

**A**  
**PROJECT WORK**  
**ON**  
**“A STUDY OF EMPLOYEE WELFARE FACILITY”**  
**WITH SPECIAL REFERENCE TO**  
**“SHREE HIRANYAKESHI SAKKARE KARKHANE**  
**NIYAMIT, SANKESHWAR.” TALUKA: HUKKERI,**  
**DISTRICT: BELAGAVI”**

**SUBMITTED TO**  
**DEPARTMENT OF COMMERCE &**  
**RESEARCH SENSITIZATION SCHEME**  
**FOR THE PARTIAL FULFILLMENT OF**  
**RESEARCH SENSITIZATION SCHEME**  
**IN**  
**COMMERCE**

**BY**  
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**DEPARTMENT OF COMMERCE**  
**DR. GHALI COLLEGE, GADHINGLAJ, TAL-**  
**GADHINGLAJ, DIST-KOLHAPUR (M.S) INDIA**

**2021-22**

# DR. GHALI COLLEGE, GADHINGLAJ



## CERTIFICATE

This is to certify that the project work report entitled **“A STUDY OF EMPLOYEE WELFARE FACILITY”** with special reference to **“SHREE HIRANYAKESHI SAKKARE KARKHANE NIYAMIT, SANKESHWAR.”** **TALUK: HUKKERI, DISTRICT : BELAGAVI”** being submitted by **Miss. Ardalkar Arpita S., Miss. Sawant Rutuja B., Miss. Chavan Supriya C., Miss. Shinde Achal A.** to **Dept. Of Commerce & Research Sensitization Scheme** in partial fulfillment of the requirement for the award of degree of **“Commerce”**.

To the best of our knowledge and belief the matter presented here has not been submitted elsewhere for the award of any other degree.

Date:

Place:

**Dr. M. D. Pujari**

HOD

Dept. of Commerce

**Dr. M. R. Patil**

Principal

Dr. Ghali College, Gadhinglaj.

## CERTIFICATE

This is to certify that the project report **“A STUDY OF EMPLOYEE WELFARE FACILITY”** with special reference **“SHREE HIRANYAKESHI SAKKARE KARKHANE NIYAMIT, SANKESHWAR.”** TALUK: HUKKERI, DISTRICT : BELAGAVI” being to submitted by **Miss. Ardalkar Arpita S., Miss. Sawant Rutuja B., Miss. Chavan Supriya C., Miss. Shinde Achal A.** to **Dept. Of Commerce & Research Sensitization Scheme** in partial fulfillment of the requirement for the award of degree of **“Commerce”** has been prepared under my guidance and supervision in her original work and completed satisfactorily.

To the best of my knowledge and belief no such work has been previously submitted to the award of any degree.

**Date :** / /

**Place :** Gadhinglaj

**PROF. P. P. PUJARI**

Project guide

## **Dr.Ghali Collage,Gadhingalaj**

### **Research Sensitization Scheme for Collage Students**

#### **Utilization Certificate**

Certified that the Grant of Rs. 5000/- (Rupees Five Thousand Only) Received From The Research Committee, Dr. Ghali College, Gadhingalaj Under The For Research Sensitization Scheme For Collage Student Project Entitled “A Study On Employee Welfare Facilities” Vide research committee Dr. Ghali College Letter No. GCG/RSS/1197/2021-2022.Dated 07/03/2022 has been fully utilized for the purpose for which it was sanctioned and in accordance with the terms and condition laid down by the Dr. Ghali Collage, Gadhingalaj.

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(Seal)

## DECLARATION

We, hereby declare that the project report entitled “**A STUDY OF EMPLOYEE WELFARE FACILITY**” with special reference to “**SHREE HIRANYAKESHI SAKKARE KARKHANE NIYAMIT, SANKESHWAR.**” **TALUK: HUKKERI, DISTRICT: BELAGAVI**” is an original work prepared by me under the guidance of **Mr. Pramod P. Pujari.**

The findings and observation in this report and the conclusion drawn by me are based on the work done and the data collected during the project work. The matter included in this report is not a reproduction from any other source.

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1. Miss. Aardalkar Arpita Suresh
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**Date:** / /

**Place:** Gadhinglaj

## ACKNOWLEDGEMENT

We are thankful to our guide **Mr. Pramod Pandurang Pujari, Department Of Commerce, Dr. Ghali College, Gadhinglaj** for suggesting us the topic and allowing us to work under his guidance. We also thanks to our principle Dr. Mangalkumar Patil Sir for allowing us to work in the department and providing us all the facilities and permitting to us to use resources.

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We take this opportunity to express our sincere thanks to all over teachers of the departments of commerce, who continuously monitored and encourage my during the progress of the work. We must thanks all our friends in B.Com – III. We like to remain In Debt of our Family Members who are always with us.

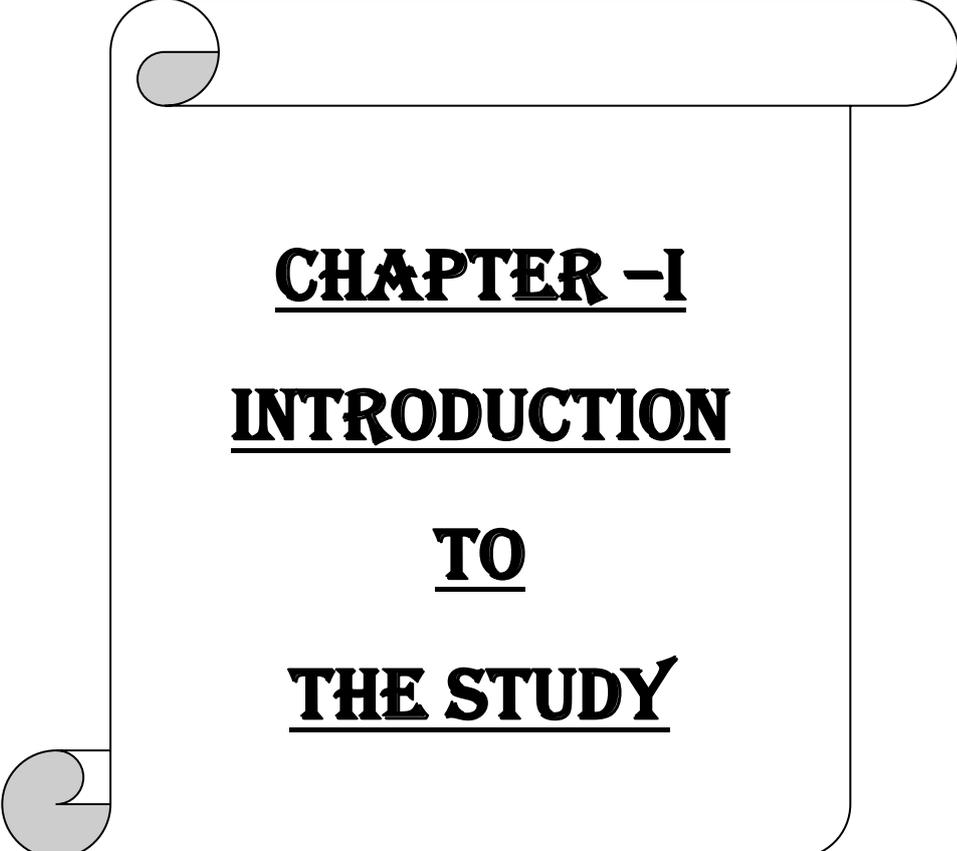
We are also thankful to research committee **Dr. Ghali College, Gadhinglaj** for providing financial support to complete this project.

1. Miss. Aardalkar Arpita Suresh
2. Miss. Sawant Rutuja Babasaheb
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**CHAPTER -I**  
**INTRODUCTION**  
**TO**  
**THE STUDY**

**CHAPTER - I**  
**INTRODUCTION OF THE STUDY**

**1.1 INTRODUCTION:**

Employees are the main drivers that ensure the growth and sustainability of any organization. Irrespective of how the organization is conceptualized and contextualized, without employees taking and performing key roles and responsibilities, the organization would be short lived Employees keep.

Organization runs by giving time and skills to the development of the organization. The welfare of employees is therefore essential and it is incumbent on the employers to contribute to the employee's benefits for optimal performance and efficiency. Some of the notable employees' welfare facilities include but are not limited to housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities and so on.

According to Petro "The term welfare suggests the state of well-being and implies wholesomeness of the human being. It is a desirable state of existence that involves the mental, physical, moral and emotional factor of a person. All these four elements constitute the structure of welfare on which its totality is based."

