



EMPLOYEE WELFARE MEASURES IN AUTO SECTOR SIDCUL, PANTNAGAR, UTTARAKHAND



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ABSTRACT

Amongst all resources required for an organization Human Resource is the most important resource. To retain efficient and experienced workforce in an organization is very crucial in overall performance of an organization. Motivated employees can help make an organization competitively more value added and profitable. Many motivating factors, monetary as well as non – monetary influence the employee and the organization. The present study is an attempt to find out the impact of employee welfare on job satisfaction.

KEYWORDS: *Employee Welfare, Job Satisfaction, Employment, Commodity, Organizations, Employees, Outsource Machinery.*

INTRODUCTION

Labour welfare concept is basically based on human values, where each citizen has a right to work in a congenial environment with no hazards to his health on reasonable wages and other terms and conditions of employment. The days are over when labour was considered to be a commodity. The policy was purely a master, Servant relationship. After the independence our constitution, I. L. O. and planning commission have big contributed to labour welfare programme. The importance of labour welfare measures were accepted long back. Way back in 1931, the royal commission on labour workers.

Article 41 provides that state shall, within the limit of its economics stressed the need of labour welfare primarily because of the harsh treatment meted out to the capacity and development, make effective provision of securing the right to work to education and to public assistance in cases of unemployment, old age, sickness

and disablement and in other cases of underserved provision.

Article 42 provides the state shall make provision for securing just and humane conditions of work and for maternity relief. Article 43 provides that the state shall Endeavour to secure by suitable legislations and economic organization or in any other way to all workers, agricultural, industrial or otherwise work a living wage, condition of work ensuring decent standard of life and full enjoyment of leisure and social and cultural opportunities and in particular the state shall Endeavour to promote cottage industries on an individual or co-operative basis in rural areas.

Article 43 A provides that the state shall take steps by suitable legislation or in any other way to secure the participation of workers in the management of undertakings, establishments or other organizations



engaged in any industry. The Committee on a labour welfare (1969) defined the phase to mean, "Such facilities and amenities as a adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from and for accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as contributed to condition under which workers are employed".

The second report of the I. L. O. refers with regards to labour welfare as such services and amenities which may be established in or in the vicinity of undertaking to enable the person employed in them to perform their work in healthy congenial surroundings and such amenities conducive to good health and high morale. After the condition so many Industrial Act have been constituted such as the Workman compensation Act 1923, Maternity benefit Act 1961, Factory act 1948, Contract labour Act 1970, Bonded labour act 1976, Equal remuneration act 1976, Interstate migration act 1979, Child labour act 1986, Minimum wages act 1948, Payment of wages act 1936, Bedi & Cigar workers act 1966, Buildings and other constructions workers act 1996, The payment of bonus act 1965, The payment of gratuity act 1972 and Industrial dispute act 1948.

1. AUTO COMPANIES

1.1 . Bajaj Auto Limited is an Indian motorized vehicle-producing company. It is world's third-largest manufacturer of motorcycles and second-largest in India. It is based in Pune (Maharashtra), with plants in Akurdi and Chakan (near Pune), Waluj and Pantnagar in Uttaranchal. Bajaj Auto Ltd, had started its 4th plant in the year 2007 at SIDCUL (Pantnagar) which now manufactures two brands of motorcycles (Platina and Discover) which mostly cater to the demands of domestic market.

The Bajaj Group is amongst the top 10 business houses in India. Bajaj Auto's has in all three plants, two at Waluj and Chakan in Maharashtra and one plant at Pant Nagar in Uttaranchal, western India. They have 17 vendors and all of them are located nearby. They outsource machinery and have four assembly lines which operate in two shifts with 950 manpower, manufacturing 6000 vehicles per day and targeting 1.5 Lakh vehicles per month. The efficiency of the plant is 96%. Bajaj is the top exporter of bike in India, exporting to more than 40 countries around the world.

