welfare and organizational performance. That is, family-friendly welfare affects

organizational performance by improving employee satisfaction. Organizational culture may play a moderating role between family-friendly welfare and organizational performance. Organizational culture with the concept of family-friendly welfare is helpful to strengthen the positive relationship between family-friendly welfare and organizational performance. Leadership style may play a mediating role between family-friendly welfare and organizational performance. Leadership style that pays attention to employees' needs is helpful to strengthen the positive relationship between family-friendly welfare and organizational performance.

6 Conclusion

To sum up, there is a close positive relationship between family-friendly welfare and organizational performance. In order to better promote family-friendly welfare and organizational performance, organizations should pay attention to employee needs in the process of policy formulation and implementation, and adjust and optimize welfare policies according to actual conditions. At the same time, organizations should attach importance to the relationship between family-friendly welfare policies and other variables (such as employee satisfaction, organizational culture, leadership style and organizational support) in order to realize the coordinated development of family-friendly welfare policies and organizational performance.

References

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