

A Study on Effects of Safety and Welfare Measures on the Motivation of Employees with respect to Balrampur Chini Mills Limited

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Abstract

Labour sector addresses multi-dimensional socio-economic aspects affecting labour welfare, productivity, living standards of labour force and social security. To raise living standards of the work force and achieve higher productivity, skill up gradation through suitable training is of utmost importance. Manpower development to provide adequate labour force of appropriate skills and quality to different sectors is essential for rapid socio-economic development. Employment generation in all the productive sectors is one of the basic objectives. In this context, efforts are being made for providing the environment for self-employment both in urban and rural areas.

Keywords: Employee welfare, Motivation, safety, security, welfare measures

1. Introduction

Sugar industry is a seasonal based, agro-based industry occupies an important place in the economy. It has an immense potential for transforming the rural economy into self-generating one.

BALRAMPUR CHINI MILLS LIMITED has made great efforts and succeeded in market and it is frequently working on its objectives. By its experience Balrampur Chini Mills Limited firmly believes that business excellence can be achieved by active participation, positive contribution of the Company by maintaining the environmental health, fulfillment of social obligations, developing cordial industrial relations apart from the efficiency in core business processes and this type of module ensures sustainability of growth.

The labour welfare measures provided in the organization affect the attitudes of employees towards work. Labour welfare facilities satisfy the needs of the employees, which can improve their working life, family life and overall welfare. Various studies have explored the labour welfare facilities provided by the organizations and determined its influence on job satisfaction.

Labour Welfare is an extension of the term Welfare and its application to labour. During the industrialization process, the stress on labour productivity increased; and brought about changes in the thinking on labour welfare. An early study under the UN observed as follows “in our opinion most underdeveloped countries are in the situation that investment in people is likely to prove as productive, in the purely material sense, as any investment in material resources and in many cases, investment in people would lead to a greater increase of the flow of goods and services than would follow upon any comparable investment in material capital” (UN, 1951). The theory states that the welfare expenditure,

especially expenditure on health and education, is productive investment has led to the view that workers could work more productively if they were given a fair deal both at the workplace and in the community.

Sr. No	Sugar Units	Sugar TCD	Power MW	Distillery KLPD	Bio-compost MT
1.	Balrampur	12000	24.55	160	30000
2.	Babhnan	1000		60	18000
3.	Haidergarh	4000	20.25		
4.	Akbarpur	8000	34		
5.	Rauzagaon	7500	12		
6.	Mankapur	8000	34	100	
7.	Maizapur	3000			
8.	Tulsipur	2500			
9.	Kumbhi	8000	32.70		
10.	Gularia	8000	31.33	100	

Table1.1 Location of sugar units and their capacities
Source: Balrampur Chini Mills Ltd.

1.1 Labour and Labour Welfare

The term '**Labour Welfare**' is flexible and differs widely within time, region, industry, country, organisation, social and economic system, degree of industrialization. However, efforts are made to define the term in a simple and precise way.

Labour Welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources.

Labour welfare may be viewed as a total concept, as a social concept and a relative concept. The total concept is a desirable state of existence involving the physical, mental, moral, and emotional well-being. These four elements together constitute the structure of welfare, on which its totality is based. The social concept of welfare implies the welfare of man, his family and his community. All these three aspects are inter-related and work together in a three-dimensional approach. The relative concept of welfare implies that welfare is relative in time and place. It is a dynamic and flexible concept and hence its meaning and content differ from time to time, region to region, industry to industry, and country to country, depending upon the value system, level of education, social customs, political system, and degree of industrialization and general standards of the socio-economic development of the people.

Labour welfare implies the setting up of minimum desirable standards and the provision facilities like health, food, clothing, medical, assistance, education, insurance, job security, recreation, and so on. Such

facilities enable the worker and his family to lead good work life, family life and social life. Labour welfare also operates to neutralize the harmful effects of large-scale industrialization and urbanization.