Provisions of welfare facilities are governed by policies and laws; however, the welfare package is based on negotiation and agreement between the employer and employee without any government interference. Usually, welfare packages are shaped by national and international standards. This gives workers certain labour rights which the

employers must make available to the employees. The term “welfare is a relative concept the way and manner it is apply and provided varies from time to time, region to region and from country to country.”

The researcher is intended to study the welfare facilities, given to the labors. Employee welfare is used to boost up the morale of the labor or employees. The researcher found this function important because the employee welfare is the adoption of measures to promote the physical, social, psychological and general wellbeing of the working population. The employee welfare means to improve the working and living condition of the worker and their families.

The researcher want to study about the welfare facilities because in every organization, people or labor are very important source to act on any function of management as without human resources, no organization can work and the welfare facilities are those thing which are provided to motivated the employees by satisfying their needs that they will work more effectively.

## **1.2 STATEMENT OF THE PROBLEM:**

Employee welfare is in the interest of employee welfare, the employer and the society as a whole for the employees, welfare measures enables the employees and his family to lead good life welfare facilities like housing medical and children’s education, recreation etc. help to improve the family life to employees.

### **1.3 TITLE OF STUDY**

Study of Employee welfare facilities with special reference to “Shree Hiranyakeshi Sakkare Karkhane Niyamit, Sankeshwar.” Taluk: Hukkeri, District : Belagavi.

### **1.4 OBJECTIVE OF THE STUDY:**

The objectives for the study are as under-

- a) To study the welfare facilities provided by the factory to the employees
- b) To study satisfaction level of the employee about the welfare facilities.
- c) To study the detail information about the analysis.
- d) To study about effectiveness of employee welfare measures.
- e) To identify the welfare facilities provided in the organization.
- f) To find out the employees level of satisfaction through the welfare measures.
- g) To study finding from the data analysis & give suggestion to the factory.
- h) To know the suggestions and recommendations of the employees.

### **1.5 RESEARCH METHODOLOGY:**

Research methodology is the specific procedures or techniques used to identify select, process and analyze information about a topic. In a research paper the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

Research is the process of systematic and in- depth study or search for any particular topic, subject or area of investigation, backed by collection, completion, presentation and interpretation of relevant details or data.

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. Research may develop hypothesis and test it. In it we study the various steps that are generally adopted by the researcher in studying his research problem along with the logic behind them.

Research must be based on fact observable data forms a sound basis for research inductive investigation lead better support to research finding for analyzing facts a scientific methodology of analysis must be developed and result interpreted logically.

**RESEARCH DESIGN:**

Research design is plan, structure and of investigation. Research design is a plan of activities that final analysis would constitute a research study it refers to the methodology used for conducting the research investigation. It is process of making a decision before the situation arise in which the decision has to be carried out.

It is blueprint of the detailed procedure of testing the hypothesis and analysis of the obtained data the research design is the ways tell us what observation to make, how to make them and how to analyze the quantitative representation of observation. The researcher attempting to solve his problem should necessarily prepare a plan which will help him attain his ultimate motto. This plan is nothing but research design.

Research Design is “the logical and systematic planning and directing a piece of research”.

➤ **DESCRIPTIVE RESEARCH DESIGN**

This study aims at portraying accurately the characteristics of a particular group or situation. This study may be concerned with the attitude or views of the people towards the problem area.

➤ **METHODOLOGY ADOPTED**

Research methodology refers to the procedure obtaining knowledge on Questionnaire Methods to collect the data by using stratified sampling method.

**1) PRIMARY DATA:**

Primary data is the first hand data collected to original nature. It is solve a specific problem or to get any kind of information. It provides qualitative information also. It is more reliable and relevant. In the present study, primary data was collected using

- a) Questionnaire method
- b) Personal interview method
- c) Personal observation of the researcher.

**2) SECONDARY DATA:**

A data which is not collected original nature. It is not freshly collected by the researcher but was existing already and was rather collected from published and unpublished source is known as secondary data. Secondary data is real available data which can be used for general purpose.

**1. SCOPE OF THE STUDY:**

The scope of employee Welfare cannot be limited, since it differs according to social customs and the degree of industrialization indifferent countries and at different times. They have to be elastic and flexible enough to suit the conditions of the workers, and to include all the essential prerequisites of life and the minimum basic amenities. The laws of every country highlight directions to specific application to the working class, the necessity of securing just and humane conditions of

work, for them. However, what these conditions actually imply cannot be specified in rigid terms for all times and situations.

Thus, the subject of Labour Welfare is fairly wide and is not limited to anyone country, region or industry. Writers and institutions have described its scope in different ways and from different angles. The line of demarcation cannot be very precise. But what should be common is that a welfare measure should enhance the working and living conditions of the workers and their families and make their lives better worth living. In other words, Labour Welfare policies should “Enable workers to live a richer and more satisfactory life”

### **1.7 LIMITATION OF THE STUDY:**

- 1) The research process was time consuming and little expensive as well.
- 2) The sources of data collection were limited.
- 3) It was difficult to complete a study of this nature and to study all the aspect of Problem with in short period.
- 4) The time factor is important.

### **1.8 SIGNIFICANCE OF THE STUDY:**

It needs a balance in the group or social life between an employee's work life and family life. Employee welfare involves monitoring of work environment, development of workplace peace by providing health services, labor relations and health benefits, employees and their families with injuries and unemployment.

## **1.9 CHAPTER SCHEME**

### **Chapter- 1 : Introduction to the study:**

Introduction of the Study, Purpose of Study, Title of the Study, Objective of the Study, Hypotheses of the Study, Research Methodology, Scope of the Study, Limitation of the Study, Significance of the Study, Chapter Scheme.

### **Chapter-2 : Industry Profile:**

Background of company, location of company, Nature of Business, Vision, mission & quality policy, Employment, Employees welfare & immunities, Organization structure, Board of directors, Achievements /Awards.

### **Chapter-3: Theoretical background**

Introduction, Definition, Function of human resources, Features of human resources, Scope of human resources, Scope of human resources, Meaning and definition of welfare, feature of employee welfare, Objective of employee welfare, Agencies of welfare, Types of welfare, Welfare facility.

### **Chapter- 4: Data analysis and interpretation**

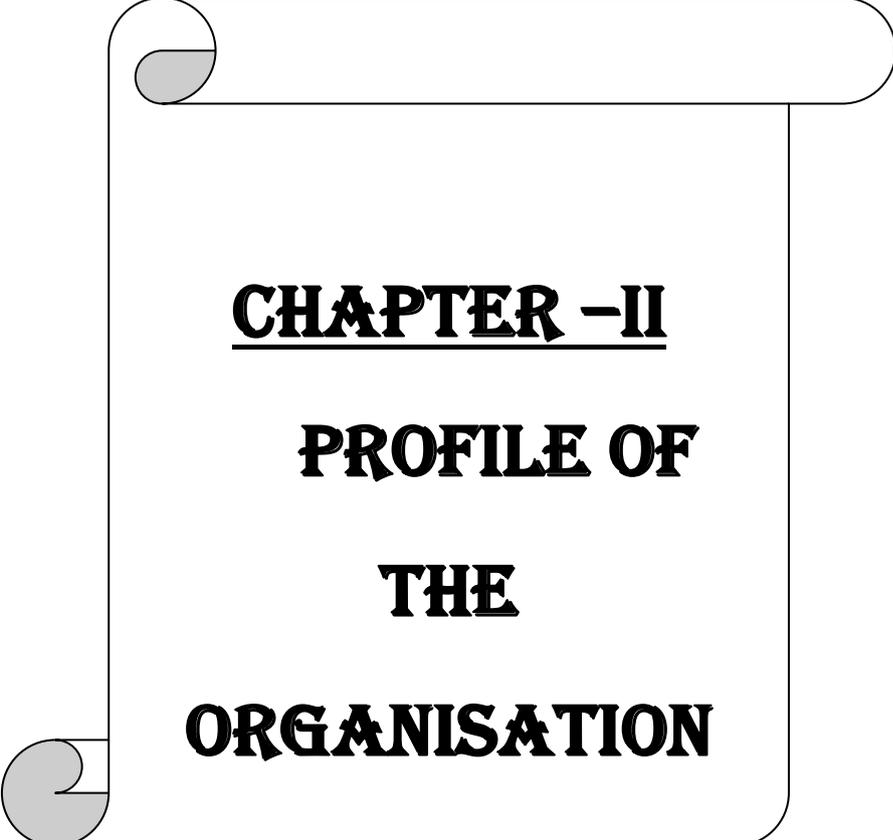
This Chapter shows the concerned with tabulation analysis and interpretation of survey result which are collected through questionnaire.

