

A STUDY ON PERCEPTION OF EMPLOYEES WITH REFERENCE TO WELFARE MEASURES IN SELECT PAPER UNITS IN ANDHRA REGION

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ABSTRACT

Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare measures helps in maintaining the morale and motivation of the employees high so as to retain the employees for longer periods. This welfare need not be in monetary terms 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.

INTRODUCTION

Labour welfare, the term including far-reaching distinct administrations merits and offered facilities to employees by the employer. Labour welfare enhancing the health and work is for safety and all-purposive prosperity and efficiency of the specialists past the base norms lay down by work enactment. 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. Through these generous benefits the organisation makes life worth living for employees. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages.

Welfare measures helps in maintaining the morale and motivation of the employees high so as to retain the employees for longer periods. This welfare need not be in monetary terms 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 better living, Welfare measures are in addition to regular wages and other economic benefits available
- Employees under legal provisions and collective bargaining. The basic purpose of employee welfare is to develop the lot of the working class and thereby developing a sense of belongingness
- 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 statutory and voluntary.

OBJECTIVES OF THE STUDY

1. To examine the industrial relations in Andhra Pradesh Paper Mills Ltd., (APML) Rajahmundry and the Vamsadhara Paper Mills limited, Madapam (VPML).
2. To examine the welfare measures available and their impact on industrial relations in both the units.
3. To offer suitable policy implications for better improvement of industrial relations in the APML and the Vamsadhara Paper Mills limited Srikakulam.

RESEARCH DESIGN

Required primary data information has collected from the cadres i.e., workers, trade union leaders and executives with the help of a separate structured schedule for each cadre and executed to them. Trust worthy information is picked up from each of them. Observation method has been used in some cases to cross check the information and the researcher made several visits to the selected industries. Exploratory research has employed and

interviews has conducted to get the empirical information pertaining to effectiveness of welfare measures from the employees in both the paper units. A sample of 150 employees has taken to measure the perception of employees for the effective implementation of welfare measures in select paper units.

REVIEW OF LITERATURE

In 1981, Surya Kumar examined the practices followed in the four selected undertakings around Hyderabad city, in creating a climate conducive to cordial industrial relations. The findings of the study include that: Management, which looked after the welfare of the workers, faced hardly industrial relations problems.

A study on Industrial relations and welfare measures in BHEL, Hyderabad was conducted in 1982 by Narasimha Reddy. The examined and find out that multiplicity of unions in BHEL hampered the peace of industry. Thus, the study suggested that, to eliminate the multiplicity, the government policy of registration should be changed. Regarding workers participation found as it is not stable in the plant level. He suggested that workers and management should take interest in this scheme. V.B.Singh studied on the textile mills in Kanpur, discuss on economic aspects of work force, absenteeism, turnover, recruitment, discipline and history and perspective of trade unionism at the plant level. Some resemblance may also be found to Saxena's study of five selected units of Meerut. Practices pertaining to recruitment, training, welfare, trade unions, remunerations and union-management relations in respect of the selected industries analyzed in the study.

Welfare measures in VPML and APML

Industry	Welfare activities
VPML	Working hours & rest hours, Working conditions, cooperatives, Wages and incentives, Safety , Workers education, Holidays with leave, Drinking water facilities, Cleanliness /sanitation /toilets, Canteen, Gratuity &PF, Crèches, Medical facilities, First Aid appliances, Accident prevention measures, Educational facilities,

	Recreational facilities, Housing facilities, Transport facilities, Accident compensation and Family welfare measures, Insurance
APML	Working conditions, Holidays with leaves, Working hours & rest hours, cooperatives, Wages and incentives, Safety , Workers education, Drinking water facilities, Cleanliness /sanitation /toilets, Canteen, Gratuity &PF, Crèches, Medical facilities, First Aid appliances, Accident prevention measures, Educational facilities, Recreational facilities, , Transport facilities, Accident compensation, Family welfare measures and Insurance Housing facilities

Table 1.1 illustrates that the facilities provided in both the companies. These are working hours & rest hours, Working conditions, cooperatives, Wages and incentives, Safety, Workers education, Holidays with leave, Drinking water facilities, Cleanliness /sanitation /toilets, Canteen, Gratuity &PF, Crèches, Medical facilities, First Aid appliances, Accident prevention measures, Educational facilities, Recreational facilities, Housing facilities, Transport facilities, Accident compensation and Family welfare measures, Insurance.