In its broad connotation, the term welfare refers to a state of living of an individual or group in a desirable relationship with total environment- ecological, economic, and social. Conceptually as well as operationally, labour welfare is a part of social welfare which, in turn, is closely linked to the concept and the role of the state. The concept of social welfare, in its narrow contours, has been equated with economic welfare. As these goals are not always be realized by individuals through their efforts alone, the government came into the picture and gradually began to take over the responsibility for the free and full development of human personality of its population.

1.2 Labour Welfare Definition

The **Oxford Dictionary** defines labour welfare as “the efforts to make life worth living for workman”. Chambers Dictionary defines welfare as a state of faring or doing well: freedom from calamity, enjoyment of health and prosperity.

The **Encyclopedia of Social Sciences** defines it as “the voluntary efforts of the employers to establish beyond what is required by law, the customs of the industry and the conditions of market.”

In the words of **R.R. Hopkins**, “welfare is fundamentally an attitude of mind on the part of management, influencing the method by which management activities are undertaken”. Obviously the emphasis here is on the “attitude of mind”.

Arthur James Todd defines welfare as “anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid, which is not a necessity of the industry.”

E.S. Proud defines welfare as “voluntary efforts on the part of the employers to improve the existing industrial system and the conditions of employment in their own factories.”

Asian Regional Conference of ILO, it was stated that workers’ welfare may be understood to mean “such services, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and high morale.”

1.3 Safety and Welfare Activities Given To Employees

Welfare Measure

The sugar mills are manufacturing organisations and they are covered under Factories Act 1948. They are providing statutory as well as Non statutory measures are those activities which are undertaken voluntarily by employers over and above statutory welfare measures. welfare measures such as Sanitary And Hygiene Facilities, Disposal Of Waste And Effluents, Ventilation, Canteen, Rest And Lunch Room Facilities, Crèche, Housing Facilities, Transport Facilities, Recreation And Cultural Programs, School-Bus Facility- Playground, Festival Celebration, Educational Facilities, Training And Development, Personal Counseling, Sitting Facilities, Sports Club, Library Facility, Participation, Washing Facilities, Proper Lighting, Uniform And Shoes, Prevention Of Fatigue-

Safety Measures

Prevention of accidents is the main objective of BCML sugar mill. Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools materials and general work environment. Thus, for example, improper lighting, inadequate ventilation, of Machinery work on or Near Machinery in Motion, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees such as Medical Facilities, First Aid, Precaution Measures in Case of Fire, Safety Devices, Health Camps, Ambulance, Medi-Claim Insurance Schemes, Safety Officers, occupational Health Services, Fencing, Hoists And Lifts, Device For Cutting off Power, Employment of Young Persons On Dangerous Machines, Safety of Employees, Safety Training, Environmental Factors, Safety Committees, Safety Habits, Safety Campaigns, Seasonal Protection, Locker Facility, Security which includes Check On In And Out Movements of Employees, Record of Material, Repair And Maintenance Of Material In The BCML Sugar Mill, Protection of Factory From Theft and Employee Injury Benefit includes any injury or uncertainty during work, Death of the breadwinner in the family, as a result of which family is deprived of financial support.

2. Literature Review

According to Ravi Kumar (2003) “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 employees 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.

According to Robert (2006) Employee welfare in general, these are the benefits that an employee must receive from his/her company, like allowances, housing for those companies who provides, transportation, medical, insurances, food and some other way where the employee has rights to demand.

According to Pradeep (2009) “Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees and by the employers. Through such generous fringe benefits of the employer makes life worth living for employees.

3. Research Objectives

- ❖ To understand employee’s satisfaction level towards the safety and welfare measures of BCML sugar mill.
- ❖ To measure the level of motivation of employees regarding the welfare measures provided by the BCML.
- ❖ To analyze the impacts of welfare measures in the sugar mill.

4. Research Methodology

Research is the most important part of every survey which is used to gather or collect information from different people. The research data is collected by both primary and secondary sources of data. The methods adopted to collect the data are Personal interviews are conducted with the help of questionnaire, Inspection about safety and welfare activities, Different data from different workers and management are collected, Interpretation and analysis of different data of workers in BCML sugar mill.

