PREFACE

Employees play an important role in the industrial production of the country. This is because, without the efforts of employees, the other economic factors of production such as land and capital would become useless in today’s industrial society, employees can be encouraged or cajoled to work but not coerced to work. If employees are coerced, they will develop negative attitude towards the organisation. Hence, it is inevitable for organisations to improve the quality of life of employees by providing welfare and social security measures. The provision of these benefits is useful to workers, employers and the society in general. Further the provision of welfare measures helps in improving the standard of living employees directly and increase their real incomes indirectly thereby the performance of the company will be improved. All the same, the provision of social security benefits makes employees develop emotional bondage with the company leading to industrial peace and absenteeism.

The present research study describes how the company provides welfare and social security benefits to its employees. It provides a comprehensive coverage of data collected from multifarious sources. It has a number of informative tables and illustrative figures. The subject matter has been presented in a simple and lucid manner, keeping the unique requirements of the research study. A critical and balanced coverage has been given to all the important areas of the research topic – A Study on Welfare and Social Security Measures in Singareni Collieries Company Limited (With reference to Kothagudem Mines, Khammam District, Andhra Pradesh).