

EXPLORATORY STUDY ON LABOUR WELFARE SYSTEM WITH SPECIAL REFERENCE TO SATNA CEMENT INDUSTRIES

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ABSTRACT

The present study is undertaken to know the satisfaction levels of employee about labour welfare measures with special reference to Satna cement industries. the main purpose is analysis, satisfaction level among labour for the purpose of study convenience random sampling method is adopted, to carry out the study by the researcher out 100 employees 52 are selected covering all the department, a questionnaire is used for present study to know the opinions of the employees are satisfied with all the welfare measures provided by the organization

Key Words: *Satisfaction Levels, Welfare Measures, Standard of Labour,*

I. INTRODUCTION EMPLOYEE WELFARE

Employee or labour welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employers.

The welfare amenities are extended in additional to normal wages and other economics rewards available to employees as per the legal provision

Welfare measures may also be provided by the government , trade – union and non government agencies in additional to the employers

The basic purpose of employee welfare is to enrich the employee and keep them happy contented. Welfare measures may be both statutory and voluntary . labour laws require the employers to extend certain benefits in additional to wages . voluntary benefits are the result of employers generosity enlightenment and philanthropic feeling.

The concept of labour welfare is flexible and elastic and differs widely with times, region to region , industry , country social value and customs , degree of industrialization are general socio – economic development of people.

In the satna cement ltd (cement division) , to know the satisfaction levels of employees lfare about labour welfare measures . provided by the organization on the basis of responses of sample respondent

Satna cement limited (cement division) is always a head in improving the working and living conditions of its employee and living conditions of its employees and it has done lot in respect of providing welfare measures for its employees in the area of education , transport ,medical , sport , recreational facilities etc.

II. SURVEY OF LITERATURE

According to author James Todd:-

“Labour welfare means anything done for the comfort and improvement intellectual and social of the Labours over and above the wages paid which is not a necessity of the industry”.

According to industrial Labour organisation (ILO)

“ Labour welfare may be understood and including such service facilities and amenities which may be established in vicinity of undertaking to perform their work in healthy and congenial environment and to avail of facilities which improve their health and bring high morale”

III. HOW AND WHY COMPANIES CAME TO BE INVOLVED IN WELFARE PROVISION

There are two types of corporate involvement in welfare provision, namely, bearing statutory welfare cost (the employers share of social insurance premiums required under law) and non statutory welfare cost (fringe benefits of Labours). We have examined how and why companies came to be involved in welfare provisions on both statutory and non – statutory bases, tracing the development in several industrialized countries from the end of the 19 th century to the early 20 th century . Also from the viewpoint of international comparison, we have examined how the existing system of these countries differ from each other and discuss the characteristic unique to each country here I would like to summarize the implication that we have derived from this study.

Firstly, as many countries underwent rapid industrialization subsequent to the industrialization subsequent to the industrial revolution, some capitalists – those financing major companies – demonstrated enthusiasm for improving welfare for Labours based on paternalism. From this,, we can see that the idea that companies should part in welfare provision was already taking roots in some in corners of the society at that time. And this provided the foundation upon which a statutory system for corporate involvement in welfare was developed in later years.

Secondly, the advancement of industrialization imposed harsh Labour conditions on workers. and this led to enlightenment of workers concerning their right , the formation of Labour union and the rise of socialist ideas , thereby intensifying a capital Labour confrontation over the improvement of worker right . in response to the demand of worker , companies generally demonstrated some sympathy and agreed to improve welfare for Labours, through to differing extents depending on country , industry and the size of the each company .

Thirdly , companies work on welfare for a variety of reasons . one motivation is associated with Labour management needs based on the ideas that improved welfare will help enhance for Labour morale. Another is passive in nature, with companies reluctantly agreeing to make there share of welfare contributions as required by law.

Fourthly, the former of the two motivation cited above is a valid interpretation of non statutory welfare linked to the development of welfare capitalism. Meanwhile, the latter motavation which is based on the ideas advocated in the bevridge report on welfare state (“social insurance and allied services ‘), explain why statutory welfare contributions by companies have become widespread.

Fifth it should be noted that non statutory welfare and statutory welfare are targeted at different group of labors. Non statutory welfare offered by a company provides benefits to the Labour of the company, in the company; in contrast, beneficiaries under statutory welfare are anonymous Labour or the general public of a country although individual companies make financial contribution to such a program. from the point of view of companies, contributions to non statutory welfare are useful for the purpose of Labour management whereas statutory welfare cost are generally regarded as a burden which companies bear with reluctance, yet in the even case of statutory welfare companies may find positive incentives to make contributions so long as they recognize their responsibility, as member of society, to actively contribute to public policy. Underlying this idea is the perceptions that private enterprises are a public property.

