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A Study on Employees Welfare Facilities Adopted At Mahindra & Mahindra Plant, Lalpur (Rudrapur) Utrakhand

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ABSTRACT

Employee welfare “The efforts to make life worth living for workmen” Employee welfare means anything done for the comfort and improvement, Intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.” Organizations provide welfare facilities to their employees to keep their motivation levels high. In the light of above, the researcher has selected the M&M Limited (Tactor Division), to know the satisfaction levels of employees about labour welfare measures provided by the organization on the basis of responses of sample respondents. M&M Limited (Tactor Division) is always ahead in improving the working and living conditions of its employees and it has done a lot in respect of providing welfare measures for its employees in the areas of Education, Medical, Housing, Transport, Sports, Recreational facilities etc.

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Introduction

Employee welfare facilities in the organization affects on the behavior of the employees as well as on the productivity of the organization. While getting work done through employees the management must provide required good facilities to all employees. The management should provide required good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and more effectively.

The significance of welfare measures was accepted as early as 1931, when the Royal commission on labour stated. The benefits are of great importance to the worker which he is unable to secure by himself. The schemes of labour welfare may be regarded as a wise investment because these would bring a profitable return in the form of greater efficiency.

The concept of „Labour welfare is flexible and elastic and differs widely with times, regions, industry, country, social values and customs, the degree of industrialization, the general social economic development of people and political ideologies prevailing at particular moments. However, the Committee on Labour Welfare (1969) defined the phrase to mean, “Such facilities and amenities as adequate canteens, 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 contribute to conditions under which workers are employed.

Employee welfare is an area 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 and also helps to motivation of employee. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both Statutory and Non statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Mahindra & Mahindra ,lalpur, Rudrapur

Rudrapur Performance Unit came into existence in 2000 as a Satellite plant. The aim is to be closer to the market in northern part of India so that, the requirement of the customer can be met faster.

In year 2003 due to expected increase in Market demand and Manufacturing strategy to be a low cost manufacturer, it was decided to expand the Rudrapur plant capacity from 15 tractors per shift to 47 tractors per shift within house assembly facility of Engine, Transmission and Hydraulics aggregates in a phased manner.

At this time, the satellite plant was changed to Integrated Assembly Plant in Dec’04 with the introduction of new assembly lines. The New Tractor assembly line was started on 12th Dec 2004. The Engine and Transmission Assembly lines were started on 14th Feb 2005 and Hydraulics assembly started from 28th July 2005.

To further enhance the utilization of the plant capacity, 3rd shift operation was started from Apr’08 onwards ensuring the productivity & quality standards. Till Aug’08 only Assembly operations were carried out at Rudrapur Plant but from Sep’08 onwards Machining of Crank Case & Cylinder Head also started in Newly Built Engine Machine Shop. To Ensure the World Class Quality Makino Make Horizontal Machining Centers were commissioned.

Rudrapur plant has been identified as a strategic location in terms of business and in view of this, plant has witnessed continuous growth in volumes making it the second largest tractor manufacturing plant and is now producing up to 175 Tractors / day which will be further enhanced to 228/day with the implementation of Infra Red Lamps In Paint shop.

Classification of Welfare Measures

The labour Welfare activities may be classified as under:

Statutory: Every welfare promotes the welfare the labour by securing and protecting a social order in which justice, social,

economical, political, confirms with all the institutions of the natural life. For this some legislation are passed and it is essential for all the employers to follow the provisions of the Acts and Rules. These legislative measures generally regulate working conditions, minimum wages, safety and sanitation. Such statutory provisions are gradually increasing with the industrial development in the countries.

Voluntary: Under voluntary welfare, all those activities are including which are undertaken by the employees for their workers at their own. These activities are not statutory but the employees undertake these activities because they increase the efficiency of the workers and maintain the industrial peace.

Mutual: Mutual welfare activities are those activities which are initiated by the workers for their betterment .Welfare activities undertaken by the trade unions are included under this head.

Labour welfare activities may be further classified under two heads

Intra Mural Activities: Intra mural activities are those amenities and services which have been provided by the employers inside the factories e.g. sanitary conditions ,medical facilities ,shelter ,canteens etc. These activities are the part of working conditions.

Extra Mural Activities: Extra mural activities are those amenities and services which are available in the workers outside the factory e.g. housing, medical facilities, education, recreation etc.

Need of the Study

. To know about the employee’s satisfaction towards welfare measures.

.To find whether employee’s welfare helps in providing good industrial relations.

