
Employee Welfare and Safety Measures at VST Industries Limited

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ABSTRACT: *Employee is considered as an important asset for organizations. Thus it becomes important that every area related with the employees right since their recruitment to resignation is equally taken care of by the management. This study attempts to focus and analyze various employee welfare and safety measures provided at VST industries limited and to ascertain if they are being implemented effectively. Welfare and safety measures pave a way both for satisfaction and motivation among employees. Thus it's important to implement proper security and welfare measures in the organization for ultimate satisfaction of employees. For the purpose of study a structured questionnaire was given to the employees. Simple percentage method and Chi-Square test is used to analyze the data collected. It is observed that the welfare and safety measures are being implemented effectively. It is improving the motivation levels and also relationship between employee and employer. The safety measures are being implemented effectively in the factory area and especially while working with machines. Welfare measures also provide build-up stable employee force and promotes better working environment. The employees prefer to have few additions in the list of welfare measures provided by the organization.*

KEYWORDS: *Welfare and Safety, Satisfaction, Motivation and Security*

INTRODUCTION:

Employee Welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer’s own initiative.

-) To give expression to philanthropic and paternalistic feelings.
-) To win over employee’s loyalty and increase their morale.
-) To combat trade unionism and socialist ideas.
-) To build up stable labour force, to reduce labour turnover and absenteeism.
-) To develop efficiency and productivity among workers.
-) To save oneself from heavy taxes on surplus profits.
-) To earn goodwill and enhance public image.
-) To reduce the threat of further government intervention.
-) To make recruitment more effective (because these benefits add to job appeal)

Development of human resources is essential for any organization that would like to be dynamic and growth oriented. It is widely recognized that workers constitute a major source in any organization. If the organizational efforts are directed to develop this resource to unleash the latent potential in them, the organization will bloom with energy. It is on the count that the labour welfare becomes highly relevant.

According to a report of ILO, labour welfare can be understood as meaning such services, facilities and amenities which may be establish in or in the vicinity of an undertaking to enable the persons to employee in it to perform their work in healthy congenial, surroundings and provided with amenities conducive to good health and morale.

We can identify various objectives for having labour welfare programs. It would be partly humanitarian to enable the workers to enjoy a full and richer life and partly economic to improve their efficiency through

labour welfare programs. From the worker's point of view, labour welfare measures are very important because modern day worker is constantly exposed to tremendous amount of physical and mental stress and accidents of various kinds.

No amount of wages can compensate him adequately. He needs an added stimulus and support to meet his requirements and maintain himself and his family.

So, labour welfare measures have become an integral part of industrial organization in almost all the countries. These measures create a sense of belonging and adequacy in the minds of workers, which benefit the organization in the long run.

NEED OF THE STUDY:

The employee welfare and safety measure provided by the organization is the major factor for effective and efficient running of any business. The need to provide the employees welfare facilities arises as the workers/employees are the backbone, because of which the organization is existing and making profits too. So to satisfy the customer and make profits, first the employee needs to be satisfied by providing various welfare measures.

-) To know about the Constitutional provisions in VST Industries Ltd.
-) To find whether Labour welfare helps in providing good industrial relations.
-) To know about the employees satisfaction towards welfare measures.
-) To find out the facilities entitled by VST Industries Ltd.

OBJECTIVES OF THE STUDY:

- To know their satisfaction level towards the welfare measures
- To ascertain whether welfare and safety measures are being implemented effectively
- To understand how welfare measures improve the motivation of the Employees
- To find out employees preference regarding welfare measures which they like to have in future

RESEARCH METHODOLOGY:

Data Collection Method: For the purpose of the study, both primary and secondary data has been used. Primary data is collected with the help of structured questionnaire. Secondary data is collected from the office records, HR manuals, journals and relevant websites. **Sampling technique used:** The simple random sampling technique was adopted to collect data. **Size of the sample:** Sample size consists of 50 respondents from different departments of the organization. **Research design:** The study is Descriptive research study. **Statistical tools and techniques:** The data was tabulated and classified under different headings for administering the percentage method and ANOVA technique. To represent the data, pie charts have been used.

