

Employee welfare measures in Auto sector

Poonam Salaria¹, Sumit Salaria²

¹(HR, MBA, PIMT/PTU, India)

²(Mechanical, Btech, HCTM/ KUK, India)

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. 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 to provide by an organization as compliance to the laws governing employee health and safety. The non statutory schemes differ from organization to organization and from industry to industry.*

The basic purpose of employees welfare is to enrich the life of employees and keep them happy and contented. Non-statutory benefits are the result of employers generosity, enlightenment and philanthropic feelings. It is one of many ways for people to feel heard, cared for, to be informed and to be involved. It is equally important to ensure that leaders and employees at all levels of the organization are aligned to the culture of the organization , and living it.

Keywords: *Welfare measures, employee’s satisfaction, Statutory, Non – statutory, & Auto companies.*

I. INTRODUCTION

The Indian automobile industry is one of the key drivers of industrial growth and employment which will further gain in importance in the coming years. Welfare is the provision and maintenance of the conditions of life for individuals by the community. Employee welfare is flexible and elastic and differs widely with time and region, industry, social value and customs, degree of industrialization the general social - economic development of the people and the political ideologies prevailing at a particular time. It is also molded according to the age groups, socio-cultural background, and educational level of workers in various industries. Industrial progress depends on satisfied labour force and in this connection the importance of labour welfare measures was accepted long back. Way back in 1931 the Royal Commission on Labour stressed the need of labour welfare primarily because of the harsh treatment meted out to the workers. This need was further emphasized in independent India by the Constitution, (1950) which lays down the following articles in this regard: “Article 42: The state shall make provision for securing just and humane conditions of work.....”

“Article 43: The state shall endeavor to secure by suitable legislation or economic organization or in any other way, to all workers agricultural, industrial or otherwise, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities.....”Discussing the importance of the labour welfare S.T. Edwards (1953) said: “One can buy a man’s time, his physical presence at a particular space, even a few muscular movements, but enthusiasm, initiative, loyalty and devotion to duty cannot be bought. They will have to be created through right employer-employee relations, provision of constructive opportunities for satisfying the major motivating desires of human action. “

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.”The concept of labour welfare has received inspiration from the concept of democracy and welfare state. Democracy does not simply denote a form govt; it is rather a way of life based on certain value such as equal rights and privileges of all. The constituents of labour welfare included working hours, working condition, safety, industrial health insurance, workmen’s compensation, provident funds, gratuity pensions, protection against indebtedness, industrial housing, rest room, canteens, and crèches wash places, toilets facilities, lunch, cinemas, music, reading rooms, co-

operatives store, playground etc. Employee welfare measures to promote the physical, social psychological and general well-being of the working populations. Welfare work in any industry aims at improving the working and living conditions of workers and their families.

1.1 AUTO COMPANIES

1.1.1. New Holland Fiat India Pvt Ltd, a subsidiary of CNH Global NV, Head of New Holland Fiat India operations, said, "We have reached an important milestone. This accomplishment will encourage us to continue to look for improvements and drive us forward as we strive to achieve our growth objectives responsibly and safely. We believe that putting the safety of workers first is the hallmark of a true industry leader. New Holland Fiat India's outstanding safety record is proof of the high standards that have been set. This has been possible with the engagement of all our employees and with the company's commitment to meeting the most stringent international quality and safety standards." New Holland Fiat India's Greater Noida facility boasts the highest quality standards in the country's tractor industry and is among the best in the world for worker safety and environmental protection practices. The record-breaking milestone of five million hours is the result of the engagement of the entire organization, sound leadership and effective teamwork across all the facility's departments, as well as the dedication of the safety team who carried out a robust safety program. The plant's participation in CNH's World Class Manufacturing program is an important factor in the facility's high safety standards. Launched in 2009, it actively involves all employees in eliminating risks in the workplace through clearly defined metrics, regular audits and a systematic approach to identifying potential accidents. World Class Manufacturing principles have now become integral to the way Greater Noida's employees approach their work