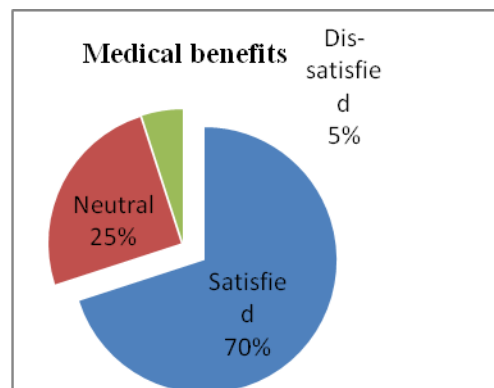
Primary Data- Primary data includes data collected through personal interviews, questionnaire, inspection, formal discussions with the employees, etc. The data has been collected from 100 employees of “Balrampur Chini Mills Limited”. Regarding the safety, environmental and welfare measures of BCML sugar mill has been interpreted and analysed with the help of tables, bar charts, pie charts, line graphs, etc.

- In questionnaire, most of the questions consist of multiple choices Dichotomous questions.
- Generally 20-25 questions are prepared and asked from each workers of BCML sugar mill.

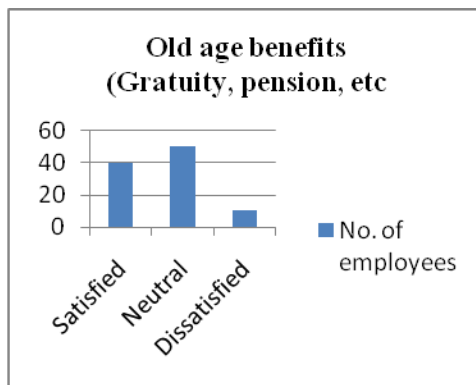
Secondary Data- Secondary data includes data collected from internet, magazines, books, etc.

- Data is collected from company records such as company profile, company history, board of directors, etc.
- Data is collected from books related to review of literature of labour welfare, and definitions of labour welfare.

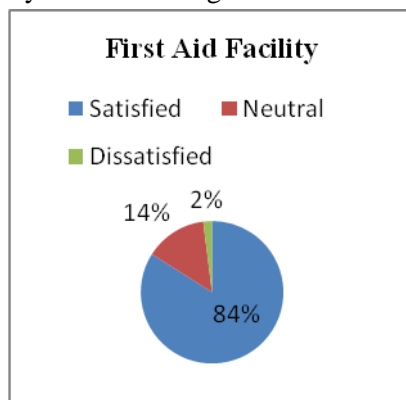
5. Analysis



In the above table no. 1, the data of medical benefit shows that out of 100 employees, the medical benefit given to employees and their families, 70 employees are satisfied with medical benefits, 25 employees have neutral level and 5 employees are dissatisfied with the facilities provided by the BCML mill. Majority of employees are satisfied with medical benefits provided by the BCML mill.



In the above table, the data of old age benefit shows that out of 100 employees, the benefit given to individuals, 40 employees are satisfied with the benefit, 50 employees have neutral level and 10 employees are dissatisfied with the old age facility given by the BCML sugar mill. Majority have neutral level with the old age facility given by the BCML sugar mill.



In the above table, the data of first aid facility shows that out of 100 employees, 84 employees are satisfied with the facility, 14 employees have neutral level and 2 employees are dissatisfied with the first aid facility given to employees given by the BCML sugar mill. Majority of employees are satisfied with the First Aid facility given to employees given by the BCML sugar mill.



In the above table the data of uniform and shoes shows that out of 100 employees, 70 employees are satisfied with the facility, 14 employees have neutral level and 16 employees are dissatisfied with the uniform and shoes given to employees given by the BCML sugar mill. Majority of employees are satisfied with the uniform and shoes given to employees given by the BCML sugar mill.

