

A Study on Employee Welfare Measures at Rashtriya Ispat Nigam Ltd (RINL), Viskhapatanam

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Abstract:- Employee welfare refers to all the efforts that is put forward by the employer in providing various benefits and measures to their employees to be happy. Because satisfied workforce increases their efficiency in turn it leads to the overall organizational productivity. In any organization the employees are regarded as the key assets, and it is the prime duty of the employer to provide various kinds of welfare measures for their well being. At RINL, Visakapatnam various kinds of welfare measures are provided and categorized into statutory and non – statutory.

To, find out the employees satisfaction towards the welfare – measures provided a study has been undertaken to measure the employee satisfaction rate towards the measures provided. And a simple percentage analysis method was used to measure the respondents satisfaction. And, finally from the study it is revealed that majority of the respondents were totally satisfied with the existing welfare measures offered at RINL, Visakapatnam.

Key - Words: Welfare- Measures, Organization, Employees Satisfaction.

1. Introduction:

Industrial relations (IR) alternatively known as labour relations a place of importance between employee and employers. IR is a system by which workplace activities are regulated; the agreement and the staff of organization come together to engage in productive activity. The scenario of IR is perceived differently in different countries; say in European nations IR is related to say conflict; in Asian countries, it is viewed as mutual cooperation and in developed countries it is viewed as competing interests of various groups. And it differs from country to country industry to industry.

If we observe the IR scenario throughout the globe the eastern European country has the best relation and coming to Indian scenario is very typical and when compared to other (European and developed nations) in the terms of number of disputes number of man days lost is very high in India. And, coming to the Indian scenario the overall position is very alarming that the relations between employers and employees is totally unsatisfactory.

2. Literature review

According to the Anil Parbhakar and Ghazala Ishrat (2013): Organizations today need to change themselves by being more innovative, creative and reorienting themselves towards employees 'based system that focuses on motivation, empowerment and freedom. Empowerment involves removing limits and recognizing the talent of employees in order to prevent employee dissatisfaction. Empowerment thus inspires change and increases the level of individual's commitment and helps in achievement of Organizational goal.

According to the Dr.K.Lalitha and T.Priyank (2014): The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization.

According to the DR. J.K. RAJU(2015):In this article it tells us to understand the relationship between employee welfare facilities & organizational branding, and how it helps to build a positive image in the minds of the employees of the organization. The main objective of study the welfare facilities provided at Synthetic Industries Ltd., Paper deals with the detailed study of the organisation.

According to B.Rajkuar (2014): In this article the author states that Labour welfare is an important fact of Industrial relations. These give satisfaction to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, labour welfare measures have got fillip. The workers in the Industries cannot cope up with pace of modern life with minimum sustenance amenities. The workers are in need of added stimulus to keep body and mind together. Labour welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employer provides welfare measures of varying degrees of importance for Labour force.

According to Babu K.V.S.N Jawahar, Valli S. Kalesha Masthan and Bhupathi C.(2012):

In this article Health, safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd. Rewa Madhya Pradesh.

According to Sai Anusha:From the article the author says about the Employee welfare and safety at the workplace is one of the important measure of life at work place. Organizations ensure that employees are exposed to a risk level which do not affect their physical, emotional and mental health. Also the organizations do not entertain any activity in its premises that will disturb the work life of the employees. In addition to these, all the organizations have rigorous checking process that avoid intrusion of outsiders into the office premises. It is sincerely thought that the welfare notion will help the organizations to maintain harmonious industrial relations and more lasting industrial peace to tackle effectively the social problems and attain human welfare.

According to k. Logasakthi1 & k. Rajagopal(2013):In this paper the author tells about the Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare includes adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. This paper highlights the welfare measures taken in the chemical industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees.

According to Poonam Salaria, Sumit Salaria(2013):From the above article the author says about the Employee welfare " the efforts to make life worth living for workmen ". Employee welfare means anything done for the comfort and improvement , Intellectual or social , of the employees over and above the wages paid which is not a necessity of the industry. The basic purpose of employees welfare is to enrich the life of

employees and keep them happy and contented. Non-statutory benefits are the result of employers generosity, enlightenment and philanthropic feelings. It is one of many ways for people to feel heard, cared for, to be informed and to be involved.