1.1.2. Honda believes that each person working in or coming in touch with our Company, directly or through our products, should share a sense of joy through that experience. This feeling is expressed in what we call "The Three Joys" "Our Goal is to provide joy through our Business:
The Joy of Buying: For those who buy our Products
The Joy of Selling: Engage in selling our products and services
The Joy of Creating: Involved in business of creating our Products

1.1.3. The Yamaha Motor group continues to provide Kando and a fulfilling life and we believe that practicing the safety and lives of the employees that support our business activities represent the very foundation of our corporate operation. Based on this fundamental belief we continue to promote the creation of an environment that enable to work in safety and health. Supporting the emotional and physical health of employees. Creating a workplace where people respect each other.

1.2 Types of welfare facilities provided by Auto sectors companies.

Welfare services may broadly be classified into two categories: intramural activities which are provided within the establishment such as latrines and urinals, crèches, rest centers, canteens, uniforms, library, medical aid, subsidized food, shift allowances etc; Extramural activities which are undertaken outside the establishment such as family planning, child welfare, cooperative stores, credit societies, holidays homes, leave travel facilities, transport to and from the place of work etc.

Labour welfare work may also be divided into two categories: statutory and Non-statutory. Voluntary welfare work includes those activities which are undertaken by employers for their workers voluntarily. Many employers, nowadays, offer the following amenities voluntarily: Providing health maintenance services, emergency care, on the job treatment care for minor complaints, health counseling, and medical supervision in rehabilitation, accidents and sickness prevention, health education programmes, Medical benefits are extended to employee family members. They provide the facility of reimbursement of medical expenses borne by the employees.

1.3 Welfare and recreational facilities

Welfare and recreational benefits include: (1.3.1) canteens, (1.3.2) loans, (1.3.3) employee counseling, (1.3.4) holiday homes, (1.3.5) Transportation, (1.3.6) parties and picnics, (1.3.7) miscellaneous.

1.3.1. Canteens: some organization have statutory obligation to provide such facilities as section 46 of the factories Act 1948, imposes a statutory obligation to employer to provide canteens in factories employing more than 250 workers. Others have provided such facilities voluntarily. Foodstuffs are supplied at subsidized prices in these canteens.

1.3.2. Loans: some organizations provide loans to employees directly.

1.3.3. Employee counseling: organizations provide counseling service to the employee regarding their personal problems through professional counselors. Employee counseling reduces absenteeism, turnover, tardiness etc.

1.3.4. Holiday homes: large organizations established holidays homes at a numbers of hill stations, health resorts and others centers with low charges of accommodations.

1.3.5. Transportation: Many large organizations or companies provide conveyance facilities to employees, from their residence to the place of work and back, as most industries are located outside town and all employees may not get quarter facility.

1.3.6. Parties and picnics: companies provide these facilities with a view to inculcating a sense of association, belongingness, openness and freedom among employees. These activities help employees to understand others better.

1.3.7. Miscellaneous: organizations provide other benefits like organizing games, sports with awards, setting up clubs, Diwali, Holi and gifts. Birthday and anniversary gifts. Productivity /performance awards etc.

II. NEED OF THE STUDY

2.1 To know about the employee's satisfaction towards welfare measures.

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

2.3 To find out the facilities entitled by auto sector companies.

III. OBJECTIVES OF THE STUDY

3.1 Primary objectives

To study the employees welfare measures for auto sector companies in NCR (National Capital Region).

3.2 Secondary objectives

3.2.1 To identify the various welfare measures provided to the employees.

3.2.2 To know their satisfaction towards the welfare measures.

3.2.3 To know awareness about the concept of "employee welfare".

IV. RESEARCH METHODOLOGY

The manipulation of things, concepts or symbols for the purpose of generalizing to extend, correct or verify knowledge, whether that knowledge aids in construction of theory or in the practice of an art.