REVIEW OF LITERATURE

Rudolf clausius (2005) "The various approaches to labour welfare reflect the attitudes and belief of the agencies, which are engages in welfare activities. Welfare facilities may be provided on religious, philanthropic or some other grounds. Moreover, the different approaches to labour welfare reflect the evolution of the concept of welfare. The government of the land had to compel the owner of the industrial establishment to provide such basic amenities as canteens, rest rooms, drinking water, good working conditions, and so forth, for their employees. Such compulsion was necessary because the employer believed in exploiting labour and treating it in an unfair manner."

Samulson (1998) "Labour welfare as a term which is understood to include such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to

good health and high moral.”

Regina barr (1998) “Employee welfare program is based on the management policy which is aimed shaping perfect employees. Therefore the concept of employee welfare includes two aspects namely physical and mental welfares.”

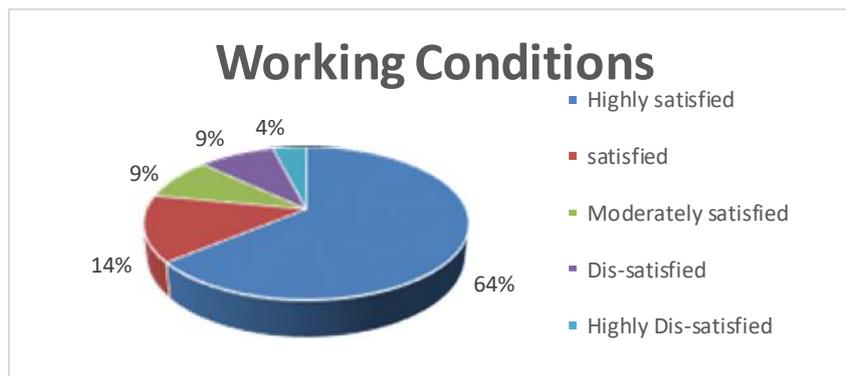
Locke Edwin (1996) “Employee welfare as a pleasurable feeling that results from the perception that one’s job fulfills by knowing the value of life. It can’t be precisely defined. However, efforts have been made by experts to do so, each in their own way. According to the committees on employee’s welfare measures, welfare measures, welfare services should mean such service, facilities and amenities like canteen, recreation facilities, sanitary and medical facilities, conveyance, housing facilities and social security and so on.”

LIMITATIONS OF THE STUDY:

-) Time is a limiting factor.
-) The study is done only with respect to VST Industries Ltd.
-) These findings based on this study cannot be used by other organisations.
-) There are chances of misrepresentation responses.
-) The biased view of the respondent is another cause of the limitation.

