

EMPLOYEE WELFARE MEASURES

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Abstract: To study the existing welfare facilities provided to the employees at Hyundai motors ltd.To know the employee's opinion about the present welfare facilities at Hyundai motors ltd.To study the satisfaction of workers towards the present welfare facilitates. To give certain suggestion based on findings for improvement in the welfare facilities provided by the management.Toknow about the working conditions. To study the hygienic and relational content factors.A common place that we see the need to apply Relations and welfare is in the workplace. In the work force, we can see relations play a key role in leadership success. A person unable to grasp relations and apply it will not become or stay as a leader. It is critical that anyone seeking to lead should understand "Hewlett's Hierarchy of Work Motivators."Salary, benefits, working conditions, supervision, policy, safety, security, affiliation, and relationships are all externally motivated needs. These are the first three levels of "Hewlett's Hierarchy" When these needs are achieved; the person moves up to level four and then five. However, if levels one through three are not met, the person becomes dissatisfied with their job. When satisfaction is not found, the person becomes less productive and eventually quits or is fired. Achievement, advancement, recognition, growth, responsibility, and job nature are internal motivators. These are the last two levels of "Hewlett's Hierarchy."

KEY WORDS: EMPLOYEE WELFARE, SOCIAL SECURITY, Social Security in India, INDUSTRY PROFILEANDCOMPANY PROFILE, DATA ANALYSIS AND INTERPRETATION.

I.INTRODUCTION

Employee 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. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain

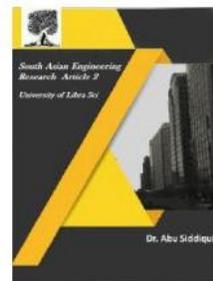


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facilities and services in addition to wages or salaries.

1.1.OBJECTIVES OF THE STUDY

To study the existing welfare facilities provided to the employees at Hyundai motors ltd.

To know the employees opinion about the present welfare facilities at Hyundai motors ltd.

To study the satisfaction of workers towards the present welfare facilities.

II.REVIEW OF LITERATURE

The review of literature is a methodical survey of the facts and figures which are the outcome of previous studies on a specific topic. It is compilation of the major finding from previous research studies. It is beneficial to recognize the past work on a research topic. Every study is comprised of certain preliminary steps, the review of literature being one of them. This chapter contains a detailed review of the existing literature on measures related to employee/labour welfare and other related issues. The term employee welfare and labour welfare are used interchangeably in this chapter with no loss of meaning.

2.1. Definition of Employee Welfare:

The concept of employee welfare is flexible and elastic and varies widely with times, region, industry, social value and customs degree of industrialization the general socio economic development of the people and political ideologies prevailing at a particular moment.

Employee welfare has been defined in different ways:

the oxford dictionary defines employee welfare as:

“efforts make life worth living for workmen” the encyclopedia of social science defines it as: “ the voluntary effort of the employees to establish, within the existing industrial system, working and sometimes living and cultural conditions of employee beyond what is required by law, the customs of the country and the conditions of market”.

2.2. Employee Welfare Schemes

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety.

2.3. EMPLOYEE WELFARE

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.

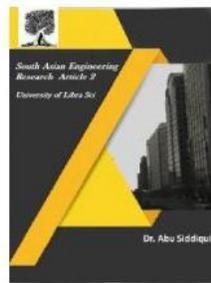


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- To combat trade unionism and socialist ideas.
- To build up stable labor force, to reduce labor turnover and absenteeism.
- To develop efficiency and productivity among workers.

2.4. Employee Welfare in India

The chapter on the Directive Principles of State Policy in our Constitution expresses the need for labor welfare thus:

The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life. The State shall, in particular, direct its policy towards securing: That the citizens, men and women equally, have the right to an adequate means of livelihood; That the ownership and control of the material resources are so distributed as to subserve the common good. The State shall make provision for securing just and humane conditions of work and for maternity relief.

2.5. SOCIAL SECURITY

The connotation of the term "Social Security" varies from country to country with different political ideologies. In socialist countries, the avowed goal is complete protection to every citizen from the cradle to the grave.

There are some components of Social Security:

- Sickness benefit
- Unemployment benefit
- Old-age benefit
- Employment injury benefit
- Family benefit

2.6. Social Securities may be of two types

A. Social assistance under which the State finances the entire cost of the facilities and benefits provided.

B. Social insurance, under the State organizes the facilities financed by contributions from the workers and employers, with or without a subsidy from the state

2.7 Social Security in India

At present both types of social security schemes are in vogue in our country. Among the social assistance schemes are the most important. The social insurance method, which has gained much wider acceptance than the social assistance method, consists of the following enactments.

The workmen's Compensation Act, 1923. The Employee's State Insurance Act, 1948. The Maternity Benefit Act, 1961. The Payment of Gratuity Act, 1972.

