

EMPLOYEE WELFARE AT ZUARI CEMENTS LTD.

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ABSTRACT

Welfares are the measures of promoting the employee's efficiency in an organization. The various welfare measures provided by an organisation will have immediate impact on the satisfaction level of employees working in an organisation and overall efficiency of employees and thereby contributing to the higher productivity. One of the main purposes of employee welfare measures is to improve the employee life and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, which includes housing, canteen, education, medical and laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee satisfaction towards the welfare facilities at Zuari Cements Ltd which helps to retain the employees working in an organisation that leads to success of an organisation.

INTRODUCTION

Workers' well-being can be described as "an effort to make life worth living for the workers". "Employee accommodation is a broad term including the various services, benefits, and services offered to employees and employers. With such positive benefits, the employer makes a living for the workers."

The International Labour Organization defined the Labour Party as services, facilities, and resources as they may be established in or near workplaces so that their employees can perform their duties in a healthy, humane environment and provide health facilities and high quality".

The Encyclopaedia of Social Science describes the Workplace as "Voluntary efforts by employers to establish, within an existing industrial system, work and sometimes, the living and cultural conditions of workers in addition to the requirements of the law, national culture and market conditions".

Welfare includes anything that is designed to comfort and improve the workforce and is given more income. Welfare helps keep employee's morale and motivation high so employees can keep longer. Social measures need not be in monetary terms but in any form/genre. Employee accommodation includes monitoring of working conditions, creating industrial relations with health infrastructure, industrial relations, and anti- disease insurance, risk, and unemployment for workers and their families.

Benefits:

- They provide better physical and mental health for employees and thus promote a healthier workplace
- Resources such as housing programs, medical benefits, and study and recreational facilities for working families help increase their living standards. This allows employees to pay more attention to the work and thus increase their productivity.

NEED FOR THE STUDY

One of the most important reasons for research is low staff turnover. In India, it can be found in unfavorable conditions where workers are forced to work in many factories. Without providing a physical working environment with physical resources and a climate of mental functioning, the employee will not be committed to the job and produce the expected result. Poor working conditions affect not only the productivity of workers but also the frustration, poor health, and stamina of workers. Managers, therefore,

SCOPE OF THE STUDY

- Welfare measures are important for every employee in the organization because of their professional development efficiency.
- Welfare initiatives play a major role in improving the environment and creating good employees.
- Welfare measures are needed to create healthy working conditions and to satisfy and

encourage them.

OBJECTIVES OF THE STUDY

- To know about welfare activities in the Zuari cements Private Limited.
- To study the opinions of employees relating to the present welfare amenities provided by the management of Zuari cements Private Limited.
- To portray the various welfares provided to the employees.
- To describe the satisfaction level of employees regarding welfare activities.
- To offer a few suggestions for the effective implementation of welfare activities in Zuari cements Private Limited.

RESEARCH METHODOLOGY

Employee welfare measures are a very important quality for every organization. For better provision, it measures any organization that can achieve the goals. Even though they are in the organization the staff needs more Similar benefits from their managers for creating healthier and fun work environments and improving efficiency. Therefore, the organization offers the best welfare means to create a positive environment. The main purpose of the study was to understand employee's satisfaction with the social behaviors they had.

Research Design: 100 sample Sampling location

Zuari Cements Ltd

A simple random sampling from employees of Zuari Cements Ltd

LIMITATIONS OF THE STUDY

- Some of the respondents may not be productive to show while answering questions.
- Few of the respondents are reluctant to give an opinion on their management
- Some of the respondents were discussed before responding.
- The majority of respondents were reluctant to provide relevant information.

REVIEW OF LITERATURE

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies

HUMAN RIGHTS

1) Business should support and respect the protection of internationally proclaimed human rights.

ZUARI CEMENTS LTD's policies have been meticulously drafted & followed, keeping the principles of

human rights, the Constitution of India, labour laws etc., in mind.

Make sure they are not complicit in human rights abuses.

There has been no instance of the company having abused human rights in any manner. Labour Standards

INDUSTRY PROFILE

Cement Industry originated in India when the first plant commenced production in 1914 at Porbandar, Gujarat. The industry has since been growing at a steady pace, but in the initial stage, particularly during the period before Independence, the growth had been very slow. Since indigenous production was not sufficient to meet the entire domestic demand, the Government had to control its price and distribution statutorily. Large quantities of cement had to be imported for meeting the deficit. The industry was partially decontrolled in 1982 and this gave impetus to its pace of growth. Installed capacity increased to more than double from 27 million tons in 1980-81 to 62 million tons in 1989-90.

The cement industry responded positively to liberalization policy and the Government decontrolled the industry fully on 1st March 1989. From 1991 onwards cement industry got the status of a priority industry in schedule III of the industry policy statement, which made it eligible for automatic approval for foreign investment up to 51% and also for technical collaboration on normal terms of payment of royalty.