### **Chapter- 5: Finding and observations**

This Chapter deals with the summary of Finding and observations.

### **Chapter-6: Suggestions and conclusion**

This Chapter deals with the summary of Suggestion and conclusion.



**CHAPTER -II**  
**PROFILE OF**  
**THE**  
**ORGANISATION**

## CHAPTER - II

### PROFILE OF THE FIRM

#### 2.1 HISTORICAL BACKGROUND OF THE FIRM:



Shri Hiranyakeshi Sahakari Sakkare Karakhane Niyamit, Sankeshwar is one of the pioneers in the co-operative sugar industries in Karnataka. The society was established in 10-09-1956 and the first trial season commenced in 1961-1962. The factory initially started crushing at the rate 1250 TCD which has been a big capacity.

The study of the phenomenal growth of Hiranyakeshi Sakkare Karkhane over a span 60 years is the effort of the founder. Late Shri Appangouda Patil, the chief promoter of this factory and Late Shri M. P. Patil and the minister for co-operation, Bombay state.

The social states of the agricultural community have improved largely and Sankeshwar town is made visible on the Karnataka map significantly. This has resulted in recognizing the Belagavi district as a sweet sugar district. But as the time passed away to meet the required demand,

substantial expansion undertaken by the factory crawled up to 8000TCD crushing capacity today.

Shri Hiranykeshi Sahakari Sakkare Karakhane Niyamit, Sankeshwar, is one of the pioneers in the co-operative sugar industries in the state of Karnataka, being on the boundary of the Karnataka- Maharashtra state. The idea of establishing a sugar factory in the co-operative sector was first originated in the minds of Late Shri Appangouda Patil, the chief promoter of this factory and late Shri M. P. Patil, the Minister of co-operation, Bombay state with prime aims and objects:

- ❖ To uplift the rural economy.
- ❖ To uplift the rural economy.
- ❖ To facilitate the credit facilities.
- ❖ To facilitate thrift among the rural people.
- ❖ To arrange and supply agricultural implements.
- ❖ To liaison between the factory and the cane growers.
- ❖ To act as link between the rural people and banks.

The Industrial license no. L.8/55 Date 05/01/1995 was Obtained from the govt. of India the society came into existence vide registration no. 9-227 Date 10/09/1956 and the first trial crushing season commenced in the 1961.

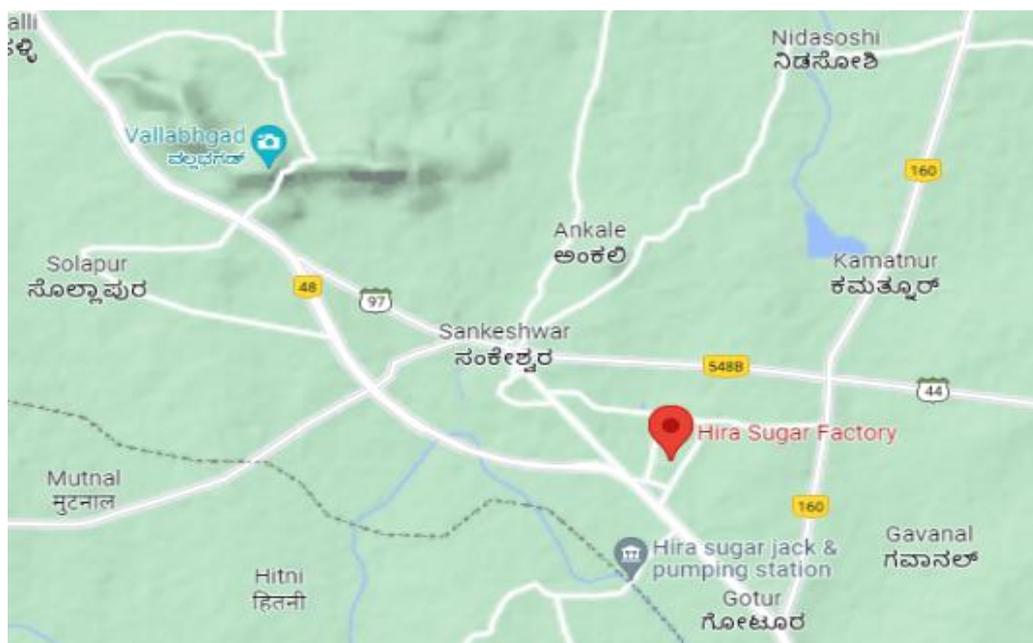
The area of operation of factory extend on 233 village in Karnataka state and 77 village in Maharashtra State within a radius of 22 mills. Since the factory has its members both in Karnataka and Maharashtra, it is governed under multi state co-operative societies Act.

It is governed under the multi state co-operative society act. This area was under developed before the established of this factory. now, following the establishment, there is lot of progress achieved which it is

apparent. The social status of the agricultural community has improved largely and Sankeshwar town made visible on the Karnataka map significantly. This has resulted in the Belagavi district as ‘ sweet sugar factory’.

## **2.2 LOCATION:**

The city of Sankeshwar in Belagavi district which has been God gifted with major river such As Ghataprabha & Markhandeya Doodhganga Krishna Mallaprabha & other small river like Vedganga & Hiranyakeshi. The factory is situated about 1 Km from Sankeshwar Town In Hukkeri Taluka of Belagavi district on the Quadrilateral NH 4 High Way and is easily accessible by road & Rail at a distance of about 48 km from Belagavi to the North about 65 km Jodhpur to the South about 35km from Ghataprabha to West & 15km from Gadhingjaj to East this City as Surrounded by 85 village of Maharashtra & 248 Village of Karnataka Where the Main crop is sugarcane covering 47543 Hector of irrigated land the factory is located on the bank of Hiranyakeshi River from where they draws water.



**FACTORY PROFILE**

**PROFILE OF THE BUSINESS UNIT**

<b>Name of the Unit</b>	<b>SHRI HIRANYAKESHI SAHAKARI SAKKARE KARKHANE NIYAMIT, SANKESHWAR.</b>
<b>Year of Establishment</b>	<b>10-9-1956</b>
<b>First Crushing Season</b>	<b>1961-62</b>
<b>Location Of the Unit</b>	<b>Sankeshwar, District:-Belagavi, Taluk : Hukkeri</b>
<b>Registered Number</b>	<b>G-277</b>
<b>Chairman</b>	<b>Shri Nikhil Umesh Katti</b>
<b>Name Of Concerned Banker</b>	<b>D. C. C. Bank Kolhapur D. C. C. Bank Belagavi</b>
<b>Nature of Ownership</b>	<b>Co-Operative</b>
<b>Size Of the Company</b>	<b>Large Scale Unit</b>
<b>Address for Correspondence</b>	<b>SHRI HIRANYAKESHI SAHAKARI SAKKARE KARKHANE NIYAMIT, SANKESHWAR</b>
<b>Phone Number</b>	<b>273334,27333,2733354</b>
<b>Fax Number</b>	<b>08333-273001</b>
<b>Email ID</b>	<b>hirasugarsky@yahoo.com</b>

## **2.3 VISION, MISSION & QUALITY POLICY**

### **A. Vision**

The main vision of the company is to be developing the rural area provided the better interest is facilities to the localities & to farmers.

### **B. Mission**

The mission of the company is to pay the better returns for its shareholder in terms of higher cane rate & to the stock holder in terms reasonable salary & wages.

### **C. Quality Policy**

The quality policy of the company is production the sugar in better quality which helps to complete with private sector.

## **AREA OF OPERATION**

The factory is operation both national & regional area the factory is operating in a national area because –

- i. Its supplies sugar and by products throughout India.
- ii. This industry is under the control of Central govt.
- iii. It has established under the act of multi state co-operative society act.
- iv. The factory is operating in the regional are also because,
  - The factory is getting raw material from the regional area.
  - The factory has established with the regional shareholders' investment.
  - The Human Resources is almost from the local area.
  - The factory is operating with the view of farmers & sugarcane suppliers.