4.1 Population. Auto companies in NCR (National Capital Region).

4.2 Sampling. The study is based on random sampling. I have selected four auto companies randomly i.e. New Holland Fiat (India) Pvt.ltd. HONDA SIEL, Yamaha, JCB.

4.3 Research Design -: A research design is the arrangement of conditions for collection and analysis of data. Regarding this study, descriptive research design concern with describing the perception of each individuals or narrating factors on welfare measures. The major purpose of descriptive research is description of the state of affairs as it exists at present.

4.4 Data collection

4.4.1 Primary data –

The primary data was collected from the respondents i.e. employees

4.4.2 Secondary data-

The secondary data was collected from the past records and websites.

4.5 Research instrument

4.5.1 Questionnaire

Types of questions

Close ended question is of two types they are as follows.

4.5.1.1 Dichotomous questions – This type has only two answers in the form of "yes" or "no".

4.5.1.2 Multiple-choice question- in this case the respondents are offered two or more choice

4.6 Statistical tools applied

4.6.1. Percentage analysis.

Percentage refers to a special kind of ratio. Percentage analysis test is done to find out the percentage of the response of the respondents. In these tools various percentage are presented by the way of Bar-diagram, pie-chart in order to have better understanding of the analysis.

Formula:

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total no of respondent}} * 100$$

Data analysis and interpretation

Table I : Did you know about the employee welfare measure?

Opinions	Respondents		%
	Yes	No	
Yes	43	0	86
No	7	0	14
Total	50	0	100

Source-field work

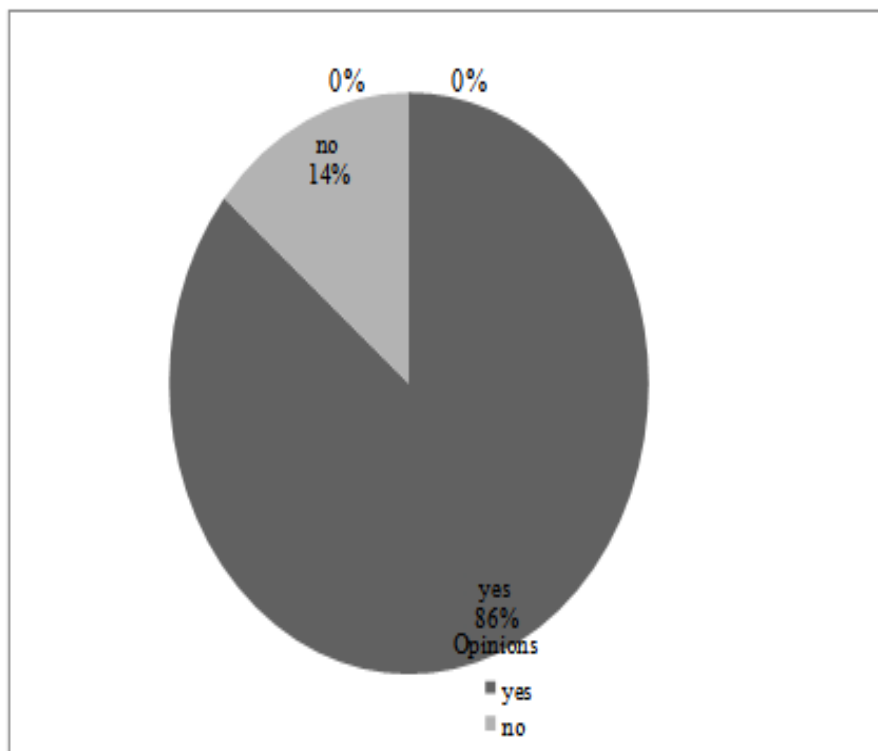


Figure 1:

Interpretation

The above chart gives very clear picture of the awareness level of the employees in the auto sector. 86% employees are known about the welfare facilities and 14% employees are unknown about the employee welfare facilities.

Table II : Which are the intramural welfare facilities are you getting?