1.2 Tata motors has set up a plant for its mini-truck Ace and the passenger carrier Magic (based on the Ace platform) at Pantnagar in Uttarakhand. The plant began

commercial production in August 2007. This is the company's fourth plant, after Jamshedpur (commercial vehicles), Pune (commercial vehicles and passenger vehicles) and Lucknow (commercial vehicles). The plant is spread over 953 acres, of which 337 acres is occupied by the vendor park. Although Tata Motors had initially planned to roll out the Nano from Singur, this plan is reportedly being reworked to Pantnagar in Uttarakhand. Tata Motors has planned a capacity of 2.25 lakh units for Ace, the sub-one-tonne truck.

1.3 PLANT OF ASHOK LEYLAND UTK PANT NAGAR RUDRAPUR UTTARAKHAND

Established in 2010 - 75,000 annual capacity green field Unit for new generation Platforms and Cabs.

Ashok Leyland is an Indian automobile manufacturing company based in Chennai, India. Founded in 1948, it is the 2nd largest commercial vehicle manufacturer in India, 4th largest manufacturer of buses in the world and 16th largest manufacturer of trucks globally.

1.2 Types of welfare facilities provided by Auto sectors companies:-

Welfare services may broadly be classified into two categories: intramural activities which are provided within the establishment such as latrines and urinals, crèches, rest centers, canteens, uniforms, library, medical aid, subsidized food, shift allowances etc;

Extramural activities which are undertaken outside the establishment such as family planning, child welfare, cooperative stores, credit societies, holidays homes, leave travel facilities, transport to and from the place of work etc.

Labour welfare work may also be divided into two categories: statutory and Non-statutory. Voluntary welfare work includes those activities which are undertaken by employers for their workers voluntarily. Many employers, nowadays, offer the following amenities voluntarily: Providing health maintenance services, emergency care, on the job treatment care for minor complaints, health counseling, and medical supervision in rehabilitation, accidents and sickness prevention, health education programmes, Medical benefits are extended to employee family members. They provide the facility of reimbursement of medical expenses borne by the employees.

1.3 Welfare and recreational facilities:-

Welfare and recreational benefits include: canteens, loans, employee counselling, (holiday homes, Transportation, parties and picnics, miscellaneous.

Canteens:- some organization have statutory obligation to provide such facilities as section 46 of the factories Act 1948, imposes a statutory obligation to employer to provide canteens in factories employing more than 250 workers. Others have provided such facilities voluntarily. Foodstuffs are supplied at subsidized prices in these canteens.

Loans:- some organizations provide loans to employees directly.

Employee counselling:- organizations provide counselling service to the employee regarding their personal problems through professional counsellors. Employee counselling reduces absenteeism, turnover, tardiness etc.

Holiday homes:- large organizations established holidays homes at a numbers of hill stations, health resorts and others centers with low charges of accommodations.

Transportation:- Many large organizations or companies provide conveyance facilities to employees, from their residence to the place of work and back, as most industries are located outside town and all employees may not get quarter facility.

Parties and picnics:- companies provide these facilities with a view to inculcating a sense of association, belongingness, openness and freedom among employees. These activities help employees to understand others better.

Miscellaneous:- organizations provide other benefits like organizing games, sports with awards, setting up clubs, Diwali, Holi and gifts. Birthday and anniversary gifts. Productivity /performance awards etc.

2. NEED OF THE STUDY

No scientific and systematic effort has been made in recent past study the status of implementation of welfare measures under the factory act 1948 and other non statutory welfare measures conducted as part of a scheme under second five year plan in certain specified industries conducted by labour bureau in need 60s. But now the Situation have changed and a lot of new industries have come up with new technology and dramatically changed the definition of labour welfare. On this basis it was felt and it would therefore industry to know as to in the changed industrial scenario, how for the objectives of factory act 1948 are really being translated in action and how the act being implemented.

