

EMPLOYEE WELFARE MEASURES IN MINING INDUSTRY – A STUDY WITH REFERENCE TO STATUTORY WELFARE MEASURES

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Abstract

In the economic development of a country, minerals play a significant role. Minerals constitute the backbone of the industrial economy of the country and the prosperity of any country is directly related to its mineral's wealth and their judicious utilization. Mining industry is playing a significant role in the overall economic development of India. Employee or labour welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. Employee welfare activities are those, which include proper working conditions provided to the workers by the employer on a voluntary basis. An employee who feels appreciated will further be comfortable, satisfied and more prolific. It has leads not only towards higher productivity but also improves the quality of performance which helps to capture the market share which is profitable for the company. A satisfied employee will not look into for other job opportunities and it enables an employer to keep the best talents and record lower employee turnover. Welfare includes anything that is done for the comfort and improvement of employees and is facilitated with over and above the wages. The provision of welfare measures helps in keeping the morale and motivation of the employees high to retain the employees for a longer duration. The welfare measures need not be in monetary terms only, it can also be in any 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. Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment. Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining.

Keywords: *Welfare Measures, Employees, Statutory Welfare Measures*

INTRODUCTION

In the context of liberalization, privatization and globalization the mining industry is gearing up to meet the global demand and challenges in terms of quality, quantity and price through modernization of equipment and scientific development of mines. Human resource management deals with the management of people in an organization and the success or failure of the organization depends on how effectively this component is managed. Employee welfare work as undertaken by various groups within and outside the organization to improve the living conditions of workers. The objectives is to make the worker happy healthy, committed and loyal. The attitude of the employees towards the organization is affecting their performance. Organization can create positive attitude in the employees mind by giving right remuneration and providing welfare measures. It is a broader concept and does not have any barriers and not limited to any one country, one religion, one industry or one occupation. Welfare measures can be classified as statutory and

non-statutory welfare measures, comprising of those provisions whose observance are binding on employer by law. These measures relate to certain essential working conditions and standard of health.

CONCEPT OF WELFARE MEASURES:

The term welfare suggests many meaning such as the state of well- being, health, happiness and development of human resources. The concept of welfare has been described state as a total concept. It is a describe state of existence involving physical, mental, moral and emotional well being. All these four elements together constitute the structure of welfare on which is totality is based. Welfare work refers to, the efforts on the part of employers improve within the existing industrial system, the conditions of employment in their own factories. Labour welfare as efforts to make life worth living for workmen. Welfare is fundamentally an attitude of mind on the part of the management influencing the methods by which management activities are undertaken. The encyclopedia of social sciences – labour welfare is the voluntary efforts of employer to establish within the existing industrial system and sometimes living and cultural conditions of the employee beyond what is required by law.

PURPOSE OF EMPLOYEE WELFARE AT WORK

Every employee needs satisfaction to retain in the same organization and perform well for the organization. For the employee satisfaction organization need to provide effective welfare measures. As employee belongs to SCCL Kothagudem, employees require development and increase the standard of living. Welfare measures will improve the physical and psychological health of employees, which in turn will enhance their efficiency and productivity. As the changes are going in day-to-day activity, welfare measures are to be according to the people. Welfare measures promote a loyalty among the employees. It improves the relations between employers and employees. Welfare measures may present social evils and ethical issues among the people to provide congenial environment.

EMPLOYEE STATUTORY WELFARE MEASURES

1. Canteen Facility: Canteen is the place where the employees can have their refreshments during leisure time. In mines having more number of employees it will be treated as one of the important basic welfare measure.

2. Shelter, Restroom and Lunch Rooms: Shelter, restroom and lunch rooms are to be provided to the workers so as to relax during their break or meals time. They can also wait in comfort till the time of their shift.

3. Medical and First Aid Box: Facilities to the employees who meet with the accidents while on duties or service are to be provided for both minor injuries and serious injuries.