.To find out the facilities entitled by Mahindra factor unit lalpur (u.s.nagar)

Objectives of the Study

.To find out various Welfare Facilities provided at the Company.

. To understand thevarious employee welfare measures adopted at Mahindra.

. To find out the levels of satisfaction among employees at Mahindra with respective to various welfare measures.

. To understand the extent of awareness among employees with various statutory and non statutory welfare measure.

. To suggest remedial measures if any, to improve the employee welfare at Mahindra.

Scope of the study

The present study is restricted to Mahindra Tactor Uint , Lalpur and data is analyzed based on the information provided by employees of the Mahindra Tactor Uint , Lalpur

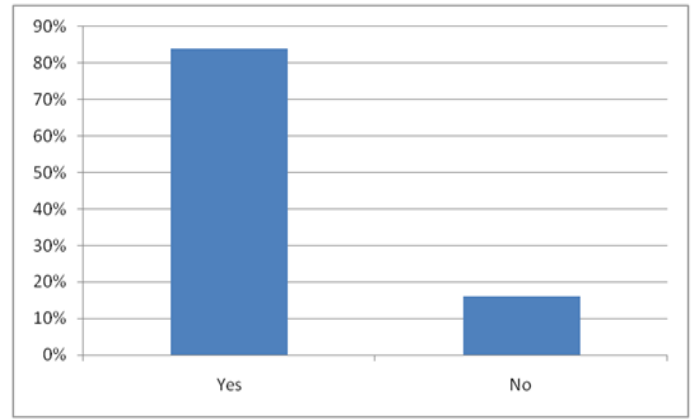
Data Collection and sampling

Data is collected to achieve the aforesaid objectives from primary and secondary sources. Primary data is gathered with the help questionnaire and secondary data is gathered from annual reports, journals, handouts, magazines. For the study convenience sampling is used with sample size of 50 respondents of the employees of the Mahindra tactor unit, Lalpur.

Data Analysis and Interpretation

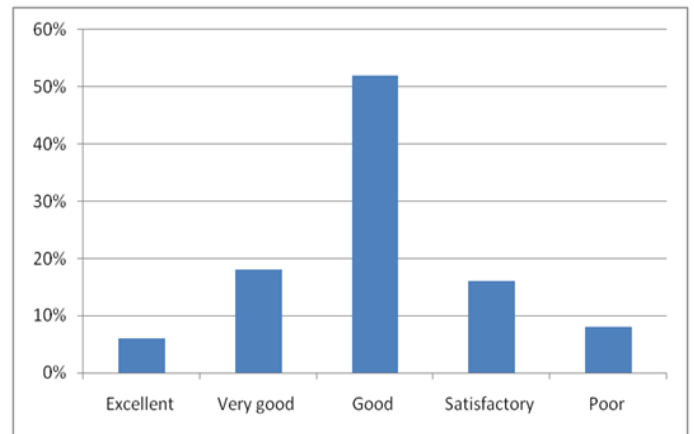
Interpretation

The above table-1 states that 84% of the respondents are aware and 16% of the respondents are unaware of the employee voluuntary welfare facilities provided at Mahindra. It can be inferred that most of the respondents are aware of the employee welfare facilities.



Source : primary data

Figure 1

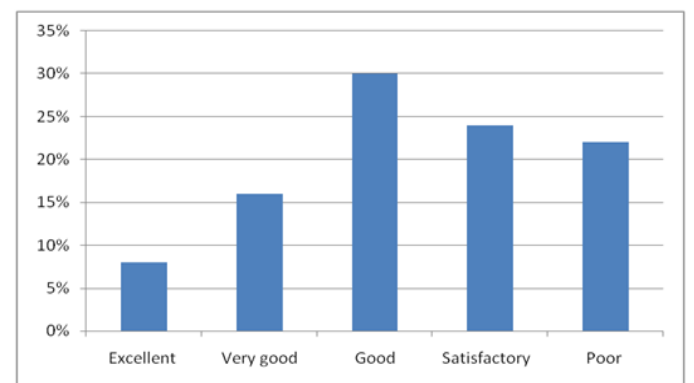


Source : primary data

Figure 2

Interpretation

From the table-2 it can observe that 52% of the respondents say that the canteen facilities are good, 16% of respondents think canteen facilities are satisfactory, 18% say canteen facilities are very good whereas 6% say excellent and 8% of respondents say canteen facilities are poor.