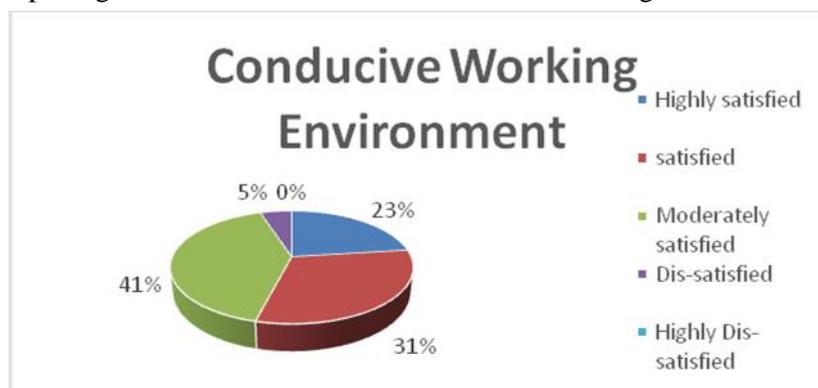
DATA ANALYSIS AND INTERPRETATION

1. A pie chart depicting the satisfaction levels for the working conditions provided to workers.



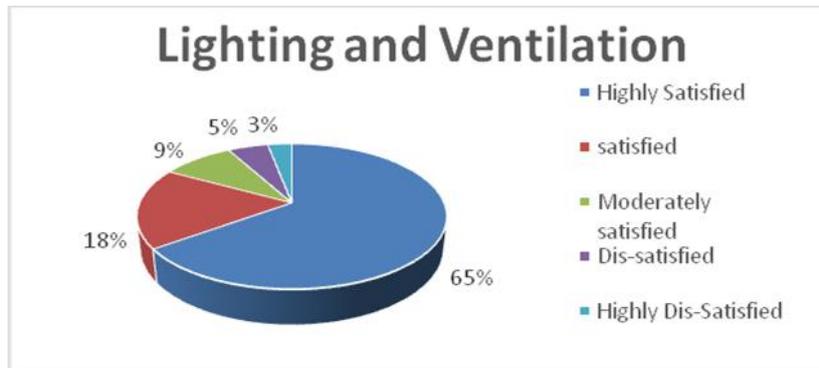
Interpretation: From the above chart we infer that 64% of the respondents are highly satisfied with the working conditions of workers. 14% are satisfied, 9% are moderately satisfied, 9% are dissatisfied and 4% are highly dissatisfied with the working conditions of workers.

2. A pie chart depicting the satisfaction levels for Conducive working environment provided to workers.



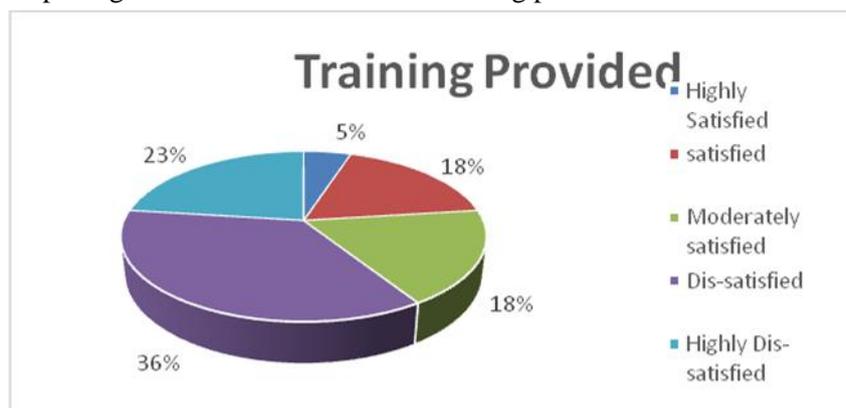
Interpretation: From the above chart we infer that 23% of the respondents are highly satisfied with the conducive working environment provided to workers, 31% are satisfied, 41% are moderately satisfied, 5% are dissatisfied.

3. A pie chart depicting the satisfaction levels for Lighting and Ventilation provided to workers.



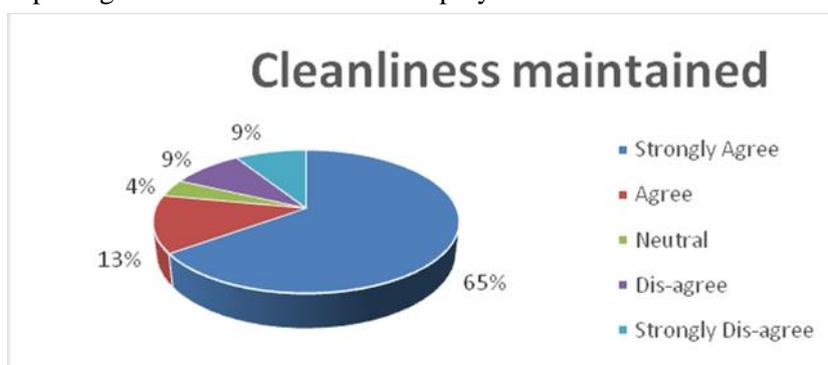
Interpretation: From the above chart we infer that 65% of the respondents are highly satisfied by the lighting and ventilation provided to workers, 18% are satisfied, 9% are moderately satisfied, 5% are dissatisfied, 3% are highly dissatisfied.

