

Employee Welfare Measures In Cement Industries in Maharashtra

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Abstract - Employees play an important role in the industrial development of a nation. Employee welfare refers to amenities, services, & facilities provided to the employees by employer which improve their productivity, working conditions & their standards of living. Employee welfare is a service provided by entrepreneurs to protect not only the employees, but also their family members through financial security, including health care. The personnel management really concern with the management of the people at work & is an art of getting work done by the people. Therefore, it is very necessary to seek the co-operation of the employees in order to increase the production and to earn higher profits. The Co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. Therefore, the main objective of this research paper was to inquire into the employee welfare measures provided to employees in the major cement industries in Maharashtra.

Keywords: Amenities, financial security, health care, productivity, welfare, working conditions.



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I. INTRODUCTION

Developments in the field of Management increased the scope of Personnel Management to larger extent. The attitude & behavior of Management and Employees towards each other has changed drastically. Employee Welfare is crucial factor of Industrial relations and has acquired a value added importance. Employee welfare measures are a comprehensive term including various services, facilities and amenities provided to employees for their better living. The basic purpose of employee welfare measures is to develop a sense of belongingness. Employee welfare is an integral part of social welfare which mainly involves adjustment of an employee's work life and family life.

Company profile:

- Larsen & Toubro cement India Limited is located in Nanda village of district Chandrapur in Maharashtra establish in the year 1983 with more than 700 employees producing cement with a brand name "Ultratech".

- Ambuja cement india limited is the second largest cement manufacturing company in this region established in the year 1987 with more than 600 employees.
- Associated Cement Company is the third largest cement manufacturing company established in the year 1986 with more than 500 employees.

II. LITERATURE REVIEW

Welfare measures comprises of both positive and negative impact on productivity of employee in the organization. The internal welfare facilities or measures directly influence employee productivity. If the employee satisfies with the welfare measures provided by the organization then it will help in improving their productivity. The conversations with the employees on welfare measures employees were very much satisfied with the internal welfare facilities provided in improving their productivity to make the organization to reach its goal in the market. Further it was advocate that female employees are less

satisfied with the recreational facilities when compared with male employees (Ayesha, 2017)¹.

Employees are satisfied with various facilities like festival advances, medical, lighting, sitting and drinking water. It is observed that the welfare measures reduce the labor absenteeism and increase the efficiency of the employees. Also, they are directly related with productivity and to achieve it the companies provide many welfare packages to employees for increasing the efficiency and productivity. Fair wages to be provided based on the contribution of employees to the firm with job security, safe health working environment which increases the productivity and minimize the cost (Chandrasekaran P. & Ganeshprabhu P., 2020)³.

Employees are considered as major resources of all organizations including service as well as manufacturing industries. So in the present day of business world, the companies are giving more benefits to their employees and maintaining good standard measures to make them satisfy in the organization. Satisfactory welfare measure is provided by the private organization and how the employees are satisfied with the company accommodation given to the employees which plays a very important role in the employee satisfaction and their life in the organization. The strength of any organization depends entirely on effective and efficient working of all the employees. The management should take special care to frame certain policies procedures to improve the welfare and safety measures of the organization. Further he advocates that management should give importance for welfare measure equal to their objectives. Employee welfare is one of the main tools for achieving goals for the company. So the company should provide maximum facilities which should be beneficial to the employee (Jayanthi S. & Ilangovan k., 2019)⁴.

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. 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 (Lalitha & Priyanka, 2014)⁶.

Cement units are providing various facilities to the employees as per the rules and regulation of state and Indian Government. The management required to provide

good facilities for both permanent and temporary employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favorable effects of profitability and products of the organization. Facilities for women should develop in form of maternity, crèche benefits. The researchers suggests to the company to check the machinery condition and make service at a periodical time to control the air pollution by planting trees around the industry and nearby villages or areas so that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals (Manasa & Naik, 2016)⁸.

The fundamental propose of labor welfare is to enrich the life of employees and to remain them joyful and conducted that helps to development of organization. Welfare services include providing various facilities to the employees and also follow the rules and regulation of Government. The management required to provide good facilities to all workers in such way that workers become satisfied about labor welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favorable effects of profitability and products of the organization (Shrinivas, 2013)¹⁵.

Statement of the problem:

Human resources are the important resources of any organization. Hence it is the important duty of every management to look after the welfare measures provided to them. If the employees are satisfied with the welfare measures, the production will increase. Today workers are an essential elements contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labor welfare measures would be apparent. In totality cement industry employed a large number of employee's altogether and the employer is totally responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

Objectives of the Study:

The objective of the study is to examine the employee working facilities and safety measures undertaken at cement industries in Maharashtra & as well to study the employee satisfaction levels towards welfare facilities provided by the firm.

- To study the opinion about the various welfare measures provided to employees.