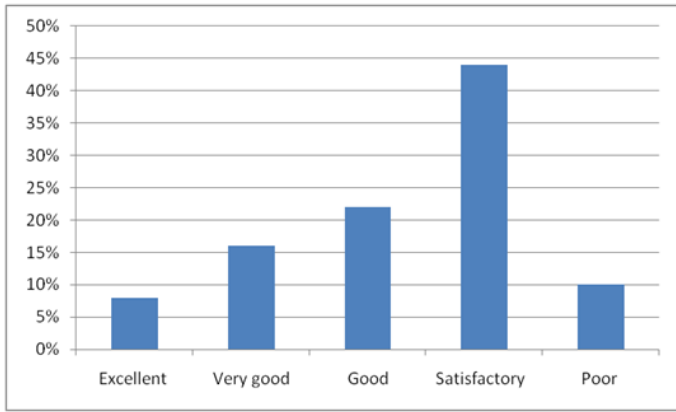


Source : primary data

Figure 3

Interpretation

From table-3 it can observe that 22% of respondents feel that the medical and First aid facilities are poor, while 30% of respondents feel medical and First aid facilities are good and 24% of the respondents convey as satisfactory, 16% of the respondents feel medical and first aid facilities are very good and 8% of respondents think medical and first aid facilities are excellent. It can be inferred that medical and first aid facilities such as mini clinic, free medical checkup, free first – aid availability pills, tonic and tablets are good.

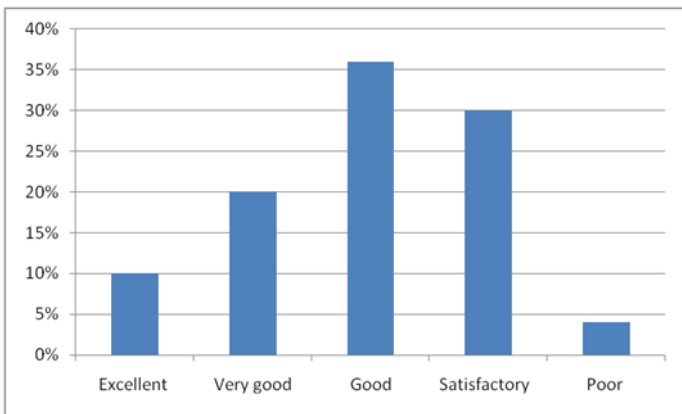


Source : primary data

Figure 4

Interpretation

From the table-4 it can observe that 44% of the respondents say that the Uniform and safety shoe are satisfactory, while 10% of the respondents say uniform and safety shoes are poor, whereas 16% think Uniform and safety shoes are very good and another 22% of the respondents say good and 8% think Uniform and safety shoes are excellent. It can be inferred that uniform and safety shoes provided by the company to the employees are satisfactory.

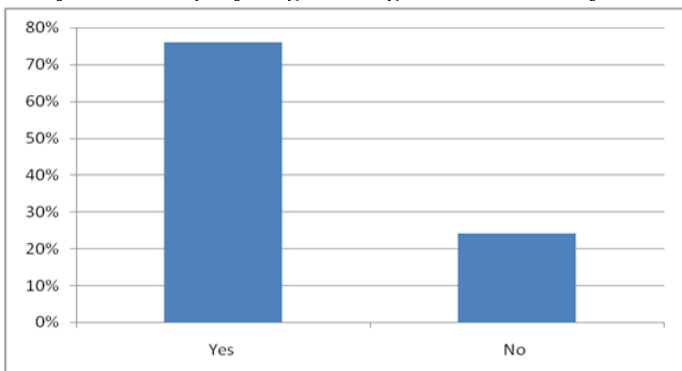


Source : primary data

Figure 5

Interpretation

From the above figure it can be observe that 36% of the respondents say that the Transport and parking facilities are good, while 30% of them think Transport and parking facilities is satisfactory and 4% of the respondents say poor, whereas 20% of the respondents convey that the Transport and parking facilities are very good and 10% say parking facilities are excellent. It can be inferred that employee’s opinion on parking facility of the company ranges from good to satisfactory.