4. A pie chart depicting the satisfaction levels for training provided to workers.



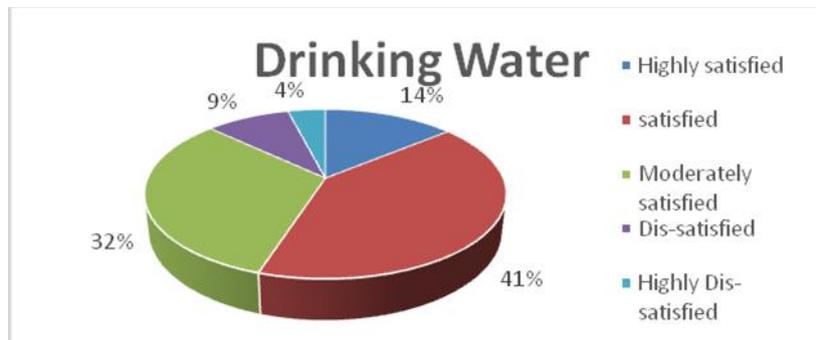
Interpretation: From the above chart we infer that 5% of the respondents highly satisfied by the training facilities provided to workers, 18% are satisfied, 18% are moderately satisfied, 36% are dissatisfied, 23% are highly dissatisfied.

5. A pie chart depicting the satisfaction level of employees for cleanliness maintained.



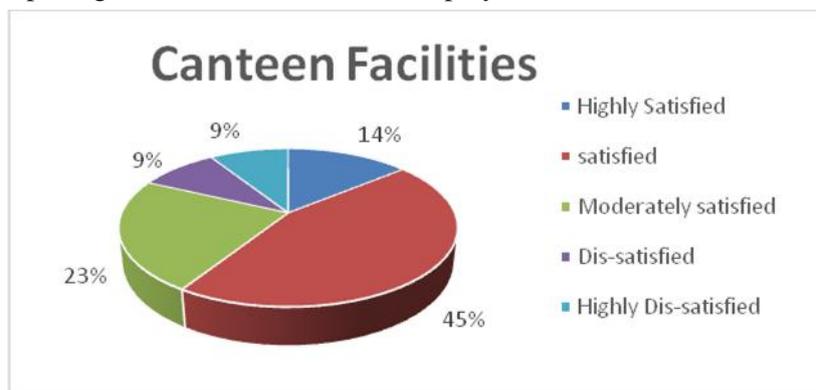
Interpretation: From the above chart we infer that 65% of the respondents strongly agree with the cleanliness maintained 13% agree, 4% are neutral, 9% disagree and 9% strongly disagree.

6. A pie chart depicting the satisfaction level of employees for drinking water facility.



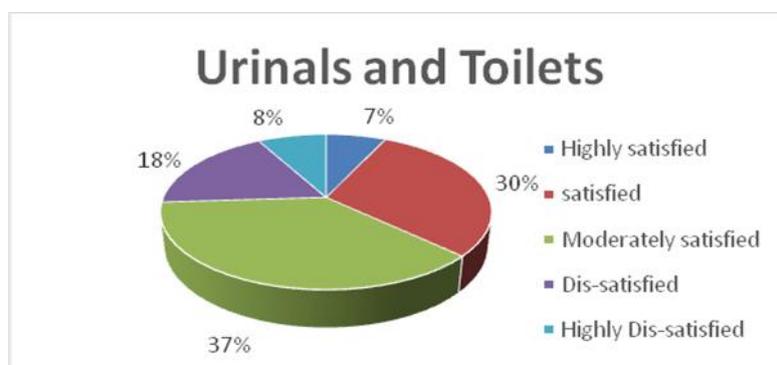
Interpretation: From above chart we infer that 14% of the respondents are highly satisfied with the drinking water facility, 41% are satisfied, 32% are moderately satisfied, 9% are dissatisfied, 4% are highly dissatisfied.

7. A pie chart depicting the satisfaction levels of employees for canteen facilities.



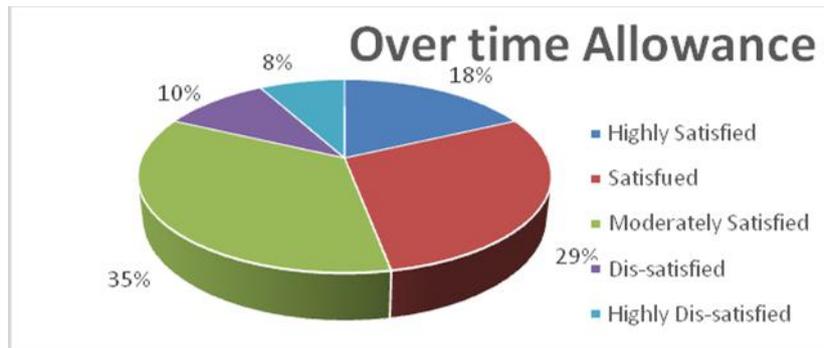
Interpretation: From the above chart we infer that 14% of the respondents are highly satisfied with the canteen facilities, 45% are satisfied, 23% are moderately satisfied, 9% are dissatisfied, 9% are highly dissatisfied.