- To study the employees opinion about awareness of safety measures in the organization.
- To study the effectiveness of welfare facilities among employees.
- To study the impact of adequate welfare measures on productivity.

Scope of the study:

The research study is carried out in Cement Plants namely Ultratech, Ambuja & ACC in Chandrapur District. Most of the Cement Plant administered various welfare measures for the workers working in the cement industries. The study has been conducted to analyze the various factors, which influence the employees’ preference towards the welfare measures applied in Cement industries. This study analyses certain parameters like cleanliness, removal of dust and wastage, adequate lighting, drinking water and food, rest-rooms, medical facilities, toilet facilities, sufficient first aid boxes, safety & security instruments like mask, shoes, helmet etc. This will be helpful to know about the various levels of welfare schemes and the organization’s benefits extended to the employees & to know whether these amenities will help in improving productivity.

Hypotheses:

H01: There is no significant difference between satisfaction regarding welfare measures & productivity.

H11: There is significant difference between satisfaction regarding welfare measures & productivity.

Limitation of the study:

- Sample Size has been restricted to 300 employees overall due to time constraints.
- The study is confined only to respondents working in cement industries in Chandrapur district of Maharashtra.
- The study relies more heavily on primary as well as on secondary data.
- The details furnished by the respondents are considered as true & the study results are based on this assumption.

- The result arises from the research may or may not be applicable to other parts of the state or country.
- The time period for the study is only two months i.e. 60 working days (Jan., Feb., Mar. 2020).

III. RESEARCH METHODOLOGY

Data Source:

Primary Data -

In order to obtain reliable & authentic information from the respondents, attempt has been made to obtain primary data. For this purpose a detailed questionnaire was administered. The questionnaire contained various aspects of welfare measures & how it is administered for the better welfare of the worker. Personal interviews and observations were also conducted for better accuracy. For this propose simple random sampling method is used. To make study more practical & authentic in nature, primary data were collected through structured questionnaire and personal interviews of 300 respondents in Cement industries.

Secondary Data -

Secondary data were collected from related research works, published books & journals, reports of cement industries, government records, news papers, business magazines and websites.

Sample technique -

The research was carried out in cement industries in Chandrapur district of Maharashtra state. For the research study purpose convenient sampling method was used to select the sample (CSM).

Sample size -

For the study purpose workers working in Ultratech, Ambuja & ACC cement plant were selected for research. The data were collected from 300 respondents with the help of questionnaire. 100 respondents from each cement company were selected for research study purpose.

Tools used for analysis -

Basic Statistical Technique such as Percentage, Standard Deviation, Rank Order Method (Henry Garret Ranking Method) is used for analysis of data.

IV. RESULT & FINDINGS :(WELFARE MEASURES)

Table No. 1. Life & health care of workers & their family:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	43	13	16	9	3	4	4	3	3	2	100	81	A
	Ambuja (100)	62	38	35	16	13	12	4	3	6	3	4	4	100	76	
	Acc (100)	67	33	41	14	15	9	3	2	3	5	5	3	100	79	
Total		198	102	120	44	45	32	10	8	13	11	10	7	300		

(Source: Field survey (M- Male, F- Female, SA-Strongly agree, A- Agree, N-Neutral, D- Disagree, SD- Strongly disagree,)) (%) drawn on the basis of strongly agree & agree)

Life & health care of workers & their family is the important facet of welfare measures aspect. From the above data it was observed that almost 79% of the employees were of the opinion that due care must be taken by the employer regarding life and health care of their worker and family for better productivity. It was highly noticed that 21% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 2. Housing, recreation & culture:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	40	11	14	8	5	4	5	4	5	4	100	73	A
	Ambuja (100)	62	38	29	12	11	9	8	6	8	5	6	6	100	61	
	Acc (100)	67	33	34	10	12	7	6	5	8	6	7	5	100	63	
Total		198	102	103	33	37	24	19	15	21	15	18	15	300		

(Source: Primary Data)

Housing recreation & culture is the important facet of welfare aspect if provided adequately definitely leads to better productivity at work. From the above data it was noticed that almost 66 % of the employees were of the opinion that due care must be taken by the employer regarding housing recreation & culture for better productivity. It was highly noticed that 44% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 3. Cleanliness, removal of dust and wastage:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	43	14	12	6	6	3	4	5	4	3	100	75	A
	Ambuja (100)	62	38	31	13	14	10	5	6	5	4	7	5	100	68	
	Acc (100)	67	33	39	15	11	9	5	2	7	4	5	3	100	74	
Total		198	102	113	42	37	25	16	11	16	13	16	11	300		

(Source: Primary Data)