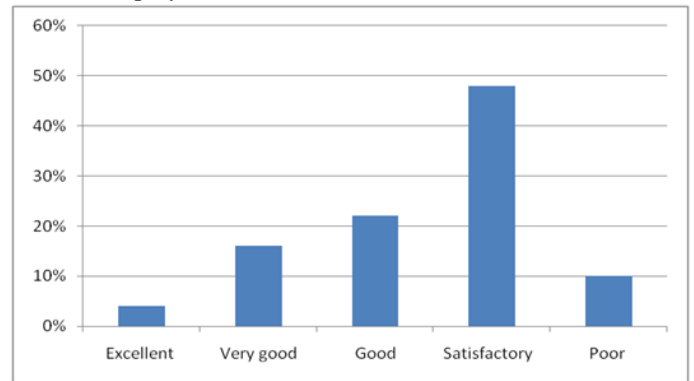


Source : primary data

Figure 6

Interpretation

Above table shows that 76% of the respondents are agree that the company provides sufficient drinking water and 24% do not agree towards company providing sufficient drinking water. It can be inferred that the company provides sufficient drinking water its employees.

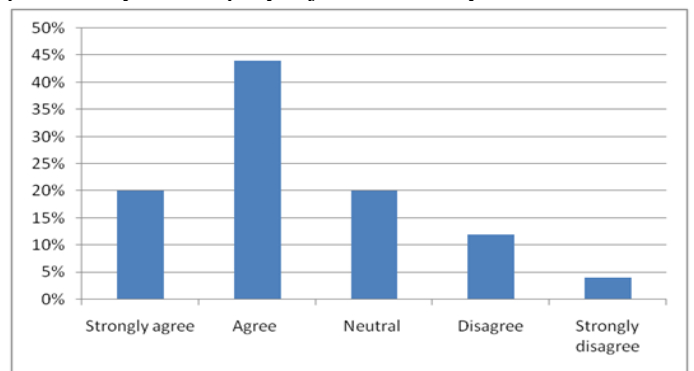


Source : primary data

Figure 7

Interpretation

From the table-7 it can observe that 10% of the respondents feel that the rest rooms/ wash rooms are poor, while 48% think rest rooms are satisfactory whereas 22% of the respondents feel good about rest rooms, 16% convey rest rooms are very good and 4% say rest rooms are excellent. It can be inferred that respondents feel Rest rooms/ wash rooms/Recreational facilities provided by the company is just satisfactory.



Source : primary data

Figure 8

Interpretation

The above table shows that 44% of the respondents agree that the welfare facilities helps to increase motivation and Productivity, 20% are Neutral, whereas 20% of the respondents strongly agree that the welfare facilities motivates them and helps to increases the productivity, 12% of the respondents disagree and 4% strongly disagree with the welfare facilities helping in motivation of the employees and productivity of the company. It can be inferred that respondents are of the opinion that the welfare facilities leading to the motivation ranges from agree to moderate. And it helps to increase the productivity.

Interpretation

From the above table it has been observe that 44% of the respondents are Neutral about the employee counseling, while 16% are dissatisfied about the counseling and 24% of the respondents are satisfied whereas 16% of the respondents are highly dissatisfied 6% of the respondents are highly satisfied with employee counseling. It can be inferred that respondents have moderate opinion about the employee counseling of the company.

Table 1. Awareness towards the employees voluntary welfare facilities provided at Mahindra plant, Ialpur

Options	No. Of respondent	percentage
Yes	42	84%
No	8	16%
Total	50	100%

Table 2. Opinion about the canteen facilities provided by the company

Options	No . of respondents	Percentage
Excellent	3	6%
Very good	9	18%
Good	26	52%
Satisfactory	8	16%
Poor	4	8%
Total	50	100%

Table 3. Opinion about the Medical and First aid facilities provided by the company

Options	No . of respondents	Percentage
Excellent	4	8%
Very good	8	16%
Good	15	30%
Satisfactory	12	24%
Poor	11	22%
Total	50	100%

Table 4. opinion about the uniform and Safety shoes provided by the company

Options	No . of respondents	Percentage
Excellent	4	8%
Very good	8	16%
Good	11	22%
Satisfactory	22	44%
Poor	5	10%
Total	50	100%

Table 5 .opinion about the Transport and Parking facilities provided by the company

Options	No . of respondents	Percentage
Excellent	5	10%
Very good	10	20%
Good	18	36%
Satisfactory	15	30%
Poor	2	4%
Total	50	100%

Table 6 .Are you satisfied with the provision of sufficient drinking water in the work area

Options	No . of respondents	Percentage
Yes	38	76%
No	12	24%
Total	50	100%

Table 7. opinion about the Rest rooms/ Wash rooms / Recreational facilities provided by the company

Options	No . of respondents	Percentage
Excellent	2	4%
Very good	8	16%
Good	11	22%
Satisfactory	24	48%
Poor	5	10%
Total	50	100%

Table 8. Showing the Employee welfare facilities implemented helps to increase Motivation and Productivity

