



Employee Welfare Measures In Private Sector Enterprises: A Study Of Select Cement Industrial Unites In Kalaburagi District

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ABSTRACT

Employees play an important role in the expansion and growth of the organization. Many steps have been taken in recent years by both private and public sectors organization to increase the benefits for their employees who lead to improve their work efficiency. Generally benefits to the employees of an organization were medical facility; education to their children's, etc. and some other facility were safety measures during work, proper lightening, environmental condition in work places etc.

The present paper titled "Employee Welfare Measures in private sector enterprises: A study of select cement Industrial Unites in Kalaburagi District" Majorly focuses on the types of problems faced by the employees in the select organization and the type of facilities provided by the select organization in their work places.

Keywords: Introduction, Objective, Research Methodology, Data Analysis and Conclusion & Discussion

1.1: INTRODUCTION:

An employee who feels appreciated will further be comfortable, satisfied and more prolific. It has leads not only towards higher productivity but also improves the quality of performance which helps to capture the market share which is profitable for the company. A satisfied employee will not look into for other job opportunities and it enables an employer to keep the best talents and record lower employee turnover. Welfare includes anything that is done for the comfort and improvement of employees and is facilitated with over and above the wages. The provision of welfare measures helps in keeping the morale and motivation of the employees high to retain the employees for a longer duration. The welfare measures need not be in monetary terms only, it can also be in any 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. Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.

Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining. The perseverance of employee welfare is to improve the working class which in turn makes a worker a good employee and a happy citizen.

1.2: OBJECTIVES OF THE STUDY:

- a) types of problems faced by the employees in the select organization
- b) the type of facilities provided by the select organization to their employees

1.3: RESEARCH METHODOLOGY:

A research design establishes the blueprint for the collection, measurement, and analysis of data. The random sampling method involves identifying a broad problem of the employees working in select cement companies, the information collected by the select respondents were analyzed, and interpreted with the results..

1.3.1: Sampling Design

Sampling is the process of selecting a sufficient number of the right elements from the population so that a study of the sample and an understanding of its properties or characteristics make it possible for us to generalize such properties or characteristics to the population elements. The subsequent section answers the questions regarding target population, parameters of interest, sampling frame, sampling method, and size of a sample.

1.3.2: Size of the Sample

The total sample size chosen for the research study is 200 employees working in select cement companies. The purpose of sampling is to obtain data from the select employees (Respondents) to know the types of problems faced by them and the types of facilities presently available at their work place.

1.3.3: Period of the Study

The study has been conducted for a period of ten Years i.e.2011 to 2021. As the theoretical information had been collected from the year 2011 and some primary information had been collected from recent year's i.e.2018. The study period of information was collected was for ten years of period.

1.3.4: Source of Information

The present study includes both primary and secondary source information.

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- a) **Secondary Source of information:** the secondary information was collected from books, Research articles, journals, edited book chapters, Thesis, official websites, etc. The study also referred to many government official reports, policy and non-government i.e. NGOs reports, and other related information which is an authentic and legal source of information.
- b) **Primary Source of Source of information:** the present study collected the primary source of information from the employees of Select cement companies by providing a well-designed, well structured, and scientifically framed questioners, this information which is directly collected from the employees were presented in the analysis scientifically.

1.4: DATA ANALYSES AND INTERPRETATION

The data analysis and interpretation had been classified into two heads based on the objectives of the study. The first part of the study had presented about the problems faced by the employees at their work place and the second part of the study had presented about the types of facilities provided by the select cement companies at their work places.

Part A: Types of problems faced by the employees at their work place.

Table 1.4.1: Arrangement for disposal of waste and effluents

N=180

Response	No. of Respondents	Respondents in Percent
Yes	121	67
No	59	33
Total	180	100

Source: Field Survey

The table shows whether the select industry had an arrangement of industrial waste and its disposal. Out of the total respondents, 121 (i.e.67%) of the respondents said “Yes” The industry had an Arrangement for disposal of waste and effluents and 59(i.e.33%) of the respondents said “No” they were no maintaining for disposal of waste and effluents.

Table 1.4.2: Do the organization provided ventilation and temperature at the workplace

N=180

Response	No. of Respondents	Respondents in Percent
Yes	116	64
No	64	36

Total	180	100
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Source: Field Survey

Ventilation and good temperature at the workplace are very important at working places, which helps to an employee to work efficiently as well as the productivity of the work will be increased. The present table shows whether the company is having a good ventilation as well as the good temperature at their work place, out of the total respondents 116(i.e.64%) said “Yes” they had a good ventilation and temperature at their working place, and 64 (i.e.36%) of the respondents said “NO” there is good ventilation/ temperature at their working places.

Table 1.4.3: Has the sample organization took measures for controlling fumes and dust

N=180

Response	No. of Respondents	Respondents in Percent
Yes	126	70
No	54	30
Total	180	100

Source: Field Survey

The above table shows whether the company takes measures for controlling the Fumes and Dust, Out of the total respondents,126(i.e.70%) of the respondents said “Yes” the company will takes measures to maintain to control fumes and dust, and 54(i.e.30%) of the respondents said “NO” the company will not maintain.