3. OBJECTIVES OF THE STUDY

3.1 Primary objectives:-

To study the employees welfare measures in auto sector companies in Utrkhand (SIDCUL PANTNAGAR)

3.2 Secondary objectives:-

3.2.1 To identify the various welfare measures provided to the employees.

3.2.2 To knows their satisfaction towards the welfare measures.

3.2.3 To knows awareness about the concept of “employee welfare”.

3.2.4 To make constructive suggestions to improve the welfare facilities.

4. SCOPE OF STUDY

4.1 Employees welfare is an essential part of social welfare

4.2 Employees welfare is to improve the working class

5. LIMITATION OF STUDY

5.1 The information is collected from 50 employees only

5.2 The study is limited to AUTO SECTOR IN SIDCUL PANTNAGAR only

6. RESEARCH METHODOLOGY

The manipulation of things ,concepts or symbols for the purpose of generalizing to extend, correct or verity knowledge ,whether that knowledge aids in construction of theory o in the practice of an art.

6.1Population. Auto companies in sidcul pantnagar.

6.2Sampling. The study is based on random sampling. I have selected three auto companies randomly i.e. TATA , ASHOKA LEYLAND , BAJAJ

6.3Research Design :- A research design is the arrangement of conditions for collection and analysis of data. Regarding this study, descriptive research design concern with describing the perception of each individuals or narrating factors on welfare measures. The major purpose of descriptive research is description of the state of affairs as it exists at present.

6.4Data collection

6.4.1Primary data - The primary data was collected from the respondents i.e. employees

6.4.2Secondary data- The secondary data was collected from the past records and websites

6.5 Research instrument

6.5.1Questionnaire

6.6 Sample size

Sample size of the project is about 50 employees

6.7 Statistical tools applied

4.6.1. Percentage analysis. Percentage refers to a special kind of ratio. Percentage analysis test is done to find out the percentage of the response of the respondents. In these tools various percentage are presented by the way of Bar-diagram, pie-chart in order to have better understanding of the analysis.

Formula: Number of respondents

Percentage = -----*100

Total no of respondents

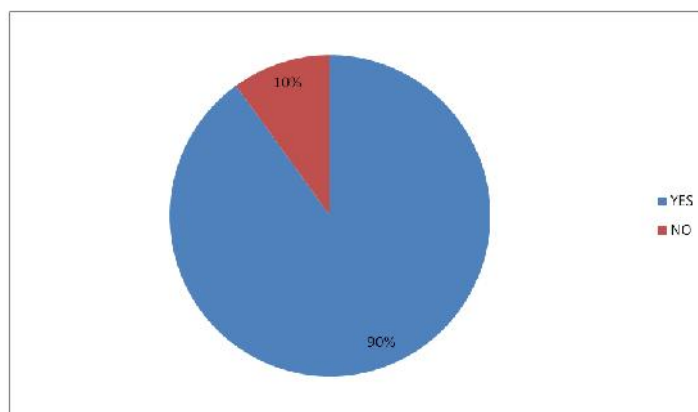
DATA ANALYSIS AND INTERPRETATION

Table 1 : Awareness of voluntary welfare facilities

| S.No | Awareness of Welfare Facilities | No. of Respondents | Percentage |
|------|---------------------------------|--------------------|------------|
| A | YES | 45 | 90 |
| B | NO | 5 | 10 |
| | TOTAL | 50 | 100 |

Source: field work

Figure 1



Interpretation:-

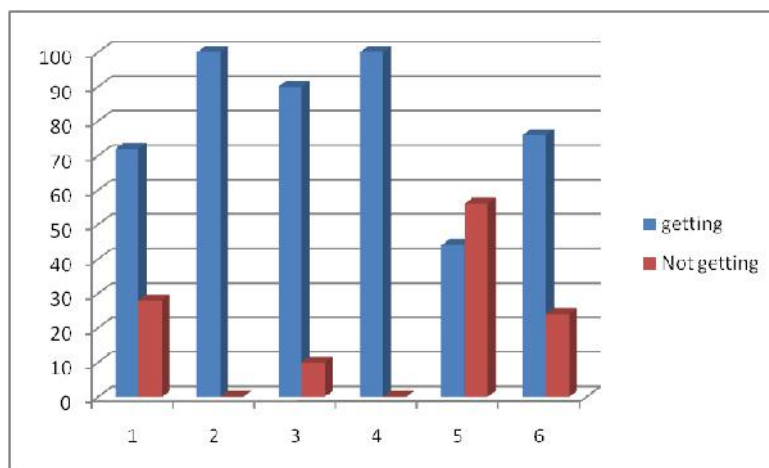
The above chart clearly shows awareness level of the employees in auto sector. 90% of employees are aware of welfare facilities and 10% are unaware of welfare facilities