Sno	Options	No. of Respondents.		Percentage	
		Getting	Not Getting	Getting	Not Getting
1	Subsidies food at canteen or lunch room facilities	39	11	78	22
2	Uniform and protection clothing & i card facilities.	39	11	78	22
3	Recreation facilities.	18	32	36	64
4	Drinking water	50	0	100	0
5	Rest shelters	18	32	36	64
6	Medical aid	46	4	92	8
7	Toilets facilities.	50	0	100	0

Source-field work

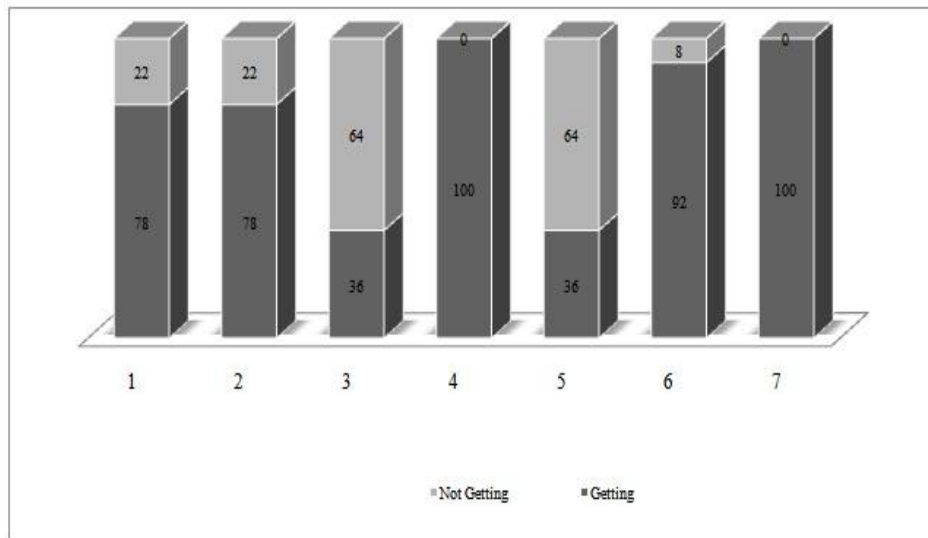


Figure 2:

Interpretation

The 78% employees getting Subsidies food at canteen or lunch room facilities and also uniform and protection clothing & I card facilities.22% employees in auto sector are not getting Subsidies food at canteen or lunch room facilities and also uniform and protection clothing & I card facilities.36% employees are getting recreational facilities and 64% are not getting. All employees are 100% getting drinking water and toilets facilities .36% employees are getting rest shelter facilities 64% employees are not getting.92% employees are getting medical aid and 8% are not getting.

Table III : Which are the Extratramural welfare facilities are you getting?

S.no	Options	No. of Respondents.		Percentage	
		Getting	Not Getting	Getting	Not Getting
1	Housing	11	39	22	78
2	Education facilities	4	46	8	92
3	Maternity benefits	32	18	64	36
4	Transportation	46	4	92	8
5	Sports facilities	32	18	64	36
6	Holidays homes	7	43	14	86
7	Social insurance	21	29	42	58
8	Vocational training	4	46	8	92