## 2.4 EMPLOYMENT

The factory has provided employment to about 215 persons in addition to persons which are indirectly employed for 6 months during season as coolies for harvesting & loading cane as drivers & cleaners on trucks, as cart main to transport cane, for feeding cane & other allied work, as detailed below:

<b>Particular</b>		<b>No Of Worker</b>	<b>Particular</b>		<b>No Of Worker</b>
1	Regular	215	1	Harvesting gang	85
2	Substitute/Daily Wages	22		Seasonal	540
3	Farm coolies	0			
4	On deputation	0			
5	Consolidate	251			
Total		488	Total		625

**2.5 EMPLOYEES WELFARE AND AMENITIES:**

A)	206 Self-contained residential quarters are constructed for offers and workers.
B)	The workers and their dependents are provided with free medical aid.
C)	Formed a co-operative consumer's society.
D)	Established at the factory site the employee's co-operative credit bank.
E)	Primary school, Balwadi & Anganwadi are run by the factory.
F)	A flour mill is run by factory
G)	Distributing saplings of mango, sapota and coconut plants to all the residential quarters in the colony to keep the surroundings green and free from any pollution, ever.
H)	Improved the milk dairy in the factory premise by replacing the old cattle head by new Pandharpur Breed Buffaloes to ensure good quality milk, and by installing semi-automatic pipeline milking scheme to ensure better yield of milk which is made available to the Guest House and the Employees at the concession rate.
I)	Arranged a mini-bus for transporting the school going children from colony to their schools.
J)	Issued identity cards incorporating the blood group of each employees, computerized punching cards to ensure disciplinary in and outs, besides providing uniform to all the employees.
K)	Provided a well-equipped ambulance to employees.
L)	The factory has provided a playground at the colony.
M)	For the entertainment of the colony residents, the factory has provided with TV Antenna.

## **2.6 BOARD OF DIRECTORS :**

<b>NAME OF DIRECTORS</b>		<b>POST</b>
<b>1</b>	Shri Nikil Umesh Katti	Chairman
<b>2</b>	Shri Shrishail Basavanappa Magadam	Vice Chairman
<b>3</b>	Shri Shivnaik Veerabdhra Naik	Director
<b>4</b>	Shri Pralhad Babgoud Patil	Director
<b>5</b>	Shri Rajendra Malgouda Patil	Director
<b>6</b>	Shri Suresh Basalingappa Bellad	Director
<b>7</b>	Shri Babasaheb Parappa Arabole	Director
<b>8</b>	Shri Rajkumar Babasaheb Patil	Director
<b>9</b>	Shri Udaykumar Shivgouda Desai	Director
<b>10</b>	Shri Basavaraj Shankar Kallatti	Director
<b>11</b>	Dr Ashok Malgouda Patil	Superintendent
<b>12</b>	Shri Satappa Rayappa Karkinaik	Superintendent

## **2.7 ACHIEVMENTS/ AWARDS :**

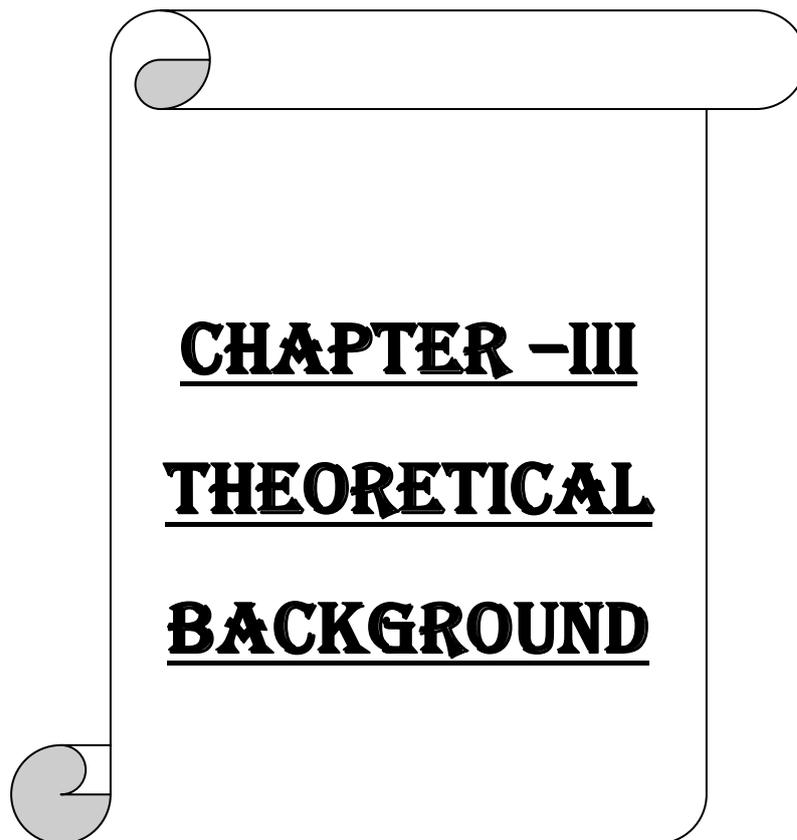
During the year 1996-97, various institutions in New Delhi have rewarded the ex-chairman Shri Ramesh V. Katti by felicitating him and awarded 4 difference shields as under.

- ❖ **“Bharatiya Udyog Rattan Award 96”** by the Indian Economic Development and Research association, New Delhi.
- ❖ **“Rastriya Udyog Rata Award”** by Indian International Council for industries and Trade, New Delhi.

- ❖ **“National Industrial Excellence Award”** by National council for commerce and Industry, New Delhi
- ❖ **“Udyog Vikas Ratan Award”** by India Institute of Economic Entrepreneur council, Ghaziabad.
- ❖ **“S. V.Parthasarathy Award”** by Indian Sugarcanes and Technology Association, Madras.
- ❖ **“Best Co-operative Institute- 2001-2002”** by the Karnataka State Co-op sugar Federation Ltd. Bangalore.
- ❖ **“ Efficiency Award-2006-2007”** by National Federation of Co-operative sugar factories Ltd, new Delhi.
- ❖ **“Technical efficiency Award 2009-2010”** by South Indian Sugarcane and sugar technologist’s **Association channel.**

The above awards were personally received by the Chairman Shri Ramesh Katti, By the auspicious hands of Honorable Union Minister Shri Satpaliji Maharaja and Shri sis Eam Ora. This to bag first 4 award in a season is commendable performance achieved by the institution.

Beside the awards, the Karnataka state co-operative sugar federation Ltd, Bangalore rewarded our chief cane development officer, Shri Ashok m. Patil with “Best cane Management” Award during the year 2001-2002.



**CHAPTER -III**  
**THEORETICAL**  
**BACKGROUND**

**CHAPTER -III**  
**THEORETICAL BACKGROUND**

**3.1 INTRODUCTION**

The terms 'employees' welfare' and 'workers' welfare' are used interchangeably to denote various services provided by the employers to the employees in addition to wages.

In simple words, it means "the efforts to make life worth living for workmen." It includes various services, facilities and amenities provided to employees for their betterment. These facilities may be provided voluntarily by progressive entrepreneurs, or statutory provisions may compel them to provide these amenities; or these may be undertaken by the government or trade unions, if they have the required funds.

Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total be environment, ecological, economic, and social welfare includes both the social and economic contents.

Labour welfare is an important dimension of industrial relations which includes overall welfare facilities designed to take care of wellbeing of employee's and in order to increase their standard of living. It means the adoption of measures to promote the physical, social, psychological and general wellbeing of the working people.

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. 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.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. The objectives of employee welfare are to improve the life of the working class, to bring about holistic development of the worker's personality and so on. Employee welfare is in the interest of employee, employer and the society as a whole. It enables workers to perform their work in healthy and favorable environment. Hence, it improves efficiency of workers and keeps them content, thereby contributing to high employee morale.

It also develops a sense of responsibility and dignity amongst the workers and thus makes them good citizens of the nation. Apart from the wages and salary, anything done by the organization to improve the living standard of employees and keep them contented comes under the realm of employee welfare. All those services, benefits and facilities offered to employees by the employer to make his life worth living, are included in employee welfare.

### **3.2 DEFINITION:**

According to International Labour Organization, "Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale"

According to Arthur James Todda "Employee welfare means anything done for the comfort and intellectual, improvement, social of the

employees, over and above the wages paid which is not a necessity of the industry”.