What are the perceptions of workers on present welfare measures?

Table 1.2 gives the information regarding Perception of workers on Work related welfare measures in VPML and APML. The satisfaction level is classified in to 3 aspects like- A for fairly satisfied B= satisfied and C= not satisfied.

S.No	Welfare measures	Satisfaction level					
		VPML– Workers (60 members)			APML Workers (90 members)		
		A	B	C	A	B	C
1	Working hours & rest hours	-	50(3)	10(6)	-	80(3)	10(6)
2	Working conditions	-	51(2)	09(7)	-	85(2)	05(7)
3	Safety	-	40(5)	20(4)	-	55(4)	35(5)

4	Drinking water facilities	-	35(6)	25(8)	-	50(5)	40(4)
5	Cleanliness /sanitation /toilets	-	35(6)	2(9)	-	40(7)	50(2)
6	Canteen	-	60(1)	-	-	90(1)	-
7	Crèches	-	25(8)	35(1)	-	40(7)	50(2)
8	Medical facilities		41(4)	19(5)	-	39(8)	51(1)
9	First Aid appliances	-	30(7)	30(2)	-	42(6)	48(3)
10	Accident prevention measures	-	35(6)	25(3)	-	50(9)	40(4)

A= fairly satisfied B= Satisfied C= Not satisfied. Source: field survey

It can be observed in VPML that out of the 60 workers, about fifty members have satisfied the work and rest hour’s measures but it is not satisfied by 10 members. Cent percent are satisfied the canteen facilities. As per the opinion of the workers, the satisfactory levels of the workers regarding safety (40 members out of sixty), drinking water and cleanliness/sanitation/toilets (35 members) are significant level. Meanwhile, by and large, it is similar way in case of APML in this regard. But the perception of unsatisfactory level is in slight compared to the VPML. It indicates that the welfare measures are better in APML than VPML according to the study.

S.No	Welfare measures	Satisfaction level					
		VPML–Workers (60 members)			APML Workers (90 members)		
		A	B	C	A	B	C
1	Cooperatives	-	45(3)	15(6)	-	60(4)	30(6)
2	Wages and incentives	-	40(6)	20(3)	-	55(5)	35(5)
3	Workers education	-	42(4)	18(5)	-	45(8)	45(2)
4	Holidays with leave	-	40(6)	20(3)	-	52(6)	38(4)

5	Gratuity &PF	-	60(1)	-	-	90(1)	-
6	Educational facilities	-	30(7)	30(2)	-	60(4)	30(6)
7	Recreational facilities	-	41(5)	19(4)	-	66(3)	30(6)
8	Housing facilities	-	30(7)	30(2)	-	50(7)	40(3)
9	Transport facilities		54(2)	-	-	86(2)	14(9)
10	Accident compensation	-	25(8)	35(1)	-	60(4)	30(6)
11	Family welfare measures	-	40(6)	20(3)	-	40(9)	50(1)
12	Insurance	-	54(2)	06(7)	-	90(1)	-

Table 1.3 explains the information regarding Perception of workers on other than Work related welfare measures like Cooperatives, Wages and incentives, Workers Education, Holidays with leave, Gratuity &PF, Educational facilities, Recreational facilities, Housing facilities, Transport facilities, Accident compensation, Family welfare measures and insurance in VPML and APML.

Table 1.3 Perception of workers on other than Work related welfare measures

The similar trend has found in APML also. Gratuity and PF has occupied first rank followed by transport facilities, holidays with leave and so on. However, out of the sixty workers, about 35 members are not satisfied the accident compensation and only 6 members are not satisfied the insurance measures in VPML. Fifty workers out of 90 in APML is not satisfied the family welfare measures and only 14 were lowest in this regard in case of transport facilities It is concluded from the table that gratuity and PF, Transport facilities have occupied a significant place in both the industries.

CONCLUSION

Finally, as per the opinions of the workers of the two units- provide proper working conditions, improve the safety measures and prevent the accidents, providing adequate incentives, improvement in workers education, develop cordial relations between supervisors and workers, improve the welfare measures etc., are expands the industrial relations and

reduces the absenteeism.

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