4. Cleanliness: Cleanliness is next to godliness. Clean work environment influences the willingness of employees to work. During mining process cleanliness should also be maintained by painting and polishing of walls, ceiling, partitions and staircases regularly.

5. Ventilation and Temperature: In mines for securing and maintaining adequate ventilation for the circulation of fresh air. For the propulsion of the air from the room the natural ventilation or ventilator or by artificial means like electronic fans are used in every work room. Temperature shall be kept at a comfortable level at the work place to prevent injurious to health of the workers.

6. Dust and Fumes: In mines it is necessary to install appropriate dust and fumes controlling

devices near the point of organization.

7. Lighting: In mines sufficient lighting either natural or artificial or both is to be provided at the work place, glazed windows, sky-lights used for lighting of the work rooms shall be kept clean inner and upper surfaces.

8. Drinking Water: Water being a vital ingredient of living body. Clean and safe drinking water is to be provided and maintained at suitable places for all workers employed there in.

9. Washing Facilities: The provision of suitable and adequate washing facilities in one of the requirements in mines to supply of hot water in individual undertakings. It is necessary to supply water, soaps and clean towels in the mines. **10. Facilities for Sitting:** Proper and suitable arrangements shall be made for workers for sitting. Then the worker can work without any break and helps to contribute to his comfort and efficiency.

OBJECTIVES OF THE STUDY

1. To have an idea about the concept of welfare measures.
2. To highlight the statutory welfare measures provided by the SCCL Kothagudem
3. To analyze and interpret about the statutory welfare measures in the proposed sample unit.
4. To offer suitable suggestion to strengthen statutory welfare measures in the chosen sample unit.

RESEARCH METHODOLOGY

The required data has been collected using both the primary and secondary sources of data. The primary data is collected by a questionnaire in Singareni Collieries Company Limited Kothagudem circulated among the employees to collect information. The secondary data collected from the Books, Journals, Articles, Annual Reports, Magazines, Internet etc.,

Table 1.1 Age groups of Respondents

| Age (in years) | No. of Respondents | % of Respondents |
|----------------|--------------------|------------------|
| Below 18 years | 0 | 0 |
| 18-30 | 13 | 26 |
| 30-50 | 30 | 60 |
| 50-60 | 07 | 14 |
| Total | 50 | 100 |

Source: Primary Data

Age has been considered as one of the important indicators of the socio economic status of an individual. Table 1.1 reveals the age wise distribution of respondents during the period under study. It is clear from the above table that there is no respondents belongs to the age group of below 18 years constituting 0 % of total respondents; 13 respondents are in the age group of 18-30 years amounting 26% of the total respondents; thus it can be inferred that majority of respondents i.e., 30 respondents belongs to the age group of 30-50 years constituting 60% of the total respondents. Finally 07 respondents belong to the age group of 50-60 years amounting 14% of the total respondents.

Table 1.2 Marital status of the Respondents

| Marital Status | No. of Respondents | % of Respondents |
|----------------|--------------------|------------------|
| Married | 41 | 82 |

| | | |
|-----------|----|-----|
| Unmarried | 09 | 18 |
| Total | 50 | 100 |

Source: Primary Data

The marital status of the respondents is shown in Table 1.2 of the total respondents 41 (82%) are married and only 09 (18%) respondents are unmarried among the total respondents. Ultimately marital status of the worker is one of the important variables in understanding the quantitative and qualitative requirement of the essential amenities.

Table 1.3: Education-Wise Distribution of the Respondents

| Qualifications | No. of Respondents | % of Respondents |
|----------------|--------------------|------------------|
| Primary | 0 | 0 |
| SSC | 18 | 36 |
| Inter | 14 | 28 |
| Graduate | 12 | 24 |
| Post Graduate | 06 | 12 |
| Total | 50 | 100 |

Source: Primary Data

The Table No. 1.3 conveys that the educational qualification of the respondents. In among the total 18(36%) respondents qualification is SSC, 14(28%) of the respondents qualification is Inter and 12(24%) of the respondents qualification is graduate, 06(12%) of the respondents qualification is post Graduate. It is found that majority of the respondents qualification is in secondary level.