Table 1.4.4: Arrangement for space requirement

N=180

Response	No. of Respondents	Respondents in Percent
Yes	112	62
No	68	38
Total	180	100

Source: Field Survey

Space is very important for any organization to work flexibly by their employees the above table shows whether the employees getting space as per their requirement in the working place. Out of the total respondents, 112(i.e.62%) of the respondents said “YES” there were getting flexible Space at their work Place and 68(i.e.38%) of the respondents said “NO” they were not getting the flexible space at their working place.

Table 1.4.5: Maintenance and provisions of latrines and urinals**N=180**

Response	No. of Respondents	Respondents in Percent
Yes	98	54
No	82	46
Total	180	100

Source: Field Survey

The above table shows whether the company is providing/ maintaining proper provision for latrines and urinals. Out of the total respondents 98(i.e.54%) of the respondents said “YES” they were proving as well as maintaining latrines and urinals in the select organization and 82(i.e.46%) of the respondents said “NO” they were not maintaining proper services/Facilities in the select Organization.

Part B: Types of facilities provided by the select companies at their work places.**Table 1.4.7: Infra Facilities provided by the select companies at their work places.****N=180**

Sr. No	Infra Facilities	Yes		No	
		No. of Respondents	Respondents in Percent	No. of Respondents	Respondents in Percent
A	Restrooms	128	71	52	29
B	Drinking water	154	86	26	14
C	Lightening	112	62	68	38
D	Work environment	109	61	71	39
E	First Aid	96	53	84	47

Source: Field Survey

A. Rest room in the work place is very important and one of the basic need for any employees in an organization the above table shows whether the select organization had Restrooms at their workplace. Out of the total respondents128 (i.e.71%) of them said “Yes” the select organization had a restroom facility at their work place and 52(i.e.29%) of the respondents said “NO” they do not had a restroom facility at their work places.

B. Drinking water facility is one of the basic need for any common man and in an organization it is very important to facilitate the drinking water facility to their

employee at the nearest place at their work stations. Out of the total respondents 154(i.e.86%) of the respondents said “Yes” the organization had drinking water facility at their work place and 26(i.e.14%) of the respondents said “ NO” they do not had the drinking water facility at their work stations.

- C. Good lightning facility is very important for any organizations at their workstation as it improves the work ability of the employees. Out of the total respondents, 112(i.e.62%) of the employees said “Yes” they had good lightning facility at their work place and 68(i.e.38%) of the respondents said “NO” they do not had a good lightning facility at their work place.
- D. A good and healthy working environment is very important for any organization, as it improves the ability/ productivity of the organization as the employees understand each other. Out of the total respondents,109(i.e.61%) of the respondents said “ Yes” they had a very good working environment in their organization a they were happy to work with such environment and 71(i.e.39%) of the employees said “ NO” they do not have a good working environment at their work place and they were unhappy with the present condition.
- E. The unknown accidental cases were comment in manufacturing industry as every industry should keep the first Aid at their work place. Out of the total respondents 96(i.e.53%) of the respondents said “Yes” they had First Aid facility at their work place and 84(i.e.47%) of the respondents said “NO” they do not have facility at their work place.

Table 1.4.8: Canteen Facilities provided by the select companies at their work places

There were many facility is being provided by an organization to keep their employees happy. The facility provided by the organization will keep the employees stress less as well as it also lead to improve in the productivity of the concern organization. Food is also one of the important facility has to be provided by the any organization as food facility will lead to the employ health and active presentation of their work in the concern organization. The below table explain about the types of food facility provided in the select organization of the study.

N=180

Sr. No.	Canteen Facilities	Yes		NO	
		No. of Respondents	Respondents in Percent	No. of Respondents	Respondents in Percent
A	Hygiene	86	47	94	53

B	cleanliness	64	36	116	64
C	service	82	46	98	54
D	Pricing policy	128	71	52	29

Source: Field Survey

- A. The above table explain that whether the food facility provided in the select organization was hygiene and tasty. Out of the total respondents 86 (i.e.47%) said “Yes” the food provided in an organization was good, tasty and Hygiene and 94(i.e.53%) of the respondents said “No” the food facility provided in an organization was not good, tasty and Hygiene.
- B. The above table explains about the cleanliness in the canteen. Out of the total respondents 64(i.e.36%) of the respondents said “Yes” in canteen there is cleanliness and 166(i.e.64%) of the respondents said “No” The canteen facility in the select organization not clean.
- C. The services provided in the canteen of select industry were good /not satisfactory. Out of the total respondents 82(i.e.46%) of the respondents said “Yes” the services were good and 98(i.e.54%) of the respondents said “NO” The services provided in the canteen was not good and there were not satisfied.
- D. Pricing policy is very important in any canteen especially in the Government/ private organization which had a canteen facility within the organization. Out of the total respondents 128(i.e.71%) of the respondents were happy with the pricing policy of the canteen and 52(i.e.29%) of the respondents said “No” the respondents were not satisfied with the pricing policy of the canteen in select organization.

1.6: CONCLUSION & DISCUSSION:

The present paper majorly focused on the types of facility provided by the select organization as well as the problems related to the facilities. Maximum number of the respondents was happy with the types of the facility provided in the select organization. There were many problems with the facility provided in the select organization. The present select organization has to take step to improve the facility provided to their employees as well as they must focus on the problems behind the facility provided to their employs.

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