



**A STUDY ON WELFWRE MEASURES WITH REFERENCE TO
AMAR RAJA BATTERIES LTD, KARAKAMBADI, ANDHRA
PRADESH, INDIA**



KALYANI GUDURU

Asst. Professor

Dept. of Business Administration

Narayana Engineering College, Gudur. (AP) INDIA

ABSTRACT

Welfare measures are essential components in the human resource functions. Welfare includes provision of various facilities and amenities in and around the workplace for the better life of employees. Employee is backbone of any organization. Without employee no work can be done. So employee satisfaction is most important in any organization. For satisfying employees organization must provide various facilities in addition to wages. As AMARA RAJA Batteries Ltd is famous battery industry. The main aim of this study is to analyze the Safety-Health -welfare measures of AMARA RAJA Batteries employees. Personal interviews and asking related questions have been used in this study to measure the welfare of employees. The study shows that 89% of the samples are satisfied with the welfare system in AMARA RAJA BATTERIES still 11% aren't satisfied by the effort made by AMARA RAJA BATTERIS toward welfare facilities. The organization may give importance to the dissatisfaction of employees behind welfare facilities should be identified and improved by the welfare dept of AMARA RAJA BATTERIES LTD.

KEY WORDS: Satisfaction, Welfare Measures, Amenities, Facilities, Batteries.

INTRODUCTION

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also 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. Through such generous benefits the employer makes life worth living for employees. 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.

The following are the features of employee welfare:

- Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
- The basic purpose of employee welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.
- Employee welfare is an essential part of social welfare. It involves adjustment of an employee's work life and family life to the community or social life.
- Welfare measures may be both voluntary and statutory.

NEED FOR THE STUDY

As the company is a manufacturing one, it is important to take safety & health measures in order to prevent accidents. The employees are supposed to work on hazardous machines, so for their safety they have to use safety appliances. Every organization must provide welfare facilities to their employees in order to make them happy, relaxed and motivated.

The present study is conducted to evaluate the safety, health and welfare facilities provided by the company.

OBJECTIVES OF THE STUDY

- ❖ To observe the safety - health - welfare measures implemented in company
- ❖ To know employees opinion about the present welfare facilities
- ❖ To assess the usefulness of the labour welfare as per the factories act 1948, implemented by the unit on its workers.
- ❖ To know workers satisfaction regarding welfare programs.

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 AMAR RAJA BATTERIES LTD. The scope of the current study named "Health –safety-welfare measures" is limited only to AMARA RAJA BATTERIES. This study helps to improve the performance of the Human resource management department.

LIMITATIONS OF THE STUDY

The study has the following limitations. Employees were hard pressed for time in view of the job demands, and rigorous work schedules. Hence the researcher has to persuade them for sparing to the questionnaires and interviews. When I was found that the respondents were not able to spend adequate time for the purpose.

REASERCH METHODOLOGY

The data has been collected from two sources of data that is primary and secondary data. Primary data Questionnaire methods are used to elicit information from employees of various hierarchy departments. Primary data are those which are gathered especially for the project at hand is directly through questionnaire & personal interaction. Primary data is collected by administering the questionnaire& personal interaction. Secondary data has been collected from different books and company files and website. The secondary data has been collected by an individual from different sources.

Sampling size: The study was taken on 130 respondents.

Data presentation: Data was presented with the help of tables, charts; interpretation and observation were noted below each table/charts.

Data analysis: Data was analyzed by simple qualitative analysis for the study.

DATA ANALYSIS

Table-1.Risk Exposure related to employee work

s.no	Risk	Respondents	Percentage (%)
1	Highest risk	0	0
2	Reasonable risk	108	83
3	Minimum risk	22	17
4	Maximum risk	0	0

Source: Primary Data(Employees of AMAR RAJA Batteries)

Chart 1: Risk exposure in employee work



Source: Primary Data(Employees of AMAR RAJA Batteries)

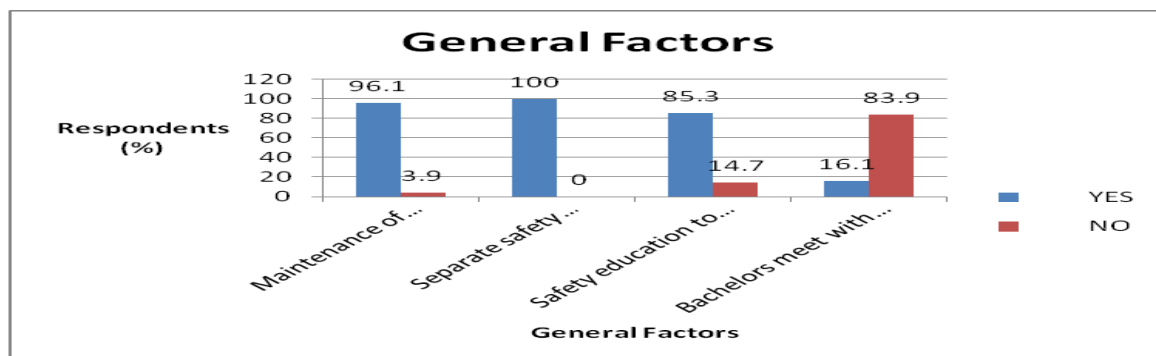
Interpretation: Out of all the respondents, 83% of them expressed that they are facing reasonable risk in their work, and 17% expressed that they are facing minimum risk. Highest risk and maximum risk were not mentioned by any respondent.