III. METHODOLOGY

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements, Defining objectives

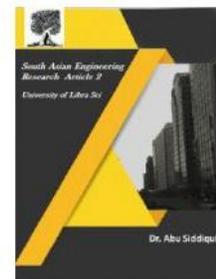


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Developing the information sources
Collection of information
Analysis of information
Suggestion
The methodology followed for collection, analysis under interpretation of data is explained below.

3.1. Research design:

There are generally three categories of research based on the type of information required, they are Exploratory research, Descriptive research, Casual research.

The research category used in this project is descriptive research, which is focused on the accurate description of the variable in the problem model. Consumer profile studies, market potential studies, product usage studies, Attitude surveys, sales analysis, media research and probe surveys are the, Examples of this research.

3.2. Primary Source: Discussions with plant staff, Interviews, Questionnaire administered.

3.3. Secondary Source: Journals, Magazines and articles from prominent newspapers.

Population and Sample: There are 140 Officers & Supervisors and 100 managerial staff. The questionnaire is administered to 100 Officers and Supervisory staff. Sample size is 100.

3.4. SAMPLE DESIGN

a) Sampling unit: the study is directed towards the executive of managerial level.

3.5. Sample size: sample size of 100 is taken in this study

3.6. DATA ANALYSIS

Simple analysis method is followed for analyzing the data pertaining to different dimensions of employees. Simple statistical data like percentage are used in the interpretation of data pertaining to the study. The results are illustrated by means of bar charts.

IV. INDUSTRY PROFILE AND COMPANY PROFILE

INDUSTRY PROFILE

The automobile industry is one of India's most vibrant and growing industries. This industry accounts for 22 per cent of the country's manufacturing gross domestic product (GDP). The auto sector is one of the biggest job creators, both directly and indirectly. It is estimated that every job created in an auto company leads to three to five indirect ancillary jobs.

India's domestic market and its growth potential have been a big attraction for many global automakers. India is presently the world's third largest exporter of two-wheelers after China and Japan. According to a report by Standard Chartered Bank, India is likely to overtake Thailand in global auto-export market share by the year 2020.

4.1. Market size

Overall domestic automobiles sales increased at 6.71 percent CAGR between FY13-19 with 26.27 million

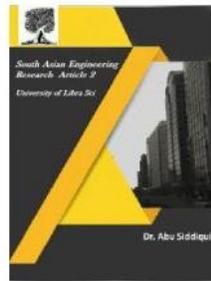


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vehicles getting sold in FY19. Domestic automobile production increased at 6.96 per cent CAGR between FY13-19 with 30.92 million vehicles manufactured in the country in FY19.

In FY19, year-on-year growth in domestic sales among all the categories was recorded in commercial vehicles at 17.55 per cent followed by 10.27 per cent year-on-year growth in the sales of three-wheelers.

Automobile exports grew 14.50 per cent year-on-year during FY19, while during April-December 2019, overall export increased by 3.9 per cent.

V.DATA ANALYSIS AND INTERPRETATION

Data analysis has been done by arranging the data in a simple table form and percentages are calculated. The quantitative data has been represented by drawing out the charts where ever necessary.

5.1. Do you think Employee Welfare is needed in a company?

(a) YES (b) NO

s.no	Options	No. of Responses	Percentage
1	YES	100	100
2	NO	0	0
	TOTAL	100	100

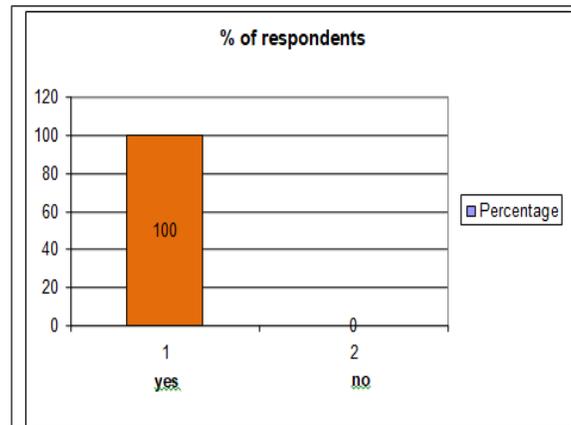


Fig.5.1. Percentage of respondents.

5.2. Interpretation:

To above question, almost 100% of the employees thought that the Employee Welfare programs is needed in a company.