Cleanliness, removal of dust and wastage is the important facet of welfare aspect which create direct impact on health & hygiene of the employee. From the above data it was noticed that almost 72 % of the employees were of the opinion that due care must be taken by the employer regarding cleanliness, removal of dust and wastage for better productivity. It was highly noticed that 44% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 4. Adequate lighting, drinking water, toilet & Washing facilities:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	39	15	18	9	5	2	3	3	4	2	100	81	A
	Ambuja (100)	62	38	34	13	15	13	4	4	5	3	4	5	100	75	
	Acc (100)	67	33	41	14	15	9	3	2	3	5	5	3	100	79	
Total		198	102	114	42	48	31	12	8	11	11	13	10	300		

(Source: Primary Data)

Lighting, drinking water, toilet & Washing facilities are the important aspect of welfare which create direct impact on health & hygiene of the employee. From the above data it was noticed that almost 78 % of the employees were of the opinion that due care must be taken by the employer regarding Lighting, drinking water, toilet & Washing facilities for better

productivity. It was highly noticed that 22% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 5. Food, rest-rooms, Crèches, child welfare:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	43	13	16	9	3	4	4	3	3	2	100	81	A
	Ambuja (100)	62	38	29	12	11	9	8	6	8	5	6	6	100	61	
	Acc (100)	67	33	39	15	11	9	5	2	7	4	5	3	100	74	
Total		198	102	111	40	38	27	16	12	19	12	14	11	300		

(Source: Primary Data)

Food, rest-rooms, Crèches, child welfare facilities are the important aspect of welfare which create direct impact on productivity of the employee. From the above data it was noticed that almost 72 % of the employees were of the opinion that due care must be taken by the employer regarding Food, rest-rooms, Crèches, child welfare facilities for better productivity. It was highly noticed that as high as 28% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 6. Adequate medical facilities, first aid appliances, maternity protection:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	40	11	14	8	5	4	5	4	5	4	100	73	A
	Ambuja (100)	62	38	34	13	15	13	4	4	5	3	4	5	100	75	
	Acc (100)	67	33	41	14	15	9	3	2	3	5	5	3	100	79	
Total		198	102	115	38	44	30	12	10	13	12	14	12	300		

(Source: Primary Data)

Adequate medical facilities, first aid appliances, maternity protection are the important aspect of welfare which create direct impact on productivity of the employee. From the above data it was noticed that almost 76 % of the employees were of the opinion that due care must be taken by the employer regarding Adequate medical facilities, first aid appliances, maternity protection facilities for betterment of employee. It was highly noticed that as high as 24% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 7. Adequate safety & security measures:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech	69	31	39	15	18	9	5	2	3	3	4	2	100	81	A
	Ambuja (100)	62	38	29	12	11	9	8	6	8	5	6	6	100	61	
	Acc (100)	67	33	34	10	12	7	6	5	8	6	7	5	100	63	
Total		198	102	102	37	41	25	19	13	19	14	17	13	300		

(Source: Primary Data)

Adequate safety & security measures are the important aspect of welfare which creates direct impact on productivity of the employee. From the above data it was noticed that almost 68 % of the employees were of the opinion that due care must be taken by the employer regarding Adequate safety & security measures facilities for betterment of employee & productivity. It was highly noticed that as high as 32% employee were of the opinion that there are still chances of betterment in this regard.

Table No. 8. Assurance of equality, educational & vocational opportunity:

Sr. No	Company	Gender		Opinion										Total	%	R
		M	F	SA		A		N		D		SD				
				M	F	M	F	M	F	M	F	M	F			
1	Ultratech (100)	69	31	37	15	20	9	5	2	4	3	3	2	100	81	A
	Ambuja (100)	62	38	35	13	14	13	4	4	5	3	4	5	100	75	
	Acc (100)	67	33	43	14	13	9	3	2	3	5	5	3	100	79	
Total		198	102	115	41	47	31	12	8	12	11	12	10	300		

(Source: Primary Data)

Assurance of equality, educational & vocational opportunity is the important aspect of welfare which creates direct impact on productivity, health & morale of employee. From the above data it was noticed that almost 78 % of the employees were of the opinion that due care must be taken by the employer regarding Assurance of equality, educational & vocational opportunity facilities for betterment of employee & productivity. It was highly noticed that as high as 22% employee were of the opinion that there are still chances of betterment in this regard.

V. CONCLUSION & SUGGESTIONS

The study of Employee Welfare Measures in Cement Industries in Maharashtra was observed & found to be quite satisfactory. It was further observed that the cement industries are providing various Welfare Measures to the employees as per the rules and regulation. The management required to provide good facilities for both permanent and temporary employees in such way that employees become more satisfied about employee welfare measures. It certainly increases productivity, morale & belongingness. Therefore there is necessity of making some extra provision for improving the welfare facility so that employees will become happy, satisfied which lead for better performance. It leads to improve favorable effects of profitability and products of the organization. But still some scope is there for further improvement. So that efficiency, effectiveness, productivity & organizational health can be enhanced to accomplish the organizational goals.

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