After the globalization and liberalization of Indian economy, the cement industry has been growing rapidly at an average rate of 9 percent. The country is now the second largest producer of cement in the world next only to China with a total capacity of 217.80 million tones. Additionally, in the last two decades, the industry has undergone rapid technological up gradation and growth, and now, some of the cement plants in India are comparable to the worlds best operating plants in all respects.

Till a few years ago India was importing cement from other countries, as the production could not meet the demand for the whole country. Now the tables have turned as India has started exporting large quantities of cement and clinker to Bangladesh, Nepal, Sri Lanka, Maldives, Mauritius, Africa, Seychelles, Burma, UAE, and Singapore etc.

COMPANY PROFILE

The company ZUARI AGRO CHEMICAL LIMITED was incorporated on 12th may 1967. ZUARI CEMENT LIMITED has been hived off as a separate with 50: 50 shares holding by ZUARI INDUSTRIES LIMITED (A K.K.Birla Group Company) and ITALI CEMENTI GROUP (an ITALIAN cement company) with effect from 01- 04-2000 with head quarters at BANGOLORE.

ZUARI & ITAL CEMENTI GROUP(through cement Francis, a Group., co.,) have formed a joint venture with 50 : 50 equity sharing the ZURAI CEMENT business got transferred to the joint venture company i.e., ZUARI CEMENT LIMITED. It is a projected to increase the current capacity of 2.2 MTPA to a level of about 8 MTPA in a span of 3 to 4 years. The primary focus of joint venture will have full access to R&D facilities of ITALI CEMENTI GROUP.

ZUARI CEMENT was a division of ZUARI INDUSTRIES LIMITED. The company promoted by the house of BIRLA's and U.S.MULTI NATIONAL GAINST USX, having its Registered office at JAI KISSAN BHAVAN, ZUARI NAGAR, GOA. The company is a part of the 4500 crores K.K.BIRLA GROUP, having primary interests in fertilizers, Agro inputs, cements, RTA furniture, Engineering Services, home finance, etc.,

The cement Division was formed after acquisition of a cement plant of 0.5 MTPA capacity from M/S.TEXMACO LIMITED.(another K.K.BIRLA GROUP COMPANY) in Feb.,1995. After

acquisition of the capacity of the plant was enhanced from 0.5 to 1.7 MTPA at a capital cost of 367 crores. The expansion

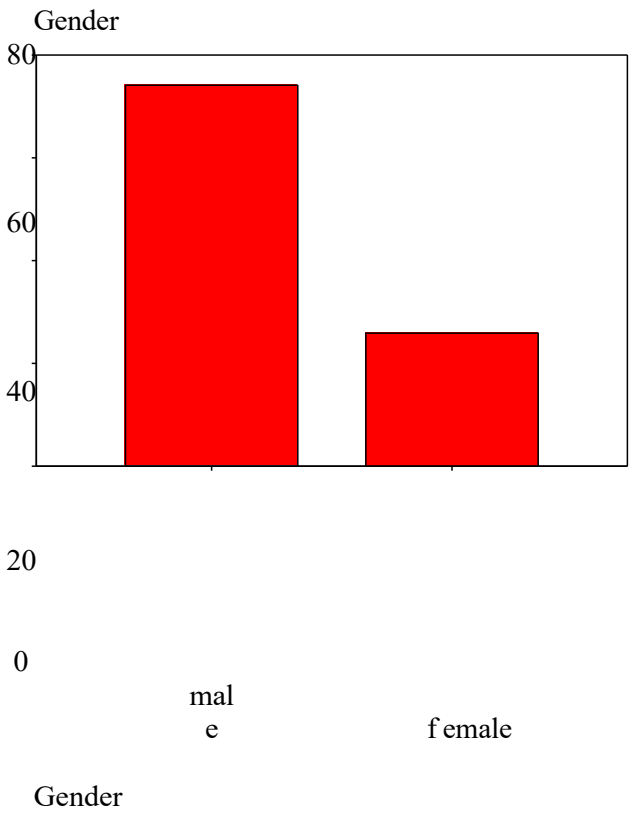
DATA ANALYSIS AND INTERPRETATION

Table no: 1

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	74	74.0	74.0	74.0
	female	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