5.3. In Your Organization Educational assistance provided for children's education

- A) Yes
- B) No

5.4) Rate the Welfare program, you are getting in the organization

Particulars	% Rating
Canteen Subsidy	100%
Festival Allowance	50%
Night Shift Allowance	65%
Heat Treatment Allowance	75%
Rest Room Facility	15%
shift timings	10%
Safety practices	55%
death in harness	95%
HRA	100%
Uniform Allowance	50%



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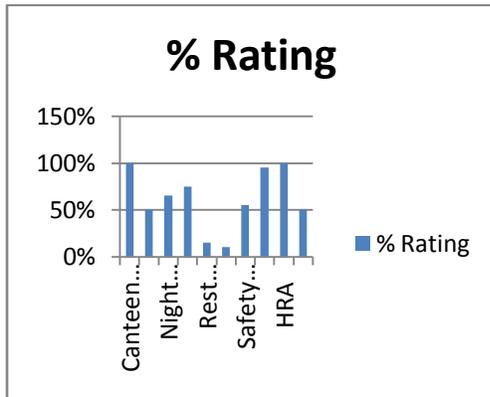
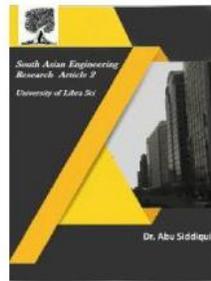


Fig.5.2. % Rating

Interpretation:

From the above table we can find the employees in the organization are getting benefits from the organization as an employee welfare programs

Most of the employee given the rating for the facility of canteen for their food and refreshment facilities in the organization, the organization is allowing the house rent allowances also.

5.5.What are the methods used in your organization in order to help the staff in managing as welfare?

- a) Rest room
- b) Yoga and Meditation
- c) Physical Exercise and indoor games
- d) Music
- e) None of the above

Particulars	Response (No of persons)
Rest room	45
Yoga and Meditation	14

Physical Exercise and indoor games	20
Music	20
None of the above	1

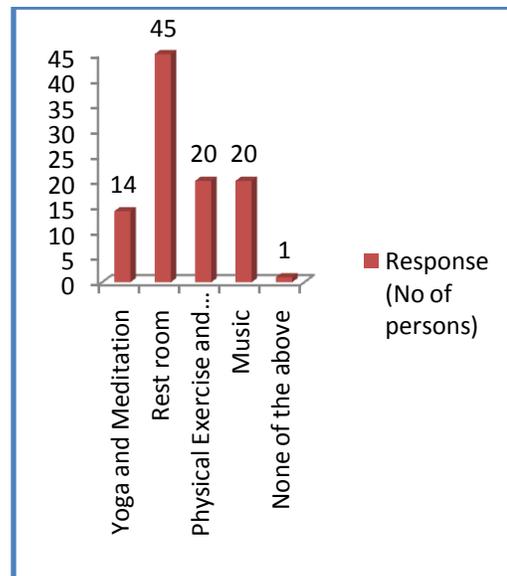


Fig.5.3. Physical Exercise chart

Interpretation:

Employees are managing the stress by using rest rooms and by meditation and yoga by Physical Exercise and indoor games and using other.

SCOPE OF THE STUDY

This study aims to find out the satisfaction of the employees, whether the company is providing necessary health, safety and welfare measures in Hyundai Motors HYDERABAD unit. The scope of the current study named “Employee welfare” is limited only to

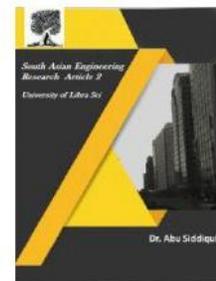


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Hyundai Motors HYDERABAD unit and its application is also specifically limited to the in Hyundai Motors HYDERABAD unit, and the study cannot be applied to other unit of the Hyundai motors. This study helps to improve the performance of the Human resource management department.

CONCLUSION

Human resource plays an important role in any organization. Employee welfare facilities are concern to this department, if the employee is happy with welfare facilities then only the productivity of that organization can be increased.

Based on the study of Employee Welfare Facilities in Hyundai Motors it is clear that the company is very keen in the promoting all the welfare facilities provided by Hyundai Motors.

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2. The study shows that 62% of the respondents have attended safety training programmers and 38% of them have not.
3. From the study it was found that 10% of the respondents have rated the training program as highly effective, 84% have rated it as effective, 5% have no opinion and 1% says it is ineffective.

4. From the study it was found that 91% of the respondents opined that the management provides safety awareness and 9% opined that it does not.

5. The study shows that a majority of 84% employees feel that LIL mostly creates safety awareness through bulletin boards and the least through safety competitions as only 14% believes that safety awareness is created through safety competitions.

6. From the study it was found that 36% of From the study it was found the respondents feel that the safety goggles provided are inadequate and 34% feel that the safety measures provided while working on cranes are inadequate.

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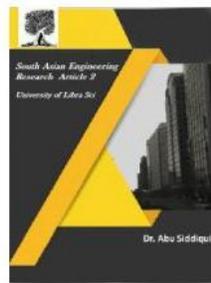


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