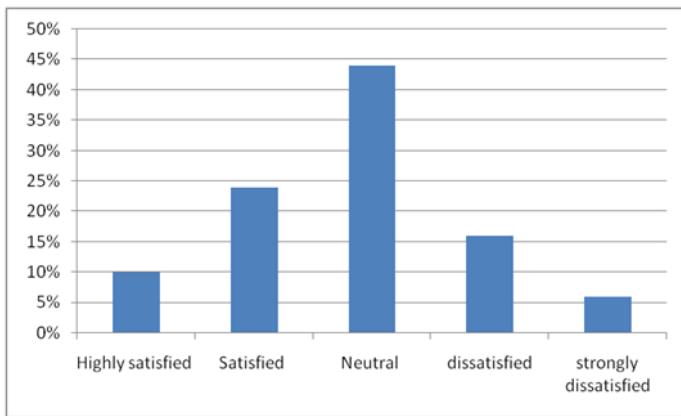
Options	No . of respondents	Percentage
Strongly agree	10	20%
Agree	22	44%
Neutral	10	20%
Disagree	6	12%
Strongly disagree	2	4%
Total	50	100%

Table 9. opinion about the Employee counselling provided by the company

Options	No . of respondents	Percentage
Highly satisfied	5	10%
Satisfied	12	24%
Neutral	22	44%
Dissatisfied	8	16%
Strongly dissatisfied	3	6%
Total	50	100%

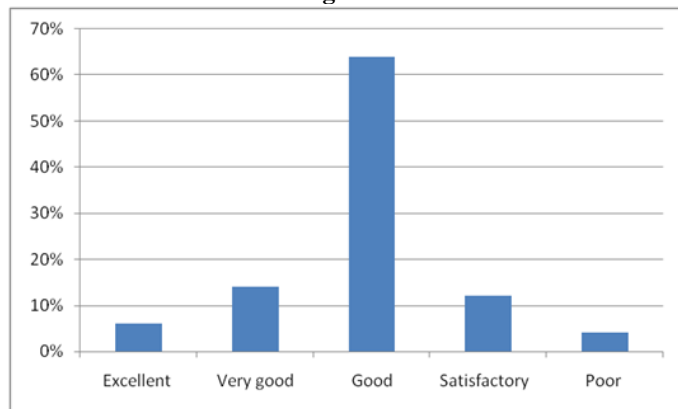
Table 10. Table showing the attitude of the employees towards welfare facilities adopted by the organization

Options	No . of respondents	Percentage
Excellent	3	6%
Very good	7	14%
Good	32	64%
Satisfactory	6	12%
Poor	2	4%
Total	50	100%



Source : primary data

Figure 9



Source : primary data

Figure 10

Interpretation

From the table-10 it can observe that 64% of the respondents feel that the overall welfare facilities provided by the organization are good, 14% of respondents think very good about the overall satisfaction level about the welfare facilities, 6% feel excellent, 12% of them feel satisfied, whereas 4% say they have poor satisfaction towards facilities, it can be inferred that the opinion of the respondents regarding the overall welfare facilities are good.

Finding of the study

From the above analysis it can be observed that the employees of M&M , lalpur are well aware about the voluntary welfare facilities and majority of the employees are in favour of

the company in reference to the welfare facilities provided by the company.

Facilities like medical, rest rooms & uniform & safety shoes are to be paid more attention as employees opinion towards this was good cum satisfactory, but if we see the overall analysis the company, company is well able to maintain the dignity in providing these facilities and employees are well satisfied and which have shown positive result in the motivation and production level of the organization.

Suggestion

The company should provide recreational facilities to their employees time to time which will help the company to boost the motivation level of the workers and their dedication level would be increase towards their work. And the company should organise time to time camps for medical checkups. so, that worker must feel safe and healthy which will help in reducing absenteeism in the company.

Conclusion

The purpose of labour welfare is to bring about the development of the whole personality of workers to make a better workforce. The very logic behind providing welfare facilities is to create efficient, healthy, loyal and satisfied labour force for the organization.

From the above study it can be observed that M&M, lalpur provides various types of welfare facilities to their employees. The management is required to provide better facilities to all the workers in such a way that the workers must feel satisfied which will help the company to increase productivity and motivational level of the employees.

At last it can be concluded that the majority of the employees are satisfied with the welfare facilities provided by the company and if company makes efforts to improve the quality of welfare facilities it will help the company to built up a strong and skilful workforce in future which will help the company to grow better and to acheive the organizational goal.

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