Table 2 : which are the intramural welfare facilities are you getting ?

| S.No | Options | No. of respondent | | percentage | |
|------|-----------------|-------------------|-------------|------------|-------------|
| | | Getting | Not getting | Getting | Not getting |
| 1 | Uniform | 36 | 14 | 72 | 28 |
| 2 | Drinking water | 50 | 0 | 100 | 0 |
| 3 | Medical aid | 45 | 5 | 90 | 10 |
| 4 | Toilet facility | 50 | 0 | 100 | 0 |
| 5 | Lunch room | 22 | 28 | 44 | 56 |
| 6 | Canteen | 38 | 12 | 76 | 24 |

Source: field work

Figure 2



Interpretation:-

The above chart shows that 100% employees are getting drinking water and toilet facility in auto sector , 44% employees are getting and 56% employees are not getting the facility of lunch room in auto sector , 90% employees are getting and 10% employees are not getting

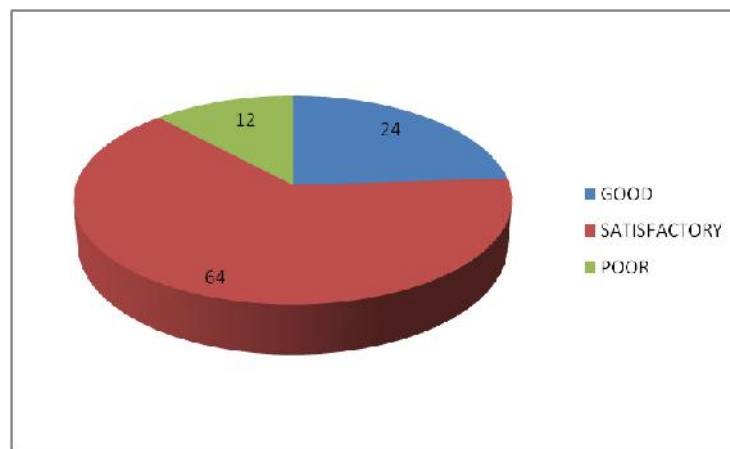
the facility of medical aid in auto sector and 76% employees are getting and 24% employees are not getting the facility of canteen in auto sector and 72% employees are getting and 28% employees are not getting the facility of uniform in auto sector.

Table 3 :Level of satisfaction on storing and drying clothing facility

| S.No | Opinion | No of respondents | Percentage |
|------|--------------|-------------------|------------|
| A | Good | 12 | 24 |
| B | Satisfactory | 32 | 64 |
| C | Poor | 6 | 12 |
| | TOTAL | 50 | 100 |

Source: field work

Figure 3



Interpretation:-

It can be seen from the above that 64% of employees are satisfied with the storing and drying

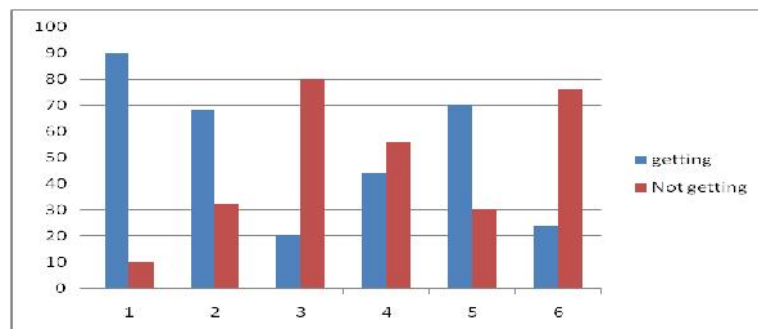
facility.24% of employees responded this facility as good . 12% of employees responded this facility as poor.

