

# An Analytical Study on Employees Welfare & Safety Measures at Thermal Power Corporation of Uttar Pradesh

## Abstract

Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin in some statute formed either by the state or in some local custom or in collective agreement or in the employer’s own initiative. The present study entitled “employees welfare & safety measures” undertaken with a view to analyze the gap between promise and performance of the thermal power corporation as far as welfare measures are concern. Staff spends at least half their time at work, they know that they can contribute to the organization when they are reasonably free from worry .People are liable to be treated as human beings along with their personal needs, hopes and anxieties as a part and parcel of social security mechanism.

**Keywords:** Welfare, Agreement and Performance

## Introduction

The International Labor Organization (ILO) at its Asian Regional Conference, defined labor welfare as a term which is understood to include such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale. 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 also. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for better health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

## Welfare Schemes

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory for an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organization to organization and from industry to industry.

## Statutory Welfare Schemes

The statutory welfare schemes include the following provisions:

1. **Drinking Water:** At all the working places safe hygienic drinking water should be provided.
2. **Facilities for Sitting:** In every organization, especially factories, suitable seating arrangements are to be provided.
3. **First Aid Appliances:** First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
4. **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
5. **Canteen Facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.

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6. **Spittoons:** In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.
7. **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
8. **Washing Places:** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are to be provided in the port area in the vicinity of the work places.

#### **Nonstatutory Welfare Schemes**

1. **Personal Health Care (Regular Medical Check-Ups):** Some of the companies provide the facility for extensive health check-up.
2. **Flexi-Time:** The main objective of the flexitime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs.
3. **Employee Assistance Programs:** Various assistant programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.
4. **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
5. **Maternity and Adoption Leave:** Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
6. **Medi-Claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
7. **Employee Referral Scheme:** In several companies, employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

#### **Objectives of Study**

1. To identify employee satisfaction regarding welfare activities.
2. To make an audit of welfare facilities provided as per Factory Act 1948.

#### **Research Methodology**

Research Design : Descriptive research  
 Research Instrument : Structured Questionnaire  
 Sample Method : Convenience Sampling  
 Sample Size : 100

#### **Results & Discussion**

The pertinent issues of concern came out of the study were as following:

#### **Good Welfare Measures**

32% of the employee fully agreed that the company provides good welfare measures to its employee; around 28% of the employee agreed to large extent, 18% of the employee agreed to small

extent, 8% of the employee were rarely agreed and 14% of the employee do not agree on this concept.

#### **Working Environment of the Organization**

40% of the employee were highly satisfied with the working environment of the organization, around 30% of the employee were satisfied, 25% of the employee rate average, 4% of the employee were dissatisfied and 1% of the employee were highly dissatisfied with their working environment.

#### **Satisfaction Rate for Medical Benefits Provided by the Organization**

30% of the employee were highly satisfied with the medical benefits provided by the Organization, around 34% of the employee were satisfied, 18% of the employee rate average, 10% of the employee were dissatisfied and 8% of the employee were highly dissatisfied with their medical benefits.

#### **Satisfaction Rate with the Working Hours of the Organization**

30% of the employee rate were highly satisfied with the working hours of the organization, around 34% of the employee were satisfied, 18% of the employee rate average, 10% of the employee were dissatisfied and 8% of the employee were highly dissatisfied with their the working hours.

#### **Satisfaction Rate with the Conveyance Allowance & Overtime Allowance Offered by the Organization**

26% of the employee were highly satisfied with the conveyance allowance and overtime allowance offered by the organization, around 26% of the employee were satisfied, 20% of the employee rate average, 16% of the employee were dissatisfied and 12% of the employee were highly dissatisfied with their conveyance allowance and overtime allowance offered by the organization.

#### **Conclusion**

On the basis of data it is apparent that majority of employee are satisfied with the working conditions of the organization. Employees are mainly satisfied with the variable pay and promotional potential strategies of the organization as compared to the other variables. The welfare measures taken by the organization helps to increase the satisfaction level of employees.

On the other hand, there is less opportunity for employees to utilize their skills and talents; also, there is less opportunity to learn new skills. There is little scope for training also.

Many changes can be made in the policy of the company so that the employees get a proper chance to utilize their skill and talent properly, there must be opportunity to learn new skills in the organization, proper training and education should be provided to the employees.

#### **Limitation**

The following were the limitations faced during the course of the study-

1. The sample consisted only of employees in the day shift. Employees of the night shift were not considered for the purpose of study.
2. There is no concrete basis to prove the response given is a true measure of the opinion of all the employees as a whole.

3. The questionnaire contained mostly multiple-choice questions; therefore many respondents may not have given a proper thought before answering the questions.
4. Sensitive company information cannot be displayed in the project report.

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