

International Multidisciplinary
Research Journal

*Indian Streams
Research Journal*

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RNI MAHMUL/2011/38595

ISSN No.2230-7850

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

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"A STUDY ON EMPLOYEE WELFARE MEASURE AT ALSTOM
INDIA LIMITED, SHAHABAD, DIST: KALABURGI"



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ABSTRACT

Employee welfare is a comprehensive term including various service, benefits and facilities offered to employees from the employer. The employee welfare amenities are extended in addition to normal rewards available to employees as per the legal provision. Employee welfare work is work for improving the health, safety and general well being and the efficiency of the workers beyond the minimum standards lay down by labor legislation. Employee welfare



occupies a place of significance in the industrial development and economy. The social and economic aspects of life of the workers have direct influence on the social economic development of nations. There is an imperative need to take extra care of the workers to provide both statutory and non statutory facilities to them. The welfare facilities help to motivate and retain employees.

KEYWORDS : *Employee welfare ,health, safety , social economic development .*

INTRODUCTION :

The need for employee welfare arises from the nature of industrial system which is characterized by two basic factors one the condition under which is carried on are not congenial for the health and second when a employee joins an industry to work in an entirely strange atmosphere which create problem of adjustment. The need for labor welfare was strongly felt by the committee of royal commission in 1931. The resolution passed by the national congress for fundamental right and economic program in 1931 emphasized that the state should safeguard the interest of industrial workers and should secure for them, by suitable legislation a living wage, healthy condition of work, limited hours of labor, suitable machinery for settlement of disputes between employers and workmen and protection against the economic consequences of old age, sickness and unemployment.

OBECTIVES OF THE STUDY

- + To study the welfare measures adopted in the organization.
- + To study the importance of welfare measures employed in the organization.
- + To study the benefits provided towards health and personal needs of the employees.
- + To study the support provided to the employees regarding work.
- + To study the opinion of employees towards working conditions.

SCOPE OF THE STUDY

The scope of the study is to find out how far the existing welfare facilities helpful to the company. The study will help to company that where it need some sort of improvement in the welfare scheme that has been implemented. The purpose of the study is to measure the employee's attitude regarding the welfare measures provided by the company.

THEORATICAL BACKGROUND

After employee has been trained, hired and remunerated, they need to be retained and maintained to serve the organization better. Welfare facilities are designed to take care of the well being of the employees. Governmental and non-governmental agencies and trade unions too, contribute towards employee welfare.

1)Employee Welfare:-

Welfare means faring or doing well. It is a comprehensive term and refers to the physical. Further, the term welfare is a relative concept, relative in time and space. It therefore, varies from time to time, from region to region and from country to country.

2) Intra-mural Facilities:-

Intra-mural activities consist of facilities provided within the factories and including medical facilities, compensation for accidents, provision of crèches and canteen, supply of drinking water, washing and bathing facilities provision of safety measures activities relating to improving conditions of employment.

3)Extra-mural facilities:-

It covers the services and facilities provided outside the factory such as housing accommodation, sports, educational facilities for adults, children etc.

It may be provided by the employer, government, non-government organizations and the trade unions.

Objectives of Welfare Programs:-

- + To create and improve sound industrial relations
- + To boost up employee morale
- + To provide qualitative work environment and work life
- + To provide security to the employees against social risks
- + To protect the health of the employees and to protect the employees against accidents
- + To promote employees welfare by providing welfare measures
- + To create a sense of belongingness among employees and to retain them

Importance of Employee Welfare:-

- Welfare is that a reputation in showing concern helps improve the local image of the company as a good employer and thus assist in recruitment.
- The provision of welfare services increases the loyalty and motivation of employees.
- Arguments against labour welfare area obvious welfare imply 'do-Gooding'.
- The industrial worker is in need a soldier safeguarding the social and economic factors of the industrial economy.

Classification:-

Welfare activities mainly classified into two viz.,

- + Statutory and
- + Non-statutory

These are mandated by the factories act 1948, the plantation act 1951, the mines act 1952 and some other acts of all these the main important act is factories act.