Table 4 : What are the extramural welfare facilities are you getting?

| S.No | Facility | No. of Respondents | | Percentage | |
|------|--------------------|--------------------|-------------|------------|-------------|
| | | Getting | Not getting | Getting | Not getting |
| 1 | Transportation | 45 | 5 | 90 | 10 |
| 2 | Sports facility | 34 | 16 | 68 | 32 |
| 3 | Vocational traning | 10 | 40 | 20 | 80 |
| 4 | Social insurance | 22 | 28 | 44 | 56 |
| 5 | Maternity benefit | 35 | 15 | 70 | 30 |
| 6 | Housing | 12 | 38 | 24 | 76 |

Source: field work

Figure 4



Interpretation:-

The above figure shows that 90% employees are getting and 10% employees are not getting the transportation facility.68% employees are getting and 32% employees are not getting the sports facility.20% employees are getting and 80% employees are not getting the vocational traning .44 % employees are getting and

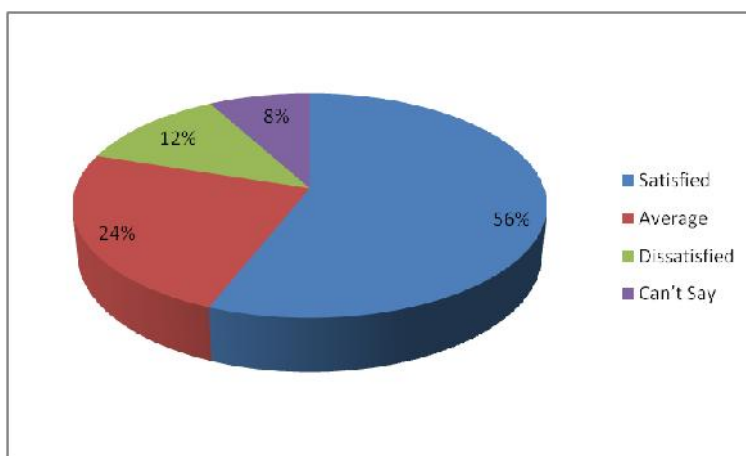
56% employees are not getting the facility of social insurance. 70% employees are getting and 30% employees are not getting the facility of maternity benefit.24% employees are getting and 76% employees are not getting the facility of housing.

Table: 5 Opinion regarding the transport facilities in the company?

| S.No | Options | No. of Respondents | Percentage |
|------|---------------------|--------------------|------------|
| 1 | Satisfied | 28 | 56 |
| 2 | Average | 12 | 24 |
| 3 | Dissatisfied | 6 | 12 |
| 4 | Can't Say | 4 | 8 |

Source: field work

Figure 5



Interpretation:-

The above chart shows that 56% employees in auto sector are satisfied, 24% employees are showing

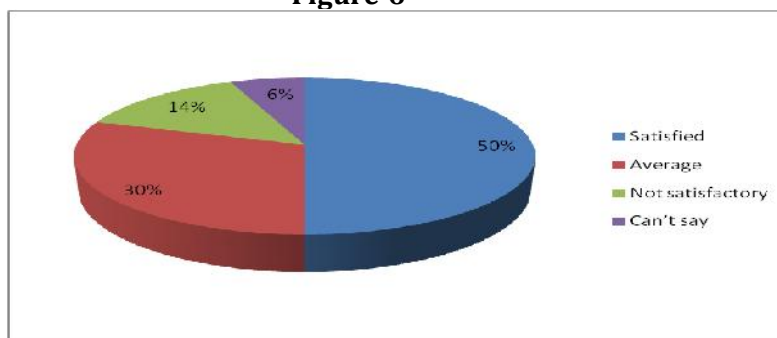
average opinion and 12% are dissatisfied and 8% can't say because they are not using the transport facility.