### **3.3 FUNCTION OF EMPLOYEES WELFARES:**

- ❖ Inspection and providing practical guidance and encouraging employers and employees in their efforts to reduce the incidence of occupational safety and health risks at work places and to improve safe and healthful working conditions.
- ❖ Investigation and recommendation of work related accidents and dangerous occurrences, their causes and measures for prevention of future recurrence.
- ❖ Prosecution and control as deterrent for violation of laws.
- ❖ Examination, testing and certification of stability of buildings, machineries and equipment being used in the factories.
- ❖ Work as Member Secretary of Crisis Group formed under the Chemical Accidents (Emergency Plan, Preparedness and Response) Rules, 1996.
- ❖ Promotion of safety and health awareness through training programs, seminars and workshops.
- ❖ Monitoring of work environment for mitigation of Air and Water pollution, temperature, noise level etc. and to arrest and eliminate occupational diseases in the factories.
- ❖ Collection, compilation and furnishing of statistical data on employment, activities of Inspectorate and Factories including work related injuries, diseases and dangerous occurrences.
- ❖ Preparation of Off-site Emergency Plan for factories assisting the District Administration Authority.
- ❖ Recognition of competent persons for third party test, examination and certification of buildings, machineries and equipment.

### **3.4 FEATURES OF EMPLOYEES WELFARES:**

- Employees Welfare measures includes various facilities, services and amenities provided to employees for improving their health, efficiency, economic betterment and social status too.
- Employees Welfare measures are in addition to their wages and services. It is given under some legal provision and collective bargaining.
- Employees Welfare schemes are flexible and not static therefore it is ever changing and added to the existing schemes from time to time.
- These employee welfare measures may be introduced by the Government, employees or by social, charitable or religions institution.
- The aim behind labour welfare scheme is to develop overall personality of the employees and to retain them as the best workforce.
- By introducing labour welfare schemes, employees are successful in creating efficient, healthy, loyal motivated, enthusiastic work force in the organization and to make their work life better and improves their standard of living..

### **3.5 SCOPE OF EMPLOYEES WELFARES:**

Scope of labour welfare includes statutory and non-statutory welfare amenities which are also increasing day-by-day and in most of workers' welfare is by and large acceptable to society. On the whole labour welfare aims at minimizing stress and strains of industrial workers.

### **3.6 IMPORTANT BENEFITS OF WELFARE SERVICES OF EMPLOYEES:**

The Important Benefits of welfare services of Employees are given below:

- ✓ Welfare facilities provide better physical and mental health to the workers and make them happy.
- ✓ Such service facilities like housing scheme, medical benefits, and education recreation facilities for the workers' families help create contented workers' families. This will help them to devote greater attention towards their work. The gain in terms of productivity and quality of work will be large indeed.
- ✓ Employees' services serve to maintain some degree of peace with the employees' unions in as much as these constitute a considerable part of the bargaining package. The harmony and the good relations that result are the kingpin of higher productivity.
- ✓ Employers get stable labour force due to the provision of welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and satisfaction. They also find their work interesting.
- ✓ Employers secure the benefits of high efficiency, cordial industrial relations and low labour absenteeism and turnover.
- ✓ Labour welfare measures raise labour productivity and bring industrial peace and cordial labour-management relations.
- ✓ An employer is able to attract talented workers from the labour market by providing attractive welfare facilities.
- ✓ The social evils prevalent in the labour-force such as gambling, drinking, etc., are reduced. Welfare activities by the employer bring improvement in the health of the workers and keep them cheerful.

### **3.7 OBJECTIVES OF EMPLOYEES WELFARES:**

1. To provide better and safe life and health to the employee.
2. To relieve employees from frustration, fatigue, depression.
3. To improve intellectual, culture and material conditions of living of the employees.
4. To make the employees happy and fully satisfied.
5. To provide them safety while working.
6. To enhance employees motivation and morale.
7. To create congenial and healthy atmosphere to enable the workers to enjoy their leisure.
8. To provide immediate working conditions such as adequate light, heat, ventilation, toilet facilities, accident and occupational disease presentation, lunch room, recreation room etc.

### **3.8 AGENCIES OF EMPLOYEES WELFARES:**

Labour welfare work is generally undertaken by four main agencies viz.

- ❖ **The employers**
- ❖ The workers' organization
- ❖ The Central Government
- ❖ The State Government

#### **a) The employers :**

Employer is in direct contact with the employees. His role is pivotal in providing welfare facilities to the employees over and above what is laid down by law. There is no denying the fact that some of the leading industrialists in India are pioneers in providing welfare amenities to their employees. Some of these employers in this regard are the Mafatlals, J.K. Group. Godrej, Larsen and Turbo, Pfizer, Voltas, Philips, Bajaj, Tisco & Telco etc. They have felt the necessity of welfare work and its importance

in the interest of the industry and the workers. Various welfare amenities provided by the employers to the employees include educational facilities, medical facilities, transport facilities, recreational facilities, gift on the marriage of children, housing facilities and consumer co-operative societies etc.

**(b) The workers' organisation:**

This includes the welfare activities provided by the unions for the benefit of their members out of their own funds. Various trade unions have done commendable work in the field of labour welfare.

**(c) The Central Government:**

A labour welfare advisor was appointed in 1942 for promoting the labour welfare work. A labour welfare fund was constituted in the year 1946 for financing the labour welfare measures outside the purview of statutory provisions in public sector undertakings.

The Government of India favored the idea of 'welfare state'. The government passed certain Acts, viz. Factories Act, 1948, the Coal Mines Labour Welfare Fund Act, 1947, the Iron Ore Mines Welfare Cess Act, 1961 and the Limestone and Dolomite Mines Labour Welfare Act, 1972, etc., are important Acts,

**(d) The State Government:**

The State Governments have passed Labour Welfare Funds Acts from time to time to safeguard the interests of the workers and their families. Some of the important Acts passed by the State Governments are the Bombay Labour Welfare Fund Act (1953); the Mysore Labour Welfare Fund Act (1965) etc.

**The main sources of finances for these funds are**

- ❖ Fines realized from the employees.
- ❖ Unpaid wages, bonus, gratuity and all unpaid arrears.
- ❖ Fines imposed on the employers by courts for defaults.
- ❖ Voluntary donations.
- ❖ Any fund transferred from any other labour welfare fund.
- ❖ All grants from the Central/State Governments.
- ❖ Unclaimed and forfeited sums in Provident Fund Accounts.
- ❖ Any sum borrowed, etc. In addition to what has been explained above in respect of labour in India, a large number of voluntary social organizations have taken welfare activities in respect of night-schools, libraries, recreation health etc.

**3.9 TYPES OF EMPLOYEES WELFARES:**

Some of the major categories of labour welfare are:

- (1) Intra-mural Facilities
- (2) Extra-mural Facilities
- (3) Statutory Facilities
- (4) Mutual Facilities and
- (5) Voluntary Facilities

**(1) Intra-mural Facilities:**

The facilities provided inside the factory are known as intra-mural facilities. These facilities include activities relating to minimization of industrial fatigue, provision of safety measures like fencing and covering of machines, good layout of the plant and machinery, sufficient lighting conditions, provision of first aid appliances etc. Provisions of such facilities are also obligatory in all industrial establishments all over the world.

**(2) Extra-mural Facilities:**

Facilities offered to the workers outside the factory are known as extra-mural facilities. They include better housing accommodations, indoor and outdoor recreation sports, educational facilities etc. The provision of these facilities is voluntary. Earlier, due attention was not given to the provision of extra-mural facilities to the workers but now it is realized that these facilities are very important for the general welfare and upliftment of the workers.

**(3) Statutory Facilities:**

Under this category, welfare facilities are provided according to the labour legislations passed by the Government. The nature and coverage of these facilities vary from country to country. Again these facilities may be either intra-mural facilities or extra-mural facilities. These facilities must be provided by all the employers and cannot be ignored. Any contravention of the statutory provisions shall render the employer punishable under the Act concerned.

The National Commission of Labour has divided all the statutory measures under two distinct heads:

- ❖ Facilities which have to be provided irrespective of the size of the establishment e.g., drinking water.
- ❖ Facilities which are to be provided subject to the employment of a specified number of persons, e.g., crèche's.

**(4) Mutual Facilities:**

These facilities are usually outside the scope of the statutory facilities. These activities are voluntarily undertaken by the workers themselves for their own interest. As such the employer has no say in it.

**(5) Voluntary:**

The facilities which are voluntarily provided by the employers come under this category. Hence these are not statutory. No doubt, the activities under this category ultimately lead to increase in the efficiency of workers.

**3.10 FACILITIES OF EMPLOYEES WELFARES:**

**1. Statutory welfare facilities:-**

Statutory welfare facilities are mandatory, company should compulsory provides these facilities for the welfare of the workers. According to factories act 1948, in every manufacturing unit company should provide statutory welfare facilities. Even while making any changes in welfare measures they have to involve workers or worker representative. They are as follows.