Table 1.4: Satisfaction Level of Employees towards Quality, Quantity and Cost of Food In The Canteen Provided To Employees

| Opinion | No. of Respondents | % of Respondents |
|---------------------|--------------------|------------------|
| Fully satisfied | 20 | 40 |
| Mostly satisfied | 10 | 20 |
| Partially satisfied | 16 | 32 |
| Not satisfied | 04 | 08 |
| Total | 50 | 100 |

Source: Primary Data

It is a statutory obligation for every organization to maintain clean canteen and provide to employees a quality food at low cost. The company has been providing very good canteen facility to its workers. So most of the employees are satisfied. From the above Table No. 04 reveals that 20(40%) of respondents are fully satisfied, 10(20%) of respondents are partially satisfied remaining 04(08%) of respondents are not satisfied with the canteen facility provided by the company.

Table 1.5: Opinion of the Respondents towards Shelter, Rest Room and Lunch Room Facilities

| Response | No. of Respondents | % of Respondents |
|----------|--------------------|------------------|
| Yes | 42 | 84 |
| No | 08 | 16 |

| | | |
|-------|----|-----|
| Total | 50 | 100 |
|-------|----|-----|

Source: Primary Data

Every modern undertaking is under ethical obligation to provide good shelter, rest room and lunch room facilities to its work force. Many respondents are given positive result regarding these facilities. In this connection it is found that majority of respondents 42 (84%) have expressed their satisfaction over such facilities. Whereas 08 (16%) of the respondents have spelt out their distribution over such facilities listed above. In the ultimate analysis it can be inferred that organization is making all out efforts to provide such facilities.

Table 1.6: Satisfaction towards Medical and First Aid Facilities

| Response | No. of Respondents | % of Respondents |
|---------------------|--------------------|------------------|
| Extremely satisfied | 20 | 40 |
| Satisfied | 17 | 34 |
| Not satisfied | 13 | 26 |
| Total | 50 | 100 |

Source: Primary Data

The employees working in the mines under taking prone to accidents on their jobs like road accidents, in work place etc. These accidents may result into serious injuries, in this regard it is the responsibility of the organization on the part of the employer to provide emergency medical services. Table 1.6 provided by the organization. 20 (40%) of respondents are extremely satisfied; 17 (34%) respondents are satisfied and 13 (26%) respondents are not satisfied. In this connection it is found that majority of the respondents are extremely satisfied with the facilities provided by the organization.

Table 1.7: Respondents Opinion towards Lighting and Drinking Water Facilities

| Response | No. of Respondents | % of Respondents |
|----------|--------------------|------------------|
| Good | 40 | 80 |
| Average | 10 | 20 |
| Poor | 00 | 0 |
| Total | 50 | 100 |

Source: Primary Data

Respondent's opinion towards lighting and drinking water facilities Table 1.7 reveals that 40 (80%) of respondents opinion is good; 10 (20%) of the respondents opinion is average and none of them are not said it is poor. In the ultimate result it can be inferred that most of the respondents opinion is good in relation to the to the lighting and drinking water facilities provided by the organization and it shows positives result regarding the basic needs in the organization.

CONCLUSION

Every organization should provide statutory and non-statutory welfare measures but some organization provides some more welfare facilities to the employees and their quality of work life. The prime aim of our nation is to achieve maximum possible economic development so as to achieve higher standard of living for workers in the country. In spite of all the modern technology and all the systems of controls coming into wide spread use, man still remains the most important

factor in production process. If people do not want to work, it is impossible for every organization to attain its goals. So, in this connection welfare measures is one of the aspect of national program towards improving the production of the industry condition of the worker and income of the society. The welfare measures are more important for every employee, without welfare measure employee cannot work effectively in the organization. But organization is lacking in canteen facilities, medical aid facilities, and cleanliness facilities. They should take necessary steps to improve in those measures so, that the employee can do his job more effectively.

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