Source-field work

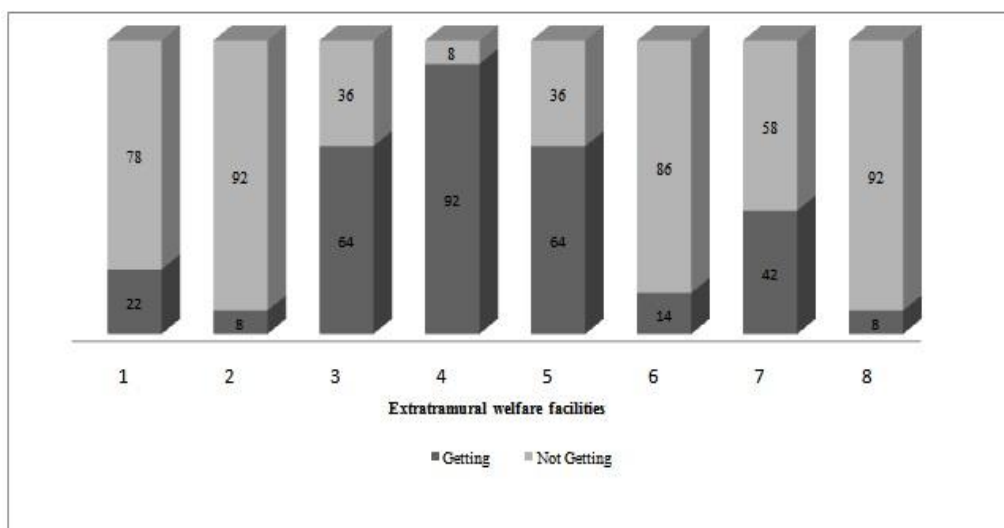


Figure 3:

Interpretation

22% employees are getting housing facilities and 78% are not getting. 8%employees are getting educational facilities 92% are not getting. 64% are getting Maternity benefits and sports facilities.36% employees are not getting these facilities.92% employees are getting transportation facilities and 8% are not getting.14% employees are getting holiday homes and 86% employees are not getting.42% employees of auto sector are getting social insurance and 52 % are not getting.92% are not getting vocational training and 8% employees are getting.

Table IV : Are you satisfied with the working condition provided by the company?

s.no	Options	No. of Respondents.	Percentage
1	Satisfied	28	56
2	Average	18	36
3	Dissatisfied	4	8
4	Can't Say	0	0

Source-field work

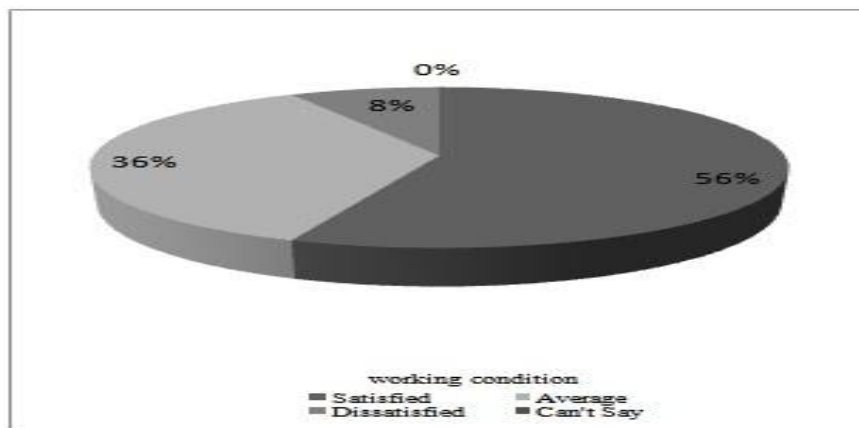


Figure-4:

Interpretation

The above chart show employees opinion about working condition.56%employees are satisfied, 36% employees average response about working condition and 8% employees are dissatisfied.

Table V : Are you satisfied about the work timings of the company?

S.no	Options	No. of Respondents.	Percentage
1	Satisfied	32	64
2	Average	11	22
3	Dissatisfied	7	14
4	Can't Say	0	0

Source-field work

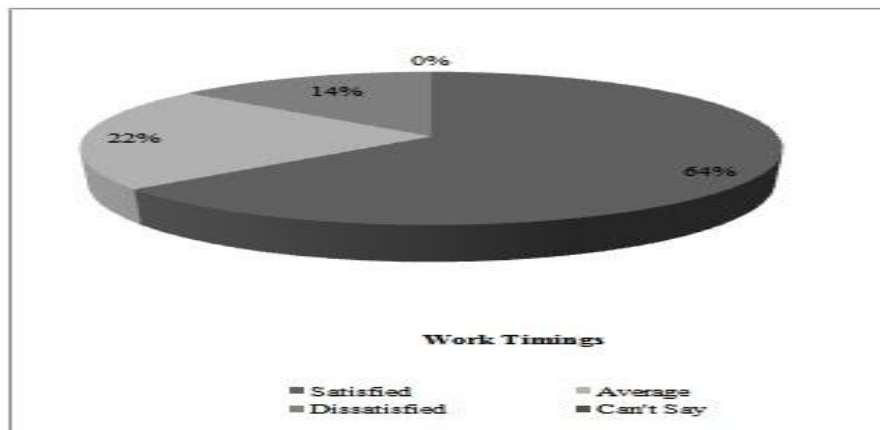


Figure 5:

Interpretation

The employee's opinion about work timings 64% employees are satisfied .22% employee's average and 14% employees are dissatisfied with the work timings.

Table VI : Are you happy with the canteen facilities?

S.no	Options	No. of Respondents.	Percentage
1	Satisfied	43	86
2	Average	4	8
3	Dissatisfied	3	6
4	Can't Say	0	0

Source-field work

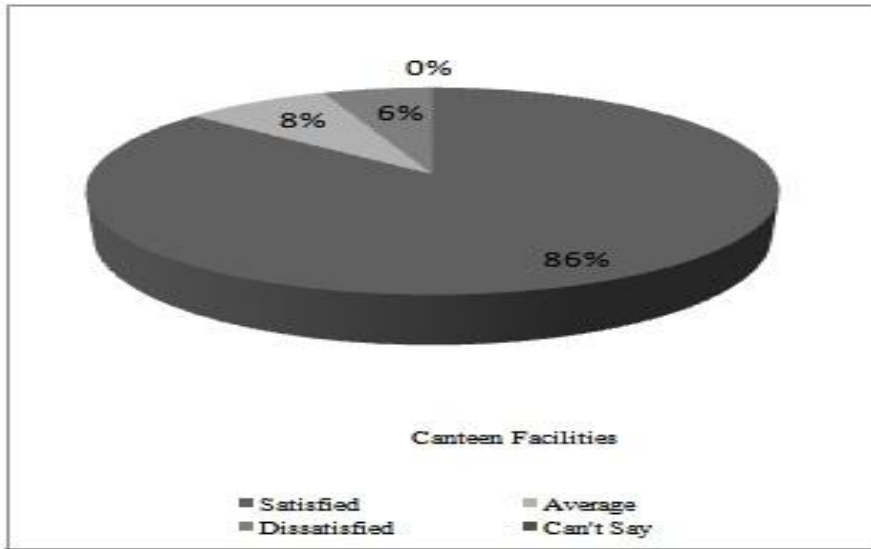


Figure 6:

Interpretation

The chart show satisfaction level of canteen facilities and 86% employee are satisfied, 8% show average interest and 6% employees are dissatisfied.

Table VII : Your opinion on the transport facilities in the company?

S.no	Options	No. of Respondents.	Percentage
1	Satisfied	25	50
2	Average	15	30
3	Dissatisfied	3	6
4	Can't Say	7	14

Source-field work

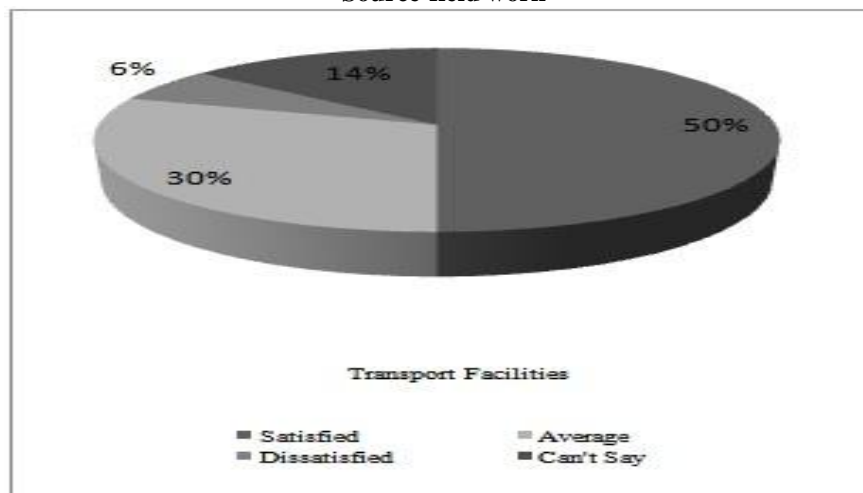


Figure- 7

Interpretation

50% employees in auto sector are satisfied with the transportation facilities 30% employees are showing average opinion and 6% dissatisfied 14% employees can't say because some employees are not using transportation facilities.