**a) Washing facilities:-**

Adequate & suitable for washing shall be provided & maintained for the use of workers. They are cleanly maintained and properly placed. Separate washing facility is made for male and female employees.

**b) Drinking water:-**

In every factory effective arrangement shall be provided & maintain at suitable points conveniently situated. For all worker employed there should be sufficient supply of pure drinking water, and it should marked as drinking water in local language or any language where majority of employees can understand.

**c) Facility for storing & drying of cloths:-**

The state government may in respect of any factory or class or description of factories, make rule requiring the provision there in of suitable place for keeping clothing not warm during working hours & for drying of wet cloths, these place free from theft and sufficient place is there for every employee to keep their cloths.

**d) Facility for sitting:-**

In every suitable arrangement for sitting shall be provided & maintained for all workers obliged to work in standing position. In order that they may take advantage of any opportunity for rest which may occur in course of their work. And those arrangements made by the factory should be comfortable to employees.

**e) First Aid Application:-**

There shall in every factory First aid Box should provide & maintained, so as to be readily accessible during all working hours, First aid Boxes or Cupboards are well equipped with prescribed contents. Each first aid box shall keep in the in-charge of a separate responsible person he/she should well educated trained to use first aid box.

**f) Canteen facility**

Constitution in the running of the canteen which is not be taking into account in fixing the cost of foodstuff & which shall be borne by the employee. The constitution of managing committee for the canteen & representations of the workers in the management of canteen .Quality of food should be standard and standard should follow in respect of infrastructure.

**g) Shelters, rest rooms and lunch rooms:-**

In every factory where in workers are ordinarily employed adequate & suitable arrangements are made for the shelters, lunch

room, with provision for pure drinking water, where worker can eat their meals brought by them. They should maintained clean & cool condition with proper ventilation & light facility.

**h) Rest rooms:-**

In every factory sufficient number of latrines and urinals accommodation of prescribed types shall be provided conveniently situated and accessible all times while they are at the factory. They shall be maintained clean & sanitary condition. Proper water facility should be there.

**2. Voluntary welfare facility:-**

Voluntary welfare facilities means where in company has come voluntary to establish welfare measures for the wellbeing of the workers these facilities are not compulsory like statutory welfare facilities. Company had taken certain step to raise the living standard of the worker by introducing certain facilities, so that employees feel happy & satisfied with their job.

**1) Housing Facility:-**

Housing facility means company will construct hoses for residential purpose. These quarters will be provided to officers and workers at concession rate with all other facilities like, water ventilation and light facility. They should be at good condition.

**2) Education Facility:-**

Education facility means providing free education to children of workers so that they can get education free cost in campus only. Otherwise company makes arrangement for transportation i.e. school going children from colony to schools. Company can provide scholarship facility for rank holders every year. And education in

these schools should of standard quality as other schools. The staff also well-educated according to law and well disciplined.

**3) Medical facility:-**

Medical facility means providing free medical facility to worker and dependents. And free medical aid is provided at campus only. And protection of employee from any deceases. The in-charge person should well education and experienced, and any major deceases.

**4) Miscellaneous welfare facilities:-**

Even these facilities also not compulsory, these facilities are not major one but little things make difference. Company provided certain facilities other than statutory and voluntary facilities. Company had taken initiative to provide these facilities.

**5) Employee Co-Operative credit bank:-**

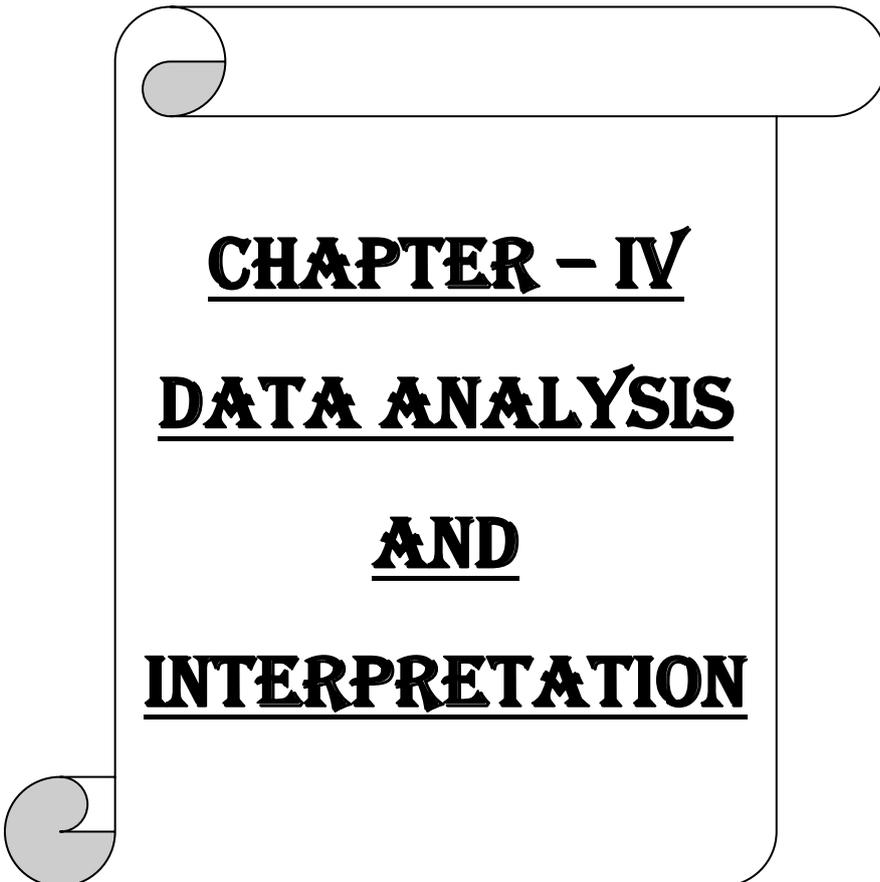
Company can establish at factory premises the employee co-operative credit bank to employees. So that they can get long facility at concession rate. And formalities get sanctioned loan will less compare to nationalized bank.

**6) Milk Dairy:-**

Milk dairy is established to provide good quality of milk at concession rate to employee, guest house and for canteen. They can get milk all the time that is 12 month with good quality at minimum rate.

**7) Recreation facilities:-**

Company can provide recreation facility to refresh the minds of employee by means providing television, playground, sports and other entertainment programmers.



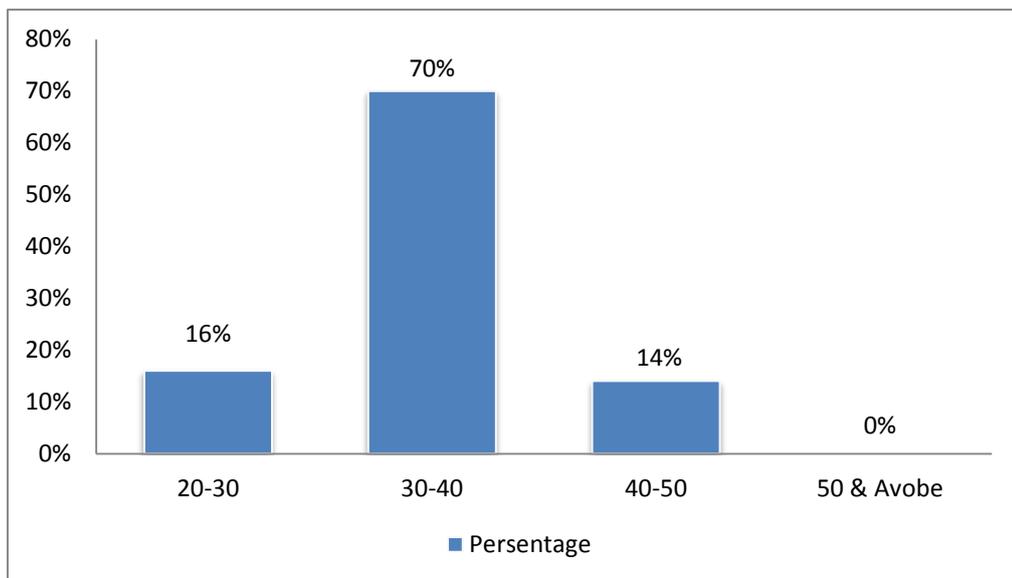
**CHAPTER - IV**  
**DATA ANALYSIS**  
**AND**  
**INTERPRETATION**