Table-2: General Factors

S.No	FACTORS	RESPONDENTS		Percentage %	
		YES	NO	YES	NO
1	Maintenance of accident records	125	5	96.1	3.9
2	Separate safety department	130	0	100	0
3	Safety education to all employees	111	19	85.3	14.7
4	Bachelors meet with more accidents than the married employee.	21	109	16.1	83.9

Source: Primary Data(Employees of AMAR RAJA Batteries)

CHART-2: General Factors



Source: Primary Data(Employees of AMAR RAJA Batteries)

INTERPRETATION:

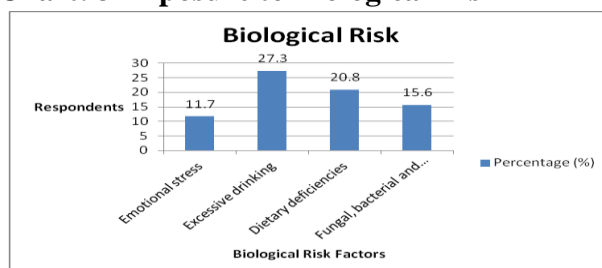
- 96% of respondents opined that the company is maintaining accident records, 4% opined that they don't know about such records.
- 83.9% of respondents felt that Bachelors not meet with more accidents than the married employees, 16.1% feel that Bachelors meet with more accidents than the married employees.

Table-3: Exposure to Biological risk

S.No	Biological risk	Respondents	Percentage (%)
1	Emotional stress	9	11.7
2	Excessive drinking	21	27.3
3	Dietary deficiencies	16	20.8
4	Fungal, bacterial and insect bites	12	15.6

Source: Primary Data(Employees of AMAR RAJA Batteries)

Chart: 3 Exposure to Biological Risk



Source: Primary Data(Employees of AMAR RAJA Batteries)

Interpretation: 11.7% of respondents are facing emotional stress 27.3% are facing excessive drinking 20.8% are facing dietary problems and 15.6% of respondents are opined that there is effect of fungal, bacterial and insect bites.

SAFETY MEASURES IN AMAR RAJA BATTERIES LTD

Source: Primary Data(Employees of AMAR RAJA Batteries)

S.no	FACTORS	1	2	3	4	5	Don't know
1	Fencing for moving, rotating machinery	89	14	9	0	0	18
2	Effective devices for cutting off power	74	29	13	0	0	14
3	Maintenances of floors, stairs, passages	130	0	0	0	0	0
4	Coverings for pits and openings on the floor	130	0	0	0	0	0
5	Precautions against fumes, dust, light	119	11	0	0	0	0
6	Precautions against fire, smoke, gas	130	0	0	0	0	0
7	Maintenances of building and machinery	130	0	0	0	0	0
8	Protection of women near risky operations	-	-	-	-	-	-
9	Escape routes in case of emergencies	120	10	0	0	0	0
10	Employment of young person's on dangerous machinery	119	10	1	0	0	0

INTERPRETATION:

- 1) All employees highly satisfied about the measures taken for:
 - Maintenance of floors, stairs, passages
 - Coverings for pits and openings on the floor
 - Precautions against fire, smoke, gas
 - Maintenance of building and machinery

- 2) Fencing for moving, rotating machinery-68% respondents highly satisfied, 11% satisfied, 6% neither satisfied nor dissatisfied and 14% don't know about the factor.

- 3) 91% respondents are highly satisfied about:
 - Precautions against fumes, dust, light
 - Employment of young persons in dangerous machinery (only trained young persons are placed near the machinery) remaining are satisfied.

- 4) 57% of respondents are highly satisfied about Effective devices for cutting off power- 22% satisfied,

10% are neither satisfied nor dissatisfied.

5) Escape routes in case of emergencies-92% are highly satisfied, and remaining is satisfied.

6) No women are employed in production department.