Table 6 : Level of satisfaction with working condition?

| Satisfaction level | Number of respondents | Percentage |
|-------------------------|-----------------------|------------|
| Satisfied | 25 | 50% |
| Average | 15 | 30% |
| Not satisfactory | 7 | 14% |
| Can't say | 3 | 6% |
| Total | 50 | 100% |

Source: field work

Figure 6



Interpretation:-

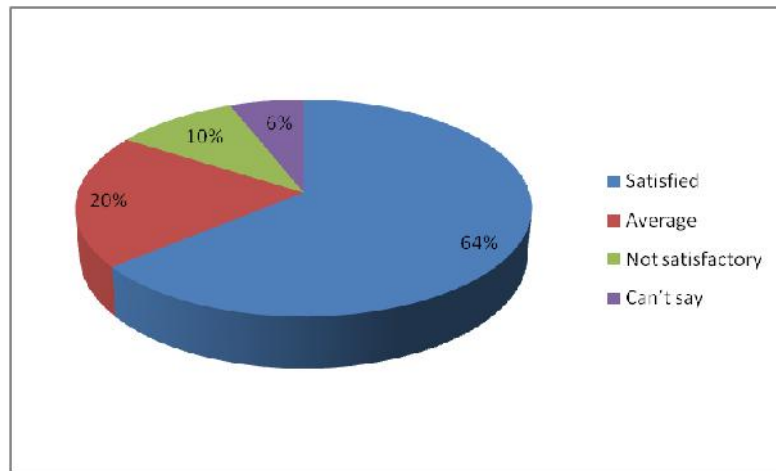
This table shows that in auto sector 50% employees are not satisfied and 6% employees don't want to say anything with the working condition, 14% employees are satisfied, 30% employees feel average.

Table :7 Level of satisfaction with working hours

| Satisfaction Level | Number of Respondent | Percentage |
|--------------------|----------------------|-------------|
| Satisfied | 32 | 64% |
| Average | 10 | 20% |
| Not satisfactory | 5 | 10% |
| Can't say | 3 | 6% |
| Total | 50 | 100% |

Source: field work

Figure 7



Interpretation:-

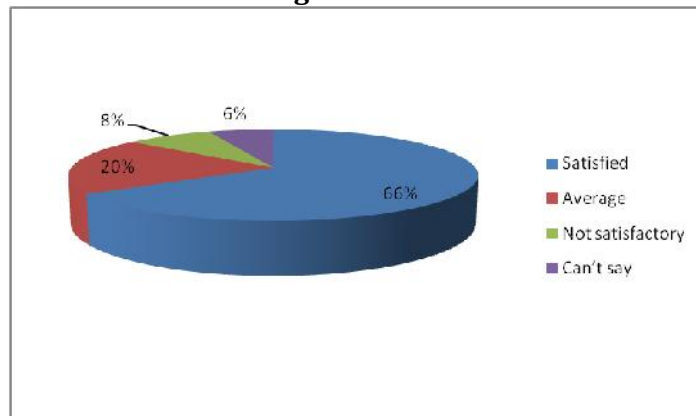
The above chart shows that 64% employees in auto sector are satisfied with working hours, 20% employees says average or less satisfied with working hours and 10% employees are not satisfied and 6% employees don't want to say anything about the working hours.

Table : 8 opinion regarding the medical facilities

| Satisfaction level | Number of respondent | Percentage |
|--------------------|----------------------|-------------|
| Satisfactory | 33 | 66% |
| Average | 10 | 20% |
| Not satisfactory | 4 | 8% |
| Can't say | 3 | 6% |
| Total | 50 | 100% |