Table VIII : Opinion about the medical facilities in the company?

S.no	Options	No. of Respondents.	Percentage
1	Satisfied	20	40
2	Average	28	56
3	Dissatisfied	2	4
4	Can't Say	0	0

Source-field work

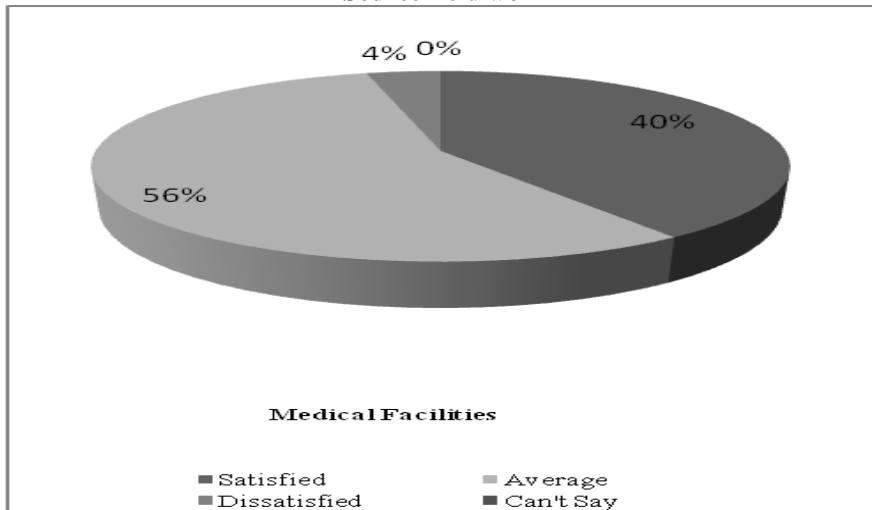


Figure8:

Interpretation

40% employees are satisfied with the medical facilities 56% average satisfaction level and 4% employees are dissatisfied.

Table IX : Adequate importance given to provide the safety measure at the work place?

Sno	Options	No.of Respondents.	Percentage
1	Satisfied	38	76
2	Average	10	20
3	Dissatisfied	2	4
4	Can't Say	0	0

Source-field work

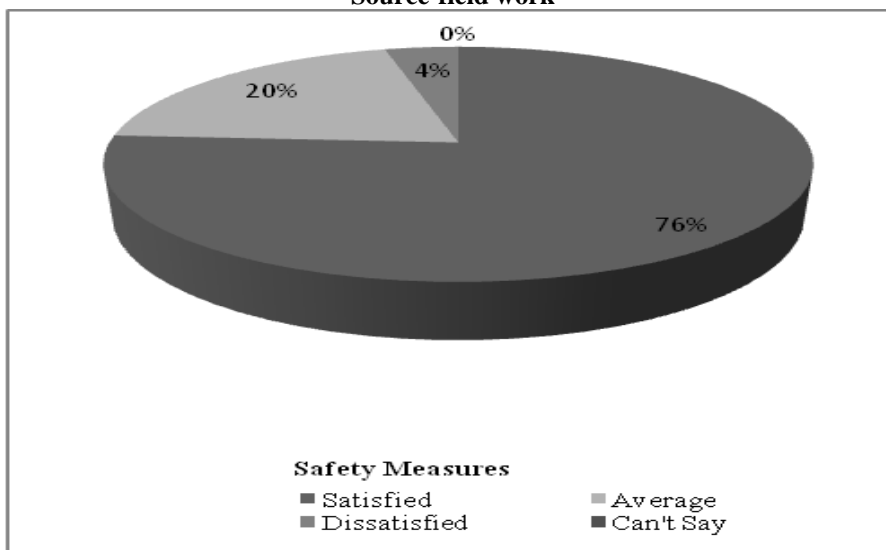


Figure 9:

Interpretation

Opinion about safety measures in work place 76% employees are satisfied, 20% employee's average level and 4% employees are dissatisfied with the safety measures.