HEALTH MEASURES IN AMARA RAJA BATTERIES LTD

S.No	FACTORS	1	2	3	4	5	Don't know
1	Disposal of wastes and effluents	130	0	0	0	0	0
2	Ventilation and temperature facilities	124	6	0	0	0	0
3	Protection against over crowding	130	0	0	0	0	0
4	Clean surroundings-free from pollution	130	0	0	0	0	0
5	Protection vs. artificial humidification	128	2	0	0	0	0
6	Availability of pure drinking water	130	0	0	0	0	0
7	Availability of proper first-aid facilities	130	0	0	0	0	0
8	Provision of protective clothing, facilities	130	0	0	0	0	0
9	Separation of noisy equipment	99	12	19	0	0	0
10	Effective maintenance of sanitary condition	130	0	0	0	0	0

Source: Primary Data(Employees of AMAR RAJA Batteries)

Interpretation:

1) All Employees are highly satisfied about the measures taken for:

- Disposal of wastes and effluents
- Protection against over crowding
- Clean surroundings free from solution
- Availability of pure drinking water
- Availability of proper first aid facilities
- Provision of protective clothing facilities
- Effective maintenance of sanitary condition

2) Ventilation and temperature facilities-95% highly satisfied, and remaining satisfied.

3) Separation of noisy equipment-76% is highly satisfied, 10% satisfied, and remaining neither Satisfied nor dissatisfied.

4) Protection vs. artificial humidification- 98% are highly satisfied, remaining satisfied.

WELFARE MEASURES IN AMAR RAJA BATTERIES LTD

S.No	FACTORS	1	2	3	4	5	NO SUCH FACILITY
1	Facilities for washing, drying, strong clothing	130	0	0	0	0	70
2	Availability of restrooms, lunch rooms	130	0	0	0	0	0
3	Availability of shelters, sitting facilities	95	26	9	0	0	0
4	Subsidized Price levels for food in canteen	69	22	13	26	0	0
5	Day care center for children, old people	-	-	-	-	-	-
6	Counselling about career	130	0	0	0	0	0
7	Facility for enhancing qualifications	130	0	0	0	0	0
8	Transportation facilities for employees	130	0	0	0	0	0
9	Housing facilities for employees	96	0	0	0	0	34
10	Facility of fair-price shops	-	-	-	-	-	-

Source: Primary Data(Employees of AMAR RAJA Batteries)

Interpretation:

1). All Employees are highly satisfied about the measures taken for:

- Availability of rest rooms. lunch rooms
- Counselling about career
- Facility for enhancing qualifications
- Transportation facilities for employees

2). the company provides washing, drying, storing clothing facilities for all employees, and they are highly satisfied.



- 3) Subsidized levels for food in canteen-53% highly satisfied, 17% satisfied, 10% neither satisfied nor dissatisfied.
- 4) Housing facilities for employees-73% respondents are highly satisfied, the remaining don't have such facility. company provides housing facilities only for permanent employees
- 5). Company is not providing daycare for children old people, facility of fair shops to their employees

FINDINGS

- 83% of respondents feel that they are facing reasonable risk in and 17% feel that they are facing highest risk in their jobs.
- All respondents have opinioned that ARBL provide transport, canteen, and ambulance to all employees.
- All electrical connections are checked monthly which are in the company premises and proper safety measures to all employees.
- For safety purpose, separate safety and health department is in ARBL. Every day they check all employees, they are working in a safety environment or not.
- ARBL has separate environment department. Hot and waste water is recycled with the permission of environment department head.
- All employees agreed that the company provides better counseling about their careers. They are providing facility for enhancing their qualifications.
- 28% of respondents are highly satisfied, 63% are satisfied, and 7.6% are neither satisfied nor dissatisfied of safety, health & welfare measures provided by the company.
- All employees opinioned that the company does not provide Sickness benefit to employees.

SUGGESTIONS /RECOMMENDATIONS

- ❖ As it is battery manufacturing company, the workers are supposed to work with chemicals like lead and copper, so it's better to conducting the medical checkups quarterly than yearly once.
- ❖ ARBL provides rest rooms only for employees not workers. So, it's better to provide rest rooms to workers.
- ❖ For avoiding unsafe working conditions, the company may conduct safety inspections for the machineries regularly at the work place.
- ❖ Some of the dangerous machineries don't have safety boards. So, it's better to provide safety boards to all dangerous machineries.
- ❖ The company may introduce recreational facilities to the employees like picnics etc; In order to make the employees feel free from their day to day work.
- ❖ In Battery manufacturing lead& copper is used. It is very harmful to human beings. So it is better to provide washing facilities to those employees who are worked in lead metal premises.
- ❖ For avoiding biological risk to workers it is better to provide awareness regarding yoga& meditation to all workers& employees.



Data Source: primary data



Interpretation: Out of all the respondents, 83% of them expressed that they are facing reasonable risk in their work, and 17% expressed that they are facing highest risk. Highest risk and minimum risk were not mentioned by any respondent.

Limitations of the study

- × Due to the limited time period, the study is made on 130 employees only.
- × The respondents are the employees of Amara Raja batteries Ltd only.
- × Due to the busy working schedule and shift system, it is not possible to collect detailed information from the employees.

CONCLUSION

Human resource plays an important role in any organization. Employee Safety-Health-Welfare facilities are concern to this department, if the employee happy with those facilities then only the productivity of that organization can be increased. Based on the study of Employee safety-health- Welfare Facilities in AMAR RAJA Batteries Ltd it is clear that the companies are very keen in the promoting all the welfare facilities to the employees.

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