According to dr.t.priyanga (2016):The author writes that the relationship between labour welfare facilities provided and job satisfaction experienced by workers in organised sectors in India. It will also draw a comparison of the labour welfare facilities provided and the extent of job satisfaction experienced between the Indian and organised sectors. The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace. Labour welfare is, thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. This article paper highlights labour welfare programmes towards organised sectors-a conceptual overview.

According to Ramya.T.J, Bhavani shree Arepalli, Dr. Lakshmi .P (2016):Employee satisfaction involves taking measures to encourage staff to stay within the organization. Most of the times company is facing lot of issues in worker retention because the expectations of employees are changing day by day and hiring knowledgeable individuals for the organization are crucial for managers.

3. Main objectives of the study

1. To understand the extent and type of Welfare – Measures provided by RI – VISAKAPATANAM.
2. To know the level of awareness of employees about the various welfare measures provided to them.
3. To study how the Welfare facilities provided help in increasing the productivity and job satisfaction.

4. Methodology of the study:

The present study is unique in many respects. In order to fulfilment the above objectives of the study; basically, the field survey method was adopted. The data was collected by administering questionnaires / interview schedules to three sets of respondents (45). The questionnaires / interview schedules for RINL steel plant from various departments in English were translated in to Telugu since the respondents were comfortable in regional language (Telugu).

Sources of Data Collection:

The present study has used both primary as well as secondary source of data.

Primary Data: - Primary data has been collected through structured questionnaires and in-depth interview of the selected respondents.

Secondary Data: -The secondary data necessary for this investigation, which was collected from several sources. A review of literature on human resource management and theoretical conceptual data was also done by secondary source from different sources like: -

Sample Design: A sample is a smaller representation of the large population so as to restrict the scope of spade work. The sample must fulfil two basic requirements namely (i) It must be representative and (ii) It must be adequate.

Coverage and Selection of Sample: This study is primarily based on a sample survey.

- Web sites
- RINL Maxine
- Google information
- RINL STEEL PLANT articles

Selection of Sample: The sample respondents were selected by using 'convenience sampling' technique for the present study.

5. Welfare measures implemented at vsp

A study has been conducted at RINL, VSKP steel plant for a duration of 30 – days on the project title “welfare measures” provided to all categories of the employees. The, main objective of my study is to know the satisfaction rate regarding the welfare – measures provided. If, we observe the welfare measures at RINL are divided in to 2 categories statutory welfare measures (30) and non-statutory welfare measures (20) and, steel plant is investing huge sums of amount for the welfare of the workers. Any, organization to be productive welfare plays a significant role is excellence the productivity. And finally, from my study it is observed that most of the respondents were rated that satisfied with the existing welfare measures and policy adopted at RINL, vizag steel plant.

1. Are you satisfied with the drinking -water facilities provided at RINL, Vizag steel plant?

INTERPRETATION:In RINL VSKP more than two hundred and fifty workers are ordinarily employed so provision is made for cool drinking water during hot weather by effective means and for distribution thereof. So, from the above analysis it is interpreted that in VSKP steel plant, drinking water facilities provided to the employees are satisfactory. the drinking water facilities are proved to the employees 24/7 where it clearly states that the basic drinking water facilities are provided.

2. Does, first -aid-appliances is maintained as per the factories act, 1948?

INTERPRETATION:In RINL VSKP, first aid appliances provided and maintained, so as to be readily accessible during all working hours first aid boxes or cupboards equipped with the prescribed contents, and the number of such boxes or cupboards to be provided and maintained are not less than one for every one hundred and fifty workers ordinarily employed (at any time). From the above analysis it clearly states that if any injuries occurred in steel plant the company is providing first aid services and ambulance services if necessary. majority of the people are satisfied by the first aid services provide by the RINL steel plant.

3. Do, you agree that the canteen is maintained hygienic?

INTERPRETATION: Canteen facilities in VSP have been organised through the operation of 16 Canteens even though the requirement under statute is to operate only 7 canteens. Out of these, 14 are located inside the Plant and 2 outside the Plant. From the above analysis it is clearly stated that the RINL steel plant is providing canteen facility with a good hygiene food and the canteen is maintained clean. 64.44% of the employees are highly satisfied with canteen facility provided by the steel plant and where 35.55% of employees are not satisfied by the canteen facilities provide.