8. A pie chart depicting the satisfaction levels of employees for Urinals and Toilets.



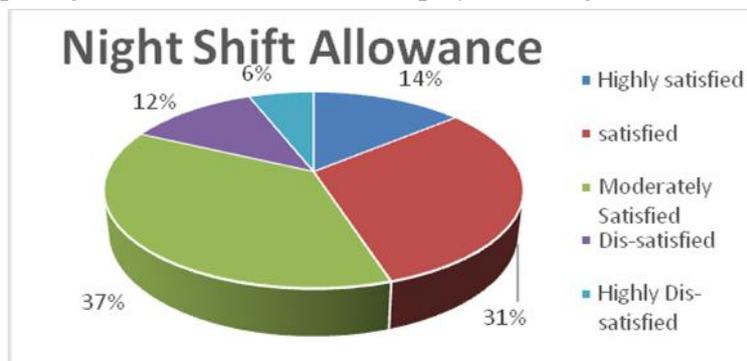
Interpretations: From the above chart we infer that 7% of respondents are highly satisfied by the urinals and toilets, 30% are satisfied, 37% are moderately satisfied, 18% are dissatisfied, 8% are highly dissatisfied by the urinals and toilets.

9. A pie chart depicting the satisfaction level of employees for over time allowance.



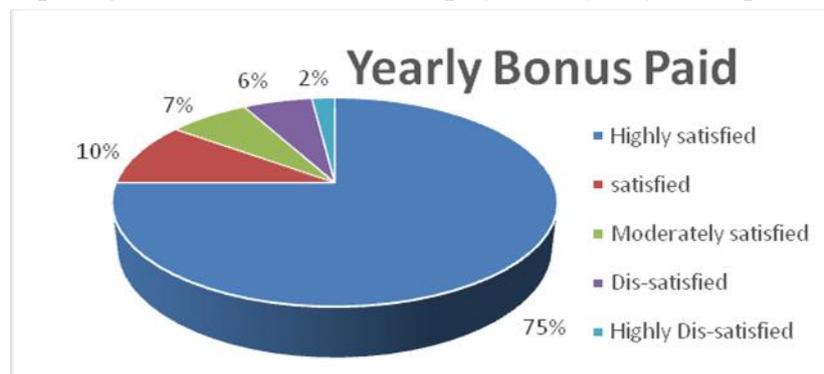
Interpretation: From the above chart we infer that 18% of the respondents are highly satisfied by the overtime allowance, 29% are satisfied, 35% are moderately satisfied, 10% are dissatisfied, 8% are highly dissatisfied by the overtime allowance.

10. A pie chart depicting the satisfaction levels of employees for night shift allowance.



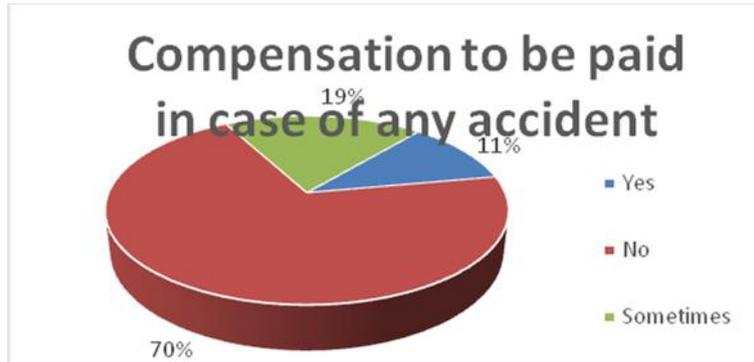
Interpretation: From the above chart we infer that 14% of the respondents are highly satisfied by the night shift allowance, 31% are satisfied, 37% are moderately satisfied, 12% are dissatisfied, 6% are highly dissatisfied.