Sixthly, non statutory welfare is dependent upon the capacity of individual companies to pay and the level of benefits differs widely from one Labour to another. it is well known than in japan , as well in the united states , there are substantial gaps in the level of Labour benefits provided by companies depending on the scale of each company . in this respect, it could be considered desirable to rely more on statutory welfare than one non statutory welfare so as to reduce such disparities . or even greater equality of welfare service funded by tax revenue could be called for, where by all the labors – regardless of their profession or affiliation – would be entitled to uniform welfare services.

IV. OBJECTIVE OF THE STUDY

- To offer suggestion to improve the standard of labour welfare measures in the organization.
- To analyze the level of satisfaction from intramural activities among the employees.
- To analyse the awareness of employee welfare among the respondent with respect to gender.
- To analyze the level of satisfaction from extramural activities among the employees.

V. RESEARCH METHODOLOGY

Further this research was of descriptive type. The problem this research was the employee were not disclosing their problem with frontally and non – operating in nature. The data both primary and secondary data, the source was 100 employee

- Research design :-
- We collected the data on the topic of the employee welfare by the primary and secondary data.

Primary – data

By questionnaire

By interview

Secondary – data

By net

By previous questionnaires data

By book

Sample – size:-

100 employees

VI. INTERPRETATION

1. Working conditions in the organization like cleanliness of office, toilets and employees comforts are given importance in your company.

Interpretation:-

52% employees feel very good to working condition in the organization like cleanliness of office; toilets and employee's comfort are given importance in your company.

40% employees feel not enough good to working conditions.

6% employees feel little true.

2% employees not all the true.

2. A part from competent salaries benefits like housing, loan and facilities need, requirement & expectations are also provide to the employee in the regular basis

Interpretation:-

44% employee is not a good satisfied, apart from salaries like other requirement facilities. But 24% employees feel enough good this facilities like housing, loans & facilities need, requirement & expectation are also provide to the employee in the regular basis. And 16% a good deal true

3. Welfare facilities provided to the employees of the organization are better/ comparable with those provided by other company.

Interpretation:-

68% employees feel good deals true to welfare facilities provided to the employees of the organization are better / comparable with those provided by the other company. But 12% employees feel a little true & highly satisfied this.

4. The organization provides social and recreational activities and also social security schemes are functioning effectively in the organization.

Interpretation:-

47% employees feel that the organization provides social and recreational activities and also social security schemes are functioning effectively in the organization are good but 33% feel that are very much true.

5. Employees of the organization have a very good international relationship with collogue and peer & subordinates.

Interpretation:-

35% employees of the organization have a very good interpersonal relationship with collogue and peer & subordinate. But 42% employees have good relationship

6. Hardworking and excellent performance are recognized and appreciate with rewards & recognition system exist in the organization and fair / known to the employees.

Interpretation

50% employees believe that appreciate & reward their performance with a good deal true but 25% feel, this is very much true

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7. Sufficient signs displayed for safe management of workplace transport , fire safety

Welfare, first aid arrangement and clean condition, adequately ventilated and lit facilities. (Yes /no/ not always)

Interpretation:-

90 sufficient signs displayed for safe management of workplace transport, fire safety, welfare, first aid arrangement and clean condition, adequately ventilated and lit facilities. But 10% say this is not always

8. Are you getting proper employee welfare package.

Interpretation:

45% employees say that they are getting proper welfare package but 35% say that they are not getting always.

9. Are you satisfied with canteen facilities? (under the 100 marks)

Interpretation:-

14% in the range of 70- 100 employees satisfied with canteen facilities

10. How much are you satisfied with your pay perk, getting each year? (under the 100 marks)

Interpretation:-

48% in the range of 50 – 75 employees believe that they are satisfied (lump sum) their pay perk but 28% is highly satisfied.

11. How much you will rank to the satna cement HRD compare with other company at the par

Interpretation:-

42% employees gave the at par rank to the Birla HRD AND 31% gave excellent.

12. Are you giving any fruitful suggestion in the conducted in the company

Interpretation:-

70% employees give suggestion to the company which is fruitfully for company but 30% don't give any suggestion.

13. Are you a member of any quality circle team

Interpretation:-

62% employees are the members of the quality team but 38% employees are not members of the quality circle team.

14. Are you satisfied with your employments

Interpretation:-

78% employees are satisfied their present employment but 22% employees are not satisfied their present employment.