Table X : Perception on the total welfare amenities in the company?

Sno	Options	No. of Respondents.	Percentage
1	Satisfied	20	40
2	Average	28	56
3	Dissatisfied	2	4
4	Can't Say	0	0

Source-field work

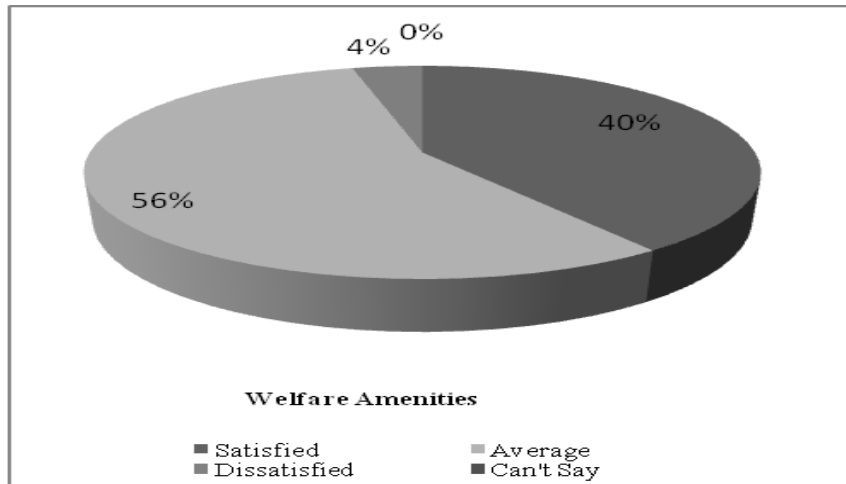


Figure 10:

Interpretation

Employee's perception on the total welfare amenities 40% employees are satisfied, 56% employees are showing average perception and 4% employees are dissatisfied.

V. CONCLUSION

Auto sector companies provide welfare facilities to their employees to keep their motivation levels high. Welfare services may broadly be classified into two categories (1) intramural activities (2) extramural activities. Now a day's maximum companies give their employees a voluntary welfare and recreational facilities. Under this research I have studied welfare measures provided to the employees, satisfaction and awareness about the welfare. Employees in auto sector are highly satisfied with the intramural welfare measures and few are dissatisfied with the extramural welfare measures. Perception of the employees on the total welfare measures is satisfied very fewer employees are dissatisfied.

1. Importance of study.

- 1.1 It enables employees to have a richer and more satisfying life.
- 1.2 It helps to boost up employees moral.
- 1.3 To promote employees welfare measures like recreational facilities.
- 1.4 To help to improve the goodwill and public image of company.

2. Limitation of study.

- 2.1 The information is collected by 50 employees only.
- 2.2 The study is limited only NCR INDIA.

3. Scope of the study.

- 3.1 Employees welfare is an essential part of social welfare.
- 3.2 Employee's welfare is to improve the working class.

REFERENCES

- [1]. Rao V S P. 2007. Human Resource Management Text and Cases .Excel Books.
- [2]. Kothari .C.R. 2005. Research Methodology, Methods and Techniques. New age international publisher.
- [3]. <http://www.newhollandindia.co.in/presroom.aspx>.
- [4]. <http://www.hondacarindia.com/about/vision.aspx>
- [5]. <http://www.yamaha-motor.co>
- [6]. <http://www.buisness-beacon.com>
- [7]. <http://www.fundoodata.com/companies-detail/JCB-India-Ltd/47375.html>