STATUTORY

The statutory welfare schemes include the following provisions:

- 1) Drinking Water
- 2) Facilities for sitting
- 3) First aid appliances
- 4) Canteen facilities
- 5) Lighting
- 6) Washing places
- 7) Changing rooms
- 8) Rest rooms

NON STATUTORY

Many non statutory welfare schemes may include the following schemes:

1. Personal Health Care (Regular medical check-ups)
2. Flexi-time
3. Employee Assistance Programs
4. Harassment Policy: Maternity & Adoption Leave

WELFARE SUBSIDIES:

- | | |
|----------------------|---|
| • Canteen Facility | Medi claim Facility |
| • Uniform | Awards |
| • Shoes | Transport Subsidy |
| • Stitching Charges | Promotion and up gradation policy |
| • Washing Allowance | Festival Advance |
| • Relocation Benefit | Group personnel Accident Insurance scheme |

TYPES OF INCENTIVES:

Group incentive scheme

- A direct workman in an incentive group will be paid incentive based on productivity index (with idle

hours) of the group and his attendance during the incentive period.

- An indirect workman will be paid incentive based on individual attendance and on shop overall/works overall productivity index (with idle hours) enunciated herein

TYPES OF ALLOWANCES:

Shift allowances

Sunday Allowances

Parade allowances

Heat Allowances

Outdoor allowances

Washing Allowances

FINDINGS:

- It was found that, 50% of respondents were highly satisfied with the provided canteen service, 46% of respondents were satisfy and remaining 2% of respondents were average satisfy for the Canteen service.
- It was found that, 56% of respondents were highly satisfied and 44% of respondents were satisfied with the Residential facility.
- It was found that, 64% of respondents were highly satisfied, 26% of respondents were satisfied and remaining 10% of respondents were average satisfy for Cab facility.
- It was found that, 94% of respondents were highly satisfied, 4% of respondents were satisfied and 2% of respondents were average satisfy for pure drinking water facility.
- It was found that, 54% of respondents were Highly satisfied, 34% of respondents were satisfy and remaining 12% of respondents were average satisfy for Guidance given on safety.
- It was found that, 24% of respondents were highly satisfied and 76% of respondents were satisfied with Health care and Hospital Service.
- It was found that, 36% of respondents were highly satisfied and 64% of respondents were satisfied with the First Aid Service.
- It was found that, 4% of respondents were highly satisfied, 72% of respondents were satisfy and remaining 24% of respondents were average satisfy for Proper Protective Equipments at Work Place.
- It was found that, 54% of respondents were highly satisfied, 40% of respondents were satisfied and 6% of respondents were average satisfied for Medical Claim Insurance Facility.
- It was found that, 6% of respondents were highly satisfied, 74% of respondents were satisfied and 20% of respondents were average satisfied for Working Hours of the Company.
- It was found that, 4% of respondents were highly satisfied, 72% of respondents were satisfied and 24% of respondents were average satisfied for Break provided during working hours.
- It was found that, 10% of respondents were highly satisfied, 50% of respondents were satisfied, and remaining 40% of respondents were average satisfied for Recreational Activities.
- It was found that, 20% of respondents were satisfied and 80% of respondents were average satisfied with Rewards and Recognition for Excellence.
- It was found that, 10% of respondents were highly satisfied, 70% of respondents were satisfied and 20% of respondents were average satisfied for Working Environment of the Company.
- It was found that, 56% of respondents were satisfied and 44% of respondents were average satisfied for the Leave Policy adopted in the Organization.
- It was found that, 66% of respondents were satisfied and 34% of respondents were average satisfied for Lighting, Air, and Cooling during summer in the Company.
- It was found that, 4% of respondents were highly satisfied, 90% of respondents were satisfied and remaining 6% of respondents were average satisfied with Bonus Provided by the Company.

- It was found that, 40% of respondents were satisfied, 56% of respondents were average satisfied and 4% of respondents were dissatisfied with Rest rooms and Lunch room Facility.
- It was found that, 70% of respondents were satisfied, 26% of respondents were average satisfied and 4% of respondents were dissatisfied with Taking care of employees working in night shift.
- It was found that, 30% of respondents were highly satisfied, 56% of respondents were satisfied and remaining 4% of respondents were shows average satisfaction for overall services .

CONCLUSION

ALSTOM is one of few companies who manufacture power generation, rail transportation, contracting etc. As ALSTOM is located in Shahabad in Gulbarga dist, where many cement factories are existing. They have many assured buyers nearer to their production department. Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvement in working condition are suggested to improve effectiveness of the employee welfares measures like canteen facility, drinking water, spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees.

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