4. Is, there sufficient washing and rest rooms- rooms separately for both male and female employees?

INTERPRETATION: In RINL STEEL PLANT more than one hundred and fifty workers are ordinarily employed, adequate and suitable shelter or rest rooms and a suitable lunchroom, with provision for drinking water, where workers can eat meals brought by them, shall be provided and maintained for the use of the workers. And the wash rooms are maintained separately for both men and women. In the above analysis it shows that the 93% of employees are satisfied by the facility provided by the steel plant.

5. Is, maternity leave is adopted per the new – amendment bill, 2016?

INTERPRETATION: Maternity Leave for 26 weeks with full pay is extended to the women employees during confinement is been given by the RINT STEEL PLANT with the full payment to the women employees. Along with the medical treatment provided by the steel plant. From the above analysis sates that the steel plant is providing maternity leaves according to the amended bill 2016. And 97.77% of women employees are satisfied by the maternity benefits provided by the RINL STEEL PLANT.

6. Findings

1. 66.66 percent of respondents are satisfied with the drinking water facility provided by the RINL steel plant. Some of respondents were not satisfied due to un-hygienic water, no proper cleaning system etc.

2. 88.88 percent of respondents are satisfied with the first aid facility provided at RINL, VSKP. As per factories act 1948 it is compulsory that first aid facilities should be provided. Some of the respondents were not satisfied because of no proper maintenance of medicines, bandages etc. The majority of respondents are satisfied (29) and dis-satisfied (16) with the existing canteen facility provided at RINL VSKP.

3. 93.33 percent of respondents are satisfied with the existing washing and rest room facility provided in Vishakhapatnam steel plant. Adequate and suitable shelter's or rest rooms are provided by VSKP.

4. 97.77 percent of respondents were neutrally satisfied with maternity leaves provided by the RINL steel plant. Majority of the respondents (35) are very much satisfied with the non - statutory measures provided by the RINL VSKP.

7. Suggestions:

1. The observation state that most of respondents were aware of drinking water facility offered by the RINL STEEL PLANT and major part of them were neutrally satisfied with the drinking water facilities. It is suggested that organization has to take some initiatives to maintain cleanness and also to provide ro-purifier water for the better health of the employees. Which increase the satisfaction levels.

2. In working condition dimension, the first aid appliances are provided and maintained, by RINL steel plant. The first aid boxes or cupboards are readily accessible during all working hours. And the respondents are very much satisfied with the facilities provided by the management. It is suggested that the first aid box should be more equipped with the prescribed contents.

3. It is observed that the canteen facility provided at the Vishakhapatnam steel plant is satisfactory, majority of the respondents are satisfied with the canteens quality and quantity of the food. It is suggested that management should provide more tables, hygiene hand washing area, spoons, glasses and 24hours drinking water facility in canteen also.

4. From the above analysis it states that majority of respondents are satisfied with the non-statutory measures like housing facility, education facility, workers dress, lone facilities scholarships to the meritorious children of employee etc., provided by the VSKP. As employees are not much satisfied with present facilities

provided by the steel plant, it is suggested to the organization to increase the higher education loan percentage and to increase the house rent allowance.

8. Conclusion

This study reveals employee opinion towards labour welfare facilities offered by RINL STEEL PLANT, it has three objectives to measure the complete welfare facilities. First objective tries to observe the knowledge and awareness of labour welfare facilities provided by the organization. It reveals that adequate level of awareness found among employees. Lack of awareness is noticed in certain areas such as legislation areas. Low educational qualification and lack of interest may insist less awareness. There are ten dimensions been considered to measure the labour welfare faculties in RINL VSKP, such as drinking water facility, canteen, first aid appliances, washing and rest rooms, maternity benefits, non-statuary welfare measures, health, safety and welfare provisions, lay off compensation and retrenchment - compensation, bonus and compensation payment. Most of the features were agreed by the respondents. The observation state that working condition is pleasant, wages is good compared to similar industry, management-employee relationship is quite descent, facilities provided for labours also satisfactory. As per the study concern proper welfare facilities are not covered to the contract workers. Unions are politically motivated and it seems more supportive to management.

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