15. Are you contributing the 6-zero in the organization by the president.

Interpretation:-

90% employees are aware in about the 6- zero but 10% employees are not aware in about the 6- zero.

Chi-square test:-

1. To analyze the level of satisfaction from intramural activities among the employees.

Interpretation:-

From the above tabulated value 24.966 when compare to the calculated value 34.216 is higher than table value. The result of intramural welfare support to the alternative hypothesis, there is no significant the level of satisfaction from intramural activities among the employees.

2. To analyze the awareness of employee welfare among the respondent w.r.t gender.

Interpretation:-

From the above tabulated value 3.841 when compare to the calculated value 17.03 is higher than table value. The result of welfare support to the alternative hypothesis. There is no significant the level of satisfaction the awareness of employee welfare among the respondent w.r.t gender

3. To analyze the level of satisfaction from extra mural activities among the employee.

Interpretation:-

From the above tabulated value 24.966 when compare to the calculated value 20.59 is less than table value 21.026. The result of extramural welfare support to the null hypothesis.

VII. FINDING

*52% employees feel very good to working condition in the organization like cleanliness of office, toilets and employees' comforts are given importance in your company. But 40% employees feel not enough good to working condition.

*44% employees are not satisfied, apart from salaries like other requirement facilities. but 24% employees feel enough good this facilities like housing , loans & facilities need, requirement & expectation are also provide to the employee in the regular basis .

*68% employees satisfied with welfare facilities provided to the employees of the organization are better / comparable with those provided by other company.

*47% employees feel that the organization provides social and recreation activities and also social security schemes are functioning effectively in the organization.

*35% employees of the organization have a very good interpersonal relationship with collogue and peer & subordinate. But 42% employees have good relationship.

*50% employees believe that appreciate & reward their performance with a good deal true. But 25% feel, this is very much true.

*90% employees satisfied with safe management of workplace transport, fire safety, welfare, first aid arrangement and clean condition, adequately ventilated and lit facilities.

*45% employees are getting proper welfare package but 23% say that they are not getting always.

*48% in the range of 50- 75 employees believe that they are satisfied (lump sum) their pay 'perk but 28% is highly satisfied.

*70% employees give suggestion to the company which is fruitfully for company.

*62% employees are the members of the quality circle team.

* 78% employees are satisfied their present employment but 22% employees are not satisfied their present employment.

* 90% employees are aware in about the 6- zero but 10% employees are not aware in about the 6- zero.

VIII. SUGGESTION

- To make some welfare policy and appreciate each and individual.
- Lawn facilities should be provided for vehicle & house to all employees not only top executives.
- To increase cultural programmers and outdoor game tournament.
- Recreational and educational counseling should be more.
- A good modern school for employee 'kids and also children.
- Must increase training for the down live staff for improvement in work/ skill acknowledgement.
- To develop the internal training faculties for the employees.
- Health & safety awareness programmers also should be conducted on the regular basis.
- Management development programmers' should be arranged for developing the skill & capabilities for the managerial person with in the organization.
- Welfare activities for employees should be more effective because it reduces the tension of the employees & productivity may be increased of the human resources.
- Clean canteen and some light food should be necessary in canteen.
- More welfare officers should be appointed for better arrangement of welfare activities with organization.

IX. LIMITATION

- Thought the research was administered with dedication but there may be some error that is practically unavoidable.
- The sample size was small as compared to whole population so some error might be possible.
- There was not providing sufficient data.
- Report completed within limited time.
- Confidential data 'are are not shown.

Due to very hot climate, sometime I was not able to attend the training.

XI. RECOMMENDATION

- All the shop floors should be neat and clean.
- Company should appoint the labour as per his/ her qualification so that they can work smoothly.
- In every canteen there should be adequate quantity of fly killer sprays, ac's, fans, lights.
- On every shop floor the conditions of water cooler is not satisfactory so they should be maintained properly.
- Every month the representative should visit the shop floor so that labour can share their problem without hesitation, which results no complaint and no demand .
- In every department of plant there should be sufficient and separate space for bikes and cars.
- Work life balance should be given more attention.

XII. CONCLUSION

To conclude the general study of personal department and functioning of Satna cement factory, we have proude to say that it is one of the renounced cement plant in the Vindhya region and has same special features which are not seen in other cement plant in the region like welfare activities club, facilities, mess facility, training promotion etc

With the study of the view of employee and management. I come to the conclusion that the importance of employees' welfare is very high because it control the life of employees, the spirit of the knowledge working on their respective jobs, especially in my opinion a lot of importance has been given to the employee welfare, health & safety & social security.

Satna cement works adopt that provision, which have been explained in factories act, 1948.

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