Source: field work

Figure 8



Interpretation:-

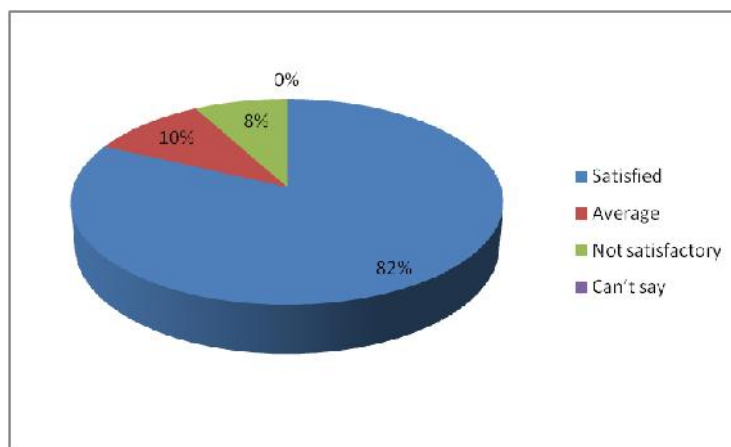
The above chart shows that 66% employees in auto sector are satisfied with medical facilities, 20% employees are average or less satisfied with medical facilities and 8% employees are not satisfied and 6% employees don't want to say anything about medical facilities

Table : 9 Are you happy with the canteen facilities?

| S.No | Options | No. of respondent | Percentage |
|------|--------------|-------------------|------------|
| 1 | Satisfied | 41 | 82% |
| 2 | Average | 5 | 10% |
| 3 | Dissatisfied | 4 | 8% |
| 4 | Can't say | 0 | 0% |
| | Total | 50 | 100% |

Source : Field Work

Figure 9



Interpretation:-

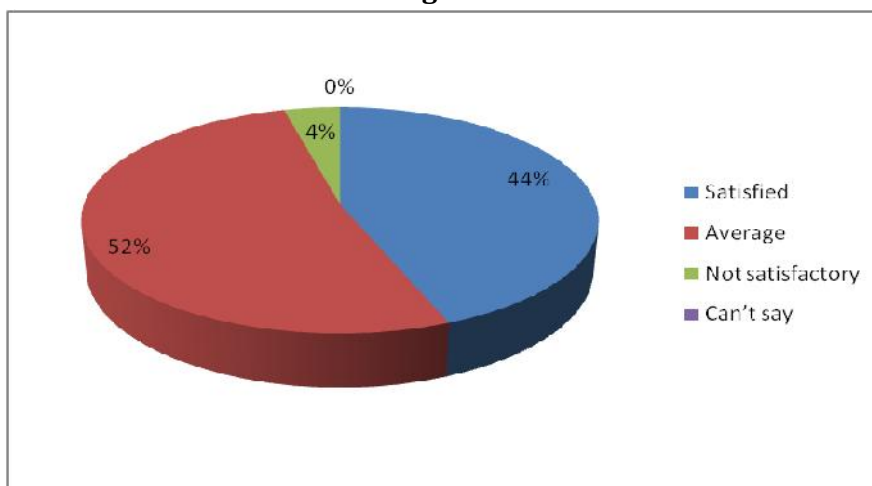
The chart shows satisfaction level of canteen facilities and 82% employees in auto sector are satisfied , 10% shown average interest and 8% employees are dissatisfied.

Table 10: opinion about welfare facilities in the company?

| S.No | Options | No of Respondent | Percentage |
|------|--------------|------------------|------------|
| 1 | Satisfied | 22 | 44% |
| 2 | Average | 26 | 52% |
| 3 | Dissatisfied | 2 | 4% |
| 4 | Can't say | 0 | 0% |
| | Total | 50 | 100% |

Source : Field Work

Figure 10



Interpretation:-

The above chart shows the opinion about welfare facilities 44% employees are satisfied.52% employees are showing average opinion and 4% are dissatisfied.

CONCLUSION

Labour welfare covers an ample field and connotes a state of well being, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. The fundamental propose of labour welfare is to enrich the life of employees and to remain them joyful and conducted that helps to development of organization.

Auto sector companies provide welfare facilities to their employees to keep their motivation levels high. Welfare services may broadly be classified into two categories (1) intramural activities (2) extramural activities. Now a days maximum companies give their employees a voluntary welfare and recreational facilities. Under this research I have studied welfare measures provided to the employees, satisfaction and awareness about the welfare. Employees in auto sector are highly satisfied with the intramural welfare measures and few are dissatisfied with the extramural welfare measures. Perception of the employees on the total welfare measures is satisfied very fewer employees are dissatisfied.

At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement, so that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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