11. A pie chart depicting the satisfaction level of employees for yearly bonus paid.



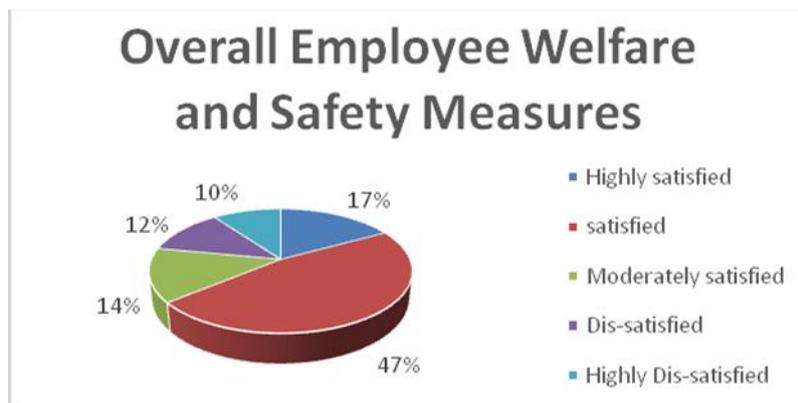
Interpretation: From the above chart we infer that 75% of the respondents are highly satisfied by the yearly bonus paid, 10% are satisfied, 7% are moderately satisfied, 6% are dissatisfied, 2% are highly dissatisfied by the yearly bonus paid.

12. A pie chart depicting the satisfaction level of employees for compensation to be paid in case of any accident.



Interpretation: From the above chart we infer that 11% of the respondents say that they need to compensate in case if any accident occurred, 70% say that they need not compensate in case of any accident occurred, 19% feel that sometimes they need to compensate and sometimes they do not need to compensate in case of any accident occurred.

13. A pie chart depicting the satisfaction level of employee for overall employee welfare and safety measures.



Interpretation: From the above chart we infer that 17% are highly satisfied with overall employee welfare and safety measures, 47% are satisfied, 14% are moderately satisfied, 12% are dissatisfied, 10% are highly dissatisfied.

**ANOVA ANALYSIS
Employee Health and Safety measures at VST Industries Ltd**

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Sickness Benefits	12	23	12	2	1
Leave Policy	18	13	4	9	6
Leave travel assistance	22	13	10	3	2
Employee Injury Benefits	20	12	10	5	3
Old age benefits	25	13	7	3	2
Retirement Benefits	24	13	6	4	3
Death in harness	10	11	18	6	5

Hypothesis:

1. H1: There is no significant difference in the satisfaction of employees
2. H1: There is no significant difference in the various Benefit provided

ANOVA Calculation

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	37.20833	5	7.441667	1.134377	0.516973	2.901295
Columns	300.125	3	100.0417	11.85094	0.000307	3.287382
Error	126.625	15	8.441667			
Total	463.9583	23				

Table value for difference in benefits is 4.68 at (15,5) degree of freedom, which is greater than F test value 1.1343. Thus we accept Null hypothesis that there is no significant difference in satisfaction of employees.

Table value for difference in satisfaction is 3.29 at (3, 15) degree of freedom, which is less than F test value 11.8509. Thus we reject null hypothesis.

There is significant difference in the various benefits provided by the organization.

CONCLUSION:

-) The employees are satisfied with the welfare and safety measures provided by the company as there is 75% positive response towards the welfare measures taken. The remaining 25% employees are not satisfied, so further improvements can be made.
-) If the welfare and safety measures are being implemented effectively, it improves motivation levels and also improves the relationship between employee and employer. The safety measures are being implemented effectively in the factory area and especially while working with machines.
-) The welfare and safety measures are tools with which we can build-up employees individually by providing them better opportunities which improves their motivation to work more effectively and efficiently. Welfare measures also helps to build-up stable employee force and promotes better relationship with management.
-) The employees would like to have few additions in the list of welfare measures provided. Some of them are: Separate rooms for injured people to take rest, provision of employment for the family members of an employee (In case of his death in harness), provide education allowance for better future of employees family members, provide cultural or sports recreational activities, improve the quality of safety measures provided.

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