**CHAPTER - IV**  
**DATA ANALYSIS AND INTERPRETATION**

**4.1 (I) Opinion about the age of the employees.**

**Table No. 4.1 (I)**

<b>Sr. No</b>	<b>Age Group</b>	<b>No. OF Respondents</b>	<b>Percentage</b>
1	20-30	8	16%
2	30-40	35	70%
3	40-50	7	14%
4	50 & Above	0	0%
	Total	50	100%



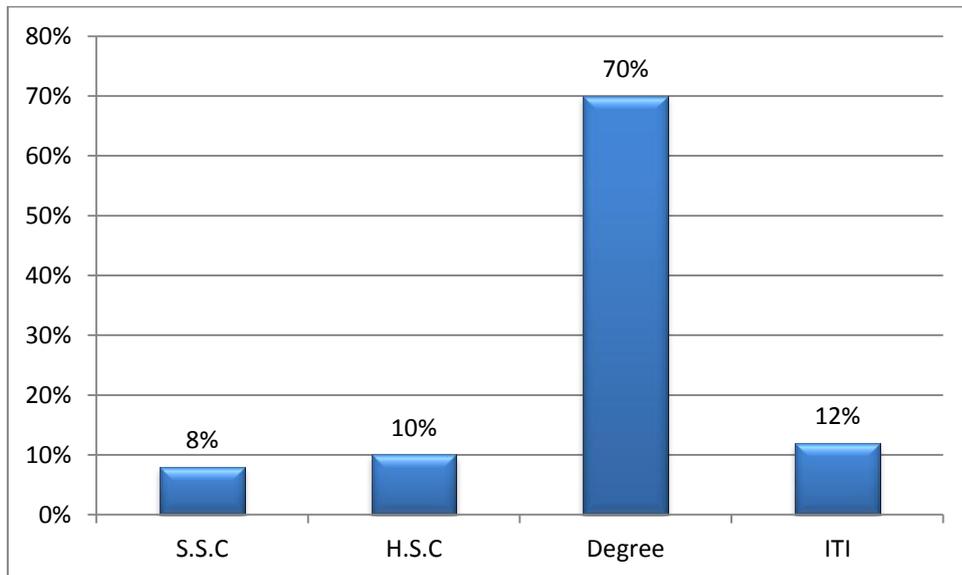
• **Analysis:-**

The above chart shows that maximum of the employees age are 70% are within the age group of 30-40 years, few of the employees that is 16% are within the age group of 20-30 years, few of the employees that is 14% are within the age group of 40-50. The analysis shows that most of employees are young.

4.1 (II) Opinion about the education of employees

Table No 4.1 (II)

Sr. No	Education	No. OF Respondents	Percentage
1	S.S.C	4	8%
2	H.S.C	5	10%
3	Degree	35	70%
4	ITI	6	12%
	Total	50	100%



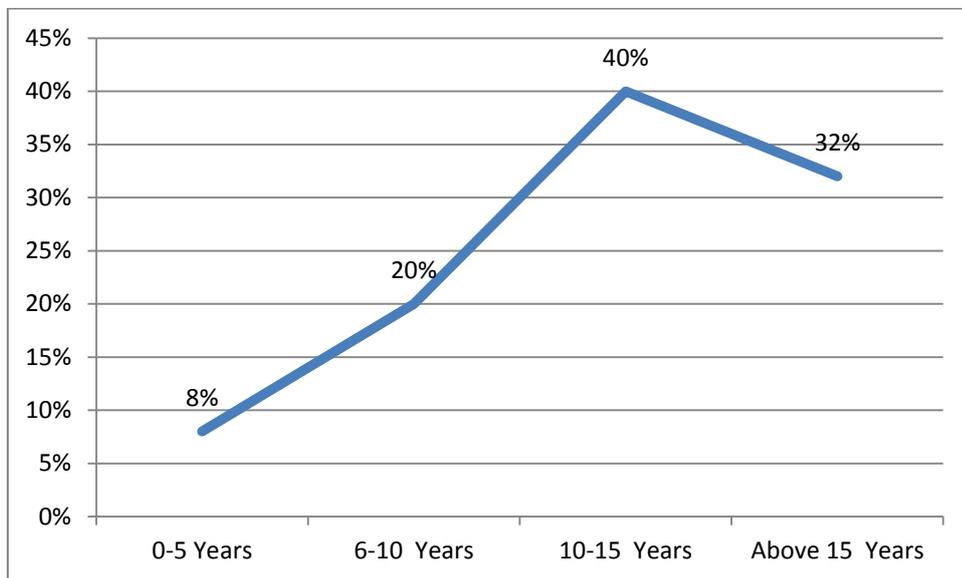
• **Analysis:-**

The chart shows that maximum of the employees that is 70% are complete degree and minimum of employees that is 12% are completed ITI and few of employees that is 10% are passed H.S.C. and very few of the employees that is 8% are passed S.S.C. The analysis shows that most of employees are completed degree. Most of employees are educated.

4.1 (III) Opinion about the Experience of employee.

Table No.4.1 (III)

Sr. No	Experience	No. OF Respondents	Percentage
1	0-5 Years	4	8%
2	6-10 Years	10	20%
3	10-15 Years	20	40%
4	Above 15 Years	16	32%
	Total	50	100%



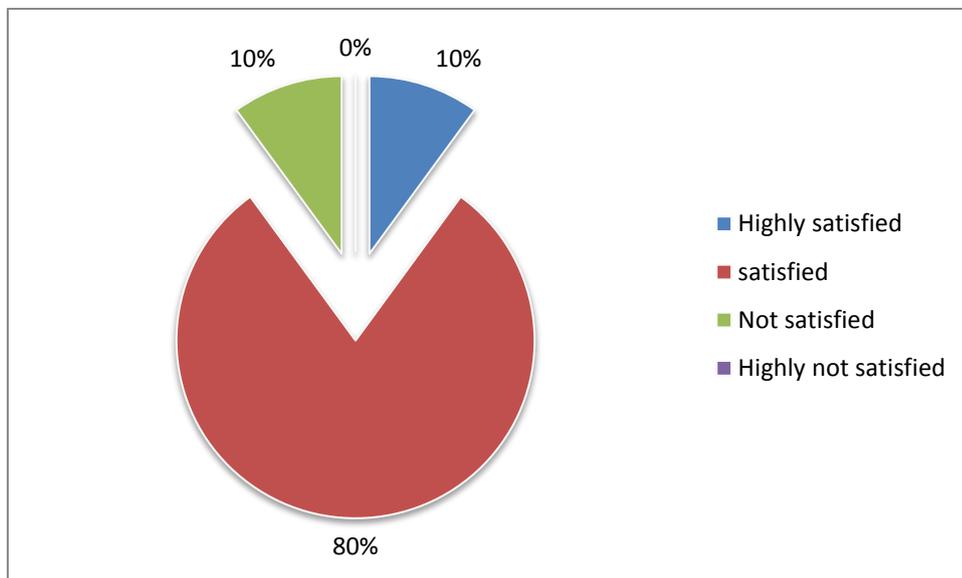
• **Analysis:-**

The chart shows that 40% of employees have experience 10-15 Years s, 32% of the employees have experience above 15 Years, and 20% employees have experience 6-10 Years, and only 8% of the employees have experience of less than 5 years. The analysis shows that most of employees have experience 10-15 Years.

4.2 Opinion about washing facility, sufficient number & Maintenance of Wash basins.

Table No. 4.2

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	5	10%
2	satisfied	40	80%
3	Not satisfied	5	10%
4	Highly not satisfied	0	0%
	Total	50	100%



• **Analysis:-**

The above table show that 80% if the employees are satisfied with the washing facility provided by the factory but 10% employees are not satisfied. 10% employees are highly satisfied. The analysis shows that most of the employees are highly satisfied with the washing provided by factory also has to verify that why the other employees are not satisfied with washing facility and verify them.