6. Findings of the Study

The welfare activities, which are organized by the management of BCML sugar mill, are well known to the workers and all about the workers are satisfied with the majority of welfare facilities except few mentioned below. I have pointed out some positive and some negatives points. These are as follows-

- There are 93% of the male employees.
- There are only 7% female workers in the factory.
- Only 20% of the workers are between the age group of 45-60.
- 70% of the staff as well as employees are educated.
- About 80% of the employees are satisfied with the safety measures.
- About 78% of the employees are satisfied with the welfare measures.
- About 10% of the employees are not satisfied with both safety and welfare measures.
- 80% of the employees are satisfied with the drinking water facility.
- 90% of the employees are satisfied with the canteen facility.
- 66% of the employees are satisfied with the training and development programmes.
- About 83% of the employees are satisfied with the safety devices given by the mill.
- It was noticed that 95% of the employees are satisfied with the friendly work environment.
- Only 70% of the employees are participated in the personal counseling programme.
- 70% of the employees are satisfied with the post-retirement benefits.
- Only 60% of the employees satisfied with the locker facility given by the mill.
- It was found that 80% of the employees are satisfied with ambulance facility.
- About 78% of the employees are satisfied with fire precaution facility.
- About 84% of the employees are satisfied with first aid facility.
- About 50% of the employees are satisfied with library facility.
- About 70% of the employees are satisfied with uniform given by the mill.
- About 95% of the employees are satisfied with disablement facility.
- About 40% of the employees are satisfied with old age benefits.
- About 65% of the employees are satisfied with housing facility.
- About 50% of the employees are satisfied with school facility.
- About 74% of the employees are satisfied with employee injury benefits.
- Only 6% female employees are satisfied with crèche benefits.
- About 51% of employees are satisfied with dependence benefits.

7. Conclusion

Welfare activities play a very important role in the life of workers. Labour welfare measures are very concerned to this factory in each and every department, if the employees are happy with the welfare measures then only the productivity of the factory and efficiency of the workers can be increase.

Based on the research of welfare and safety facilities provided to the employees in Balrampur Chini Mills Limited, it is clear that the factory is very keen in promoting all the welfare facilities and also aims for the safety of employees.

During the study we came to know that all the workers of BCML sugar mill are satisfied with some welfare and safety measures. The factory takes care of all the employees. The BCML sugar mill has provided all the basic requirements to the workers.

At BCML sugar mill, it was noted that the study of safety and welfare activities for employees reveals that it should take more caution steps for safety equipment as some of the workers are not satisfied. The extents of occurrence of the accidents are dangerous for the workers during their work, which results to uncertainties.

The BCML has safety officers, safety committees, which comprise each person, should know about the uncertainties during work. The factory conduct personnel counseling about safety activities, safety walk or round in each section of the department once in a month. It also conducts safety meeting and training about safety once in a week.

The BCML has first aid facility, safety posters and slogans are written on the walls. The factory sent safety reports to the safety officers once in every month.

Finally the study concludes that the workers are satisfied with safety facilities. But the factory should refine the welfare measures again for their benefits.

8. Suggestions of the Study

Through the primary research it was found that employees are giving some suggestions. Some of the suggestions are:-

- No allowance for primary school should be allowed.
- Transport allowance will reduce by 50/- per children.
- Regarding the environment protection in and around the mill, the BCML sugar mill should grow more plants.
- Some workers complained that the rest rooms are not so good in the factory. It should be kept clean, and comfortable.
- The company can improve the quality of work life.
- The problems in welfare facilities should be solved.
- Maintenance of washing facilities can be implemented.
- Ventilation facilities should be improved.
- Medical facilities and ambulance should be improved for employees.
- Maintenance of rest rooms and lunch rooms should be improved.

9. Limitations of the Study

- The study is limited to only Balrampur Chini Mills Limited.
- Interview cannot be carried out with all employees of the sugar mill.
- Some employees were not able to understand English.
- Findings and suggestions may not be applicable for long period.

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