Chart no: 1

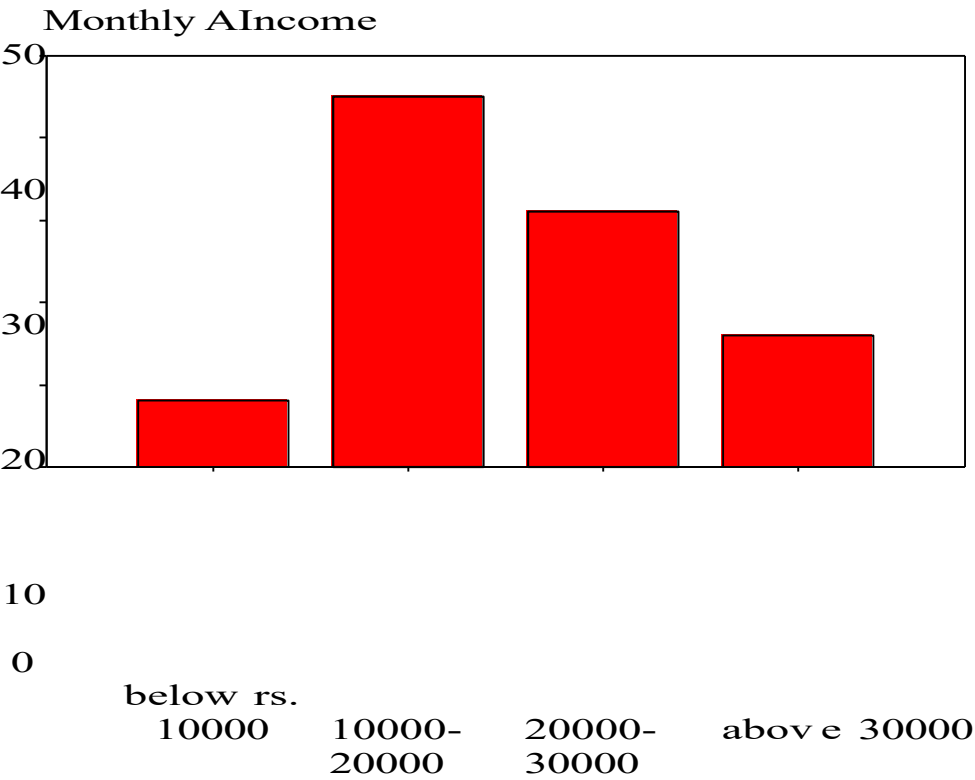


Approximately 75% of the staff members expressed satisfaction with the company's culture. a few of them are opposed to the endeavour

Table no: 2

Monthly AIncome		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	below rs.10000	8	8.0	8.0	8.0
	10000-20000	45	45.0	45.0	53.0
	20000-30000	31	31.0	31.0	84.0
	above 30000	16	16.0	16.0	100.0
	Total	100	100.0	100.0	

Chart no: 2



Monthly AIncome

The bulk of workers enjoyed their time spent working for the company. a few of those workers are opposed to it.

FINDINGS

Most of the employees enjoyed the company's culture nearly 75% of them. some of among them against the activity

- The majority of employees liked to mean full of work in the organization .some of those employees against it.
- The utmost offer for the promotion of employees' career development was supported by 81% of them and 16% of them opposed it.
- Majority of them liked the service of an organization for providing tools and properties for the job
- More among the employees nearly 54% of them liked superior communication with .who utilizes company effective within a timely manner.
- The majority of them responded to 85% of employees for medical benefits provided by the organization.
- The majority of the employees 65% them rated EXCELLENT for providing conveyance allowance.
- Most of the employees satisfied by rating excellent employees WELFARE activities.
- The company provided canteen services were satisfied with a good rating by 75% of employees.
- The majority of employees welcomed the organization with a good rating of 75% of regular increments.
- More than 68% of the employees satisfied with the leave policy of the organization.
- Major Service did by an organization for females by providing maternity leave for employees liked by 85 %and no response from 15% of them.
- The majority of employees responded EXCELLENT for providing a washing facility in the company 35% of them rated moderate.25% of them feel good.
- Employees satisfied with excellent rating by 65% of them, 25% have rated good, 10% of them reported average.
- The majority of employees 85% liked sharing opinions of work, 15% of them were disappointed.
- Most 75% of employees satisfied with top management, 25% of them no responsibility for management.
- The majority of workers 65% enjoyed the work environment as comfort, 25% of them highly satisfied, 12% of them feel mode ate.
- The majority of workers 78% satisfied with working hours, 12% dislike time management.

SUGGESTIONS

- The organization has to provide proper basic needs to the employees.
- Management should take care of the health of employees.
- Management should be in part in protecting the environment.
- Management must take remedial measures over employment satisfaction.
- Management should take care of the communication firm of employees

- Management should provide proper increment.
- Management must take feedback regarding an employee's routine work.
- Management should provide proper leaves.
- Management must have welfare programs and awareness among employees.

➤ CONCLUSION

- From the study, it is clear that employee satisfaction on welfare measures in ZUARI CEMENTS is better, but there is a small gap from employee satisfaction to the company.
- The present is an earnest attempt to determine employee satisfaction in the Zuari Cement Company. It is the responsibility of every organization to fulfill the needs and requirements of employees.
- If anything is not done by an organization for the employees they may leave from it.
- It is a basic need for every organization to ensure the satisfaction of employees
- From the study, it is identified that most of them were satisfied with organization facilities.
- It also provides a mean full salary structure and increments and cares special care over female employees
- They also satisfy with employee firm of communication and opinion sharing in the working area. it also supports the protection of the environment. But only a few satisfying the decision making. Also, welfare measures are taken in the correct path.
- If the organization supports findings and suggestions hopefully it will be in a perfect way in career development.
- I believe in the words above truthfully which in terms shows a great change in future development along with its good outputs.

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