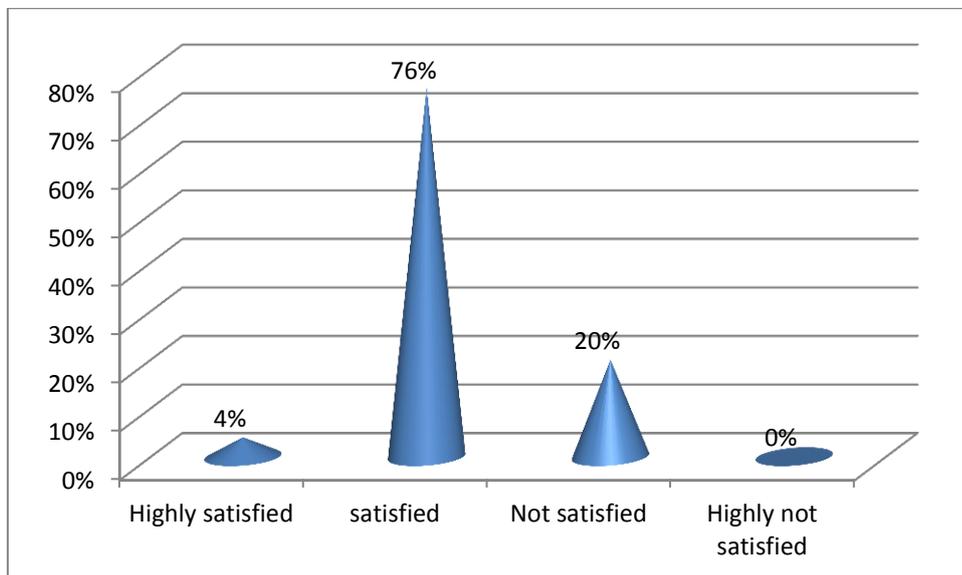
1.3 ‘Opinion about drinking water with its coolness & cleanness with proper sufficient number.

Table No. 4.3

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	2	4%
2	satisfied	38	76%
3	Not satisfied	10	20%
4	Highly not satisfied	0	0%
	Total	50	100%

• **Analysis:-**

The table shows that 76% of employees are satisfied with drinking water facility of factory and 4% of employees are highly satisfied 20% respondents are not satisfied drinking water facility.



• **Interpretation:-**

The analysis is shows that most of employees are satisfied with drinking water facility. Few employees are not satisfied with the drinking water facility.

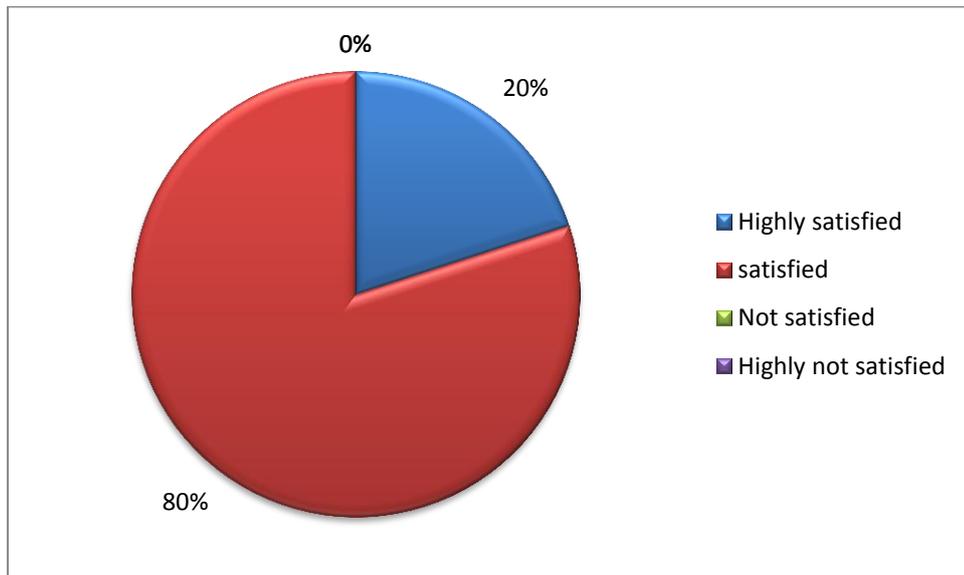
1.4 Opinion about the facility for Drying & Storing of cloths

Table No. 4.4

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	10	20%
2	satisfied	40	80%
3	Not satisfied	0	0%
4	Highly not satisfied	0	0%
	Total	50	100%

• **Analysis:-**

Table shows that 80% respondents are satisfied drying & storing facility. 20% respondents are highly satisfied



• **Interpretation:-**

Analysis shows that all respondents are satisfied with facility of drying & storing of cloth.

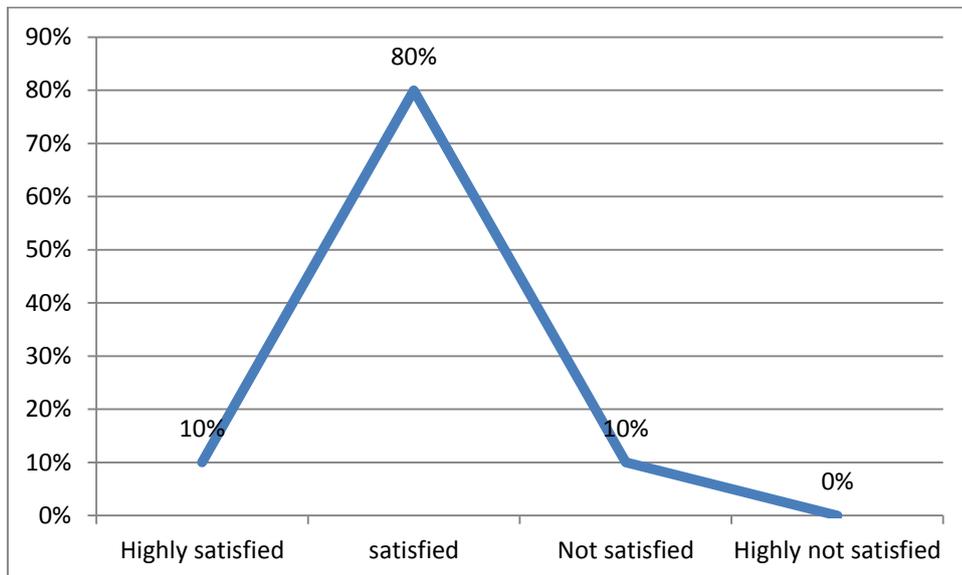
**4.5 Opinion about regarding arrangement made by company for sitting are Comfortable**

**Table No. 4.5**

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	5	10%
2	satisfied	40	80%
3	Not satisfied	5	10%
4	Highly not satisfied	0	0%
	Total	50	100%

**• Analysis:-**

The table shows that 80% employees are satisfied sitting facility. 10% employees are highly not satisfied and 10% of employees are highly satisfied.



**• Interpretation:-**

The analysis shows that most of respondents are satisfied with factory sitting arrangement comfortable.

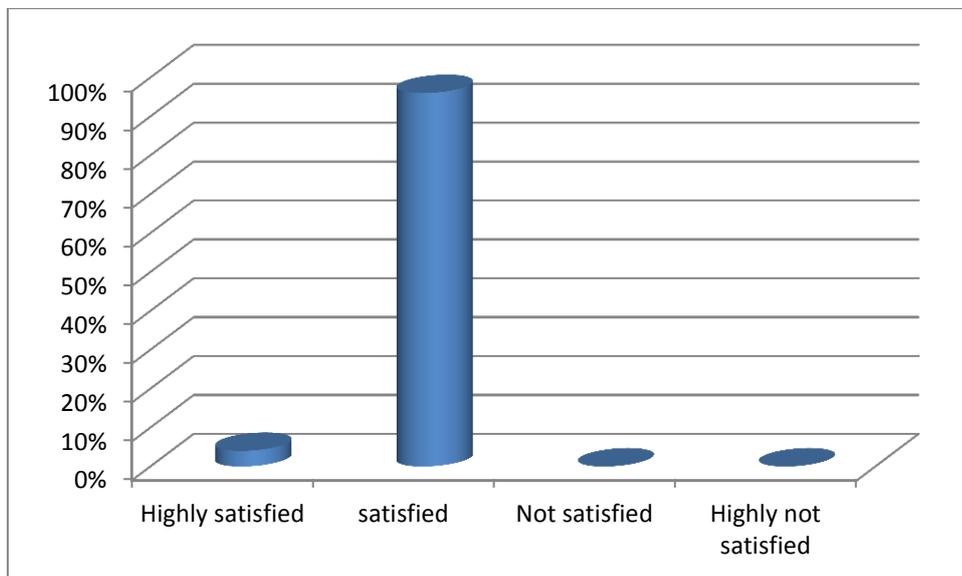
4.6 Opinion about employee of First Aid & In-charge of person

Table No 4.6

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	2	4%
2	satisfied	48	96%
3	Not satisfied	0	0%
4	Highly not satisfied	0	0%
	Total	50	100%

• **Analysis:-**

Table shows that 96% employees are satisfied with first aid box. 4% employees are highly satisfied in the factory first aid box.



• **Interpretation:-**

The analysis shows that all employees are mostly satisfied with the first aid box.

