ABSTRACT

This study titled “Employee welfare in Cement and Steel industry (A study with special reference to select units in Ananthapuramu District)” makes a genuine attempt to study the Employee Welfare in a perspective which is not being much explored until now. A thorough review of literature under the heading of Employee Welfare in various industries has revealed two predominant research gaps. One being there are no many studies that deal with studying Employee Welfare in the perspective of Managerial and Non-managerial employees separately and the other gap being there are no many studies that deal with studying the employee welfare measures in terms of the governing labour legislation and the voluntarily provided welfare measures. Moreover there are no much studies related to Employee Welfare that has been performed in the selected industries in the Ananthapuramu district.

Accordingly, in this research, the Employee Welfare has been studied by the way of grouping the various employee welfare measures provided by the respondent organisations into 8 groups (7 groups of statutory welfare measures based on the governing Labour Legislation and the last group namely Non-Statutory Welfare measures).

In the context of studying the employee welfare in the perspective of Managerial and Non-managerial employees separately, the study proceeded by framing objectives to find out the level of awareness (Objective no.1) and satisfaction (Objective no.2) among the non-managerial employees and to determine the priority (Objective no.3) levels given by the managerial level employees towards the employee welfare measures provided in the select units. Consequent to this, the study also attempts to derive the relationship (Objective no.4) between the level of priority given by the managerial employees and the levels of awareness and satisfaction of non-managerial level employees. With the help of findings and results of all the above, the study finally attempts to suggest (Objective no.5) the employee welfare measures that are to be focussed on by the management of the respondent
organisations for improving the awareness and satisfaction levels of employees regarding the employee welfare measures.

The data required for proceeding with the study was collected through the structured questionnaires. Altogether, three questionnaires (two for non-managerial employees and the other for managerial employees) were administered. The questionnaires were carefully designed in such a way that it includes the prime aspects of various statutory labour legislations with respect to Labour Welfare, Social security and also related to Non-statutory welfare measures provided by the organizations.

The results of the data analysis for Objective no.1 indicated that among the total respondents of the Non-managerial class employees, majority of them are showing high awareness towards “1952, The Employees Provident Fund and Miscellaneous Provisions Act” followed by “1948, The Factories Act, Welfare Provisions”. The results of the data analysis for Objective no.2 was conducted using the statistical tools ANOVA and Discriminant Analysis and the results indicated that among the total respondents of the Non-managerial class employees, majority of them are showing high satisfaction towards “1948, The Factories Act, Safety Provisions” followed by “Non-Statutory Welfare Measures”. The results of the data analysis for Objective no.3 was conducted using the statistical tools t-Test and Discriminant Analysis and the results among the total respondents of the Managerial class employees, majority of them are showing high priority towards “Non-Statutory Welfare Measures” followed by “1948, The Factories Act, Health Provisions”. The results of the data analysis for Objective no.4 indicated that when there is a change in the priority levels given by the managerial level employees, there shall be a change in the level of awareness and satisfaction among the non-managerial employees towards the employee welfare measures provided in the select units. The results of the data analysis for Objective no.5 suggested nine welfare measures that are to be focussed on by the management of the respondent organisations for improving the awareness and satisfaction levels of employees regarding the employee welfare measures. The study then derived various ancillary findings of the study and listed various suggestions for the management regarding the various areas of employee welfare measures to be focused at for
improvement of employee’s satisfaction with regards to the provided employee welfare measures.

The study concludes that the managerial level employees are generally giving good priority to the various employee welfare measures provided by the select organisations from the cement and steel industry but nevertheless there are patches of lack of awareness and lack of satisfaction among the non-managerial class employees about the employee welfare measures provided by the respondent organisations which are to be addressed by the management in order to increase their job satisfaction and productivity. The Periodic review of the status and implementation of Labour welfare measures in particular to the welfare measures identified to be highly influencing the awareness and satisfaction levels of employees regarding the employee welfare measures should be undertaken by the management in order to have a better organizational performance and increased commitment of the employees towards the organisation. The study finally concludes that both the respondent organisations are providing adequate employee welfare measures both the statutory and non-statutory ones. They indeed exceed in few of the regulations as required by the class / type of workmen population in their companies.

Following section gives in glimpse the various sections covered in the chapters numbering 1 to 6 of this study.

**Chapter 1** briefs about general introduction of the topic Employee welfare and proceeds with detailing the Research Methodology that has been followed for undertaking this study.

**Chapter 2** discusses regarding various literatures that have been reviewed for undertaking this study in a systematic manner and finally details the Research Gap identified.

**Chapter 3** deals with the theoretical framework of Labour legislations that governs various employee welfare measures in our country and also discusses its origin, recent amendments etc.
Chapter 4 enlightens briefly the importance of selected industries namely Cement and Steel industry in India and also gives a crisp report about the status of these industries in the present day with a gist of road ahead to these in nationwide scenario. Also, the chapter gives a brief profile of the organisations in which the study has been conducted mentioning the salient features of the companies and the employee welfare measures provided by the company.

Chapter 5 edifies regarding the Data analysis and Interpretations Part-1 of the association of the demographics factors with the data obtained and tabulates the results of various statistical tools used.

Chapter 6 discusses regarding the Data analysis and Interpretations Part-2 of the objectives of the study and tabulates the results of various statistical tools used.

Chapter 7 details the brief summary of the study, gives the result of various hypotheses considered during the study, details the major findings of the study, discusses the suggestions and conclusions of the study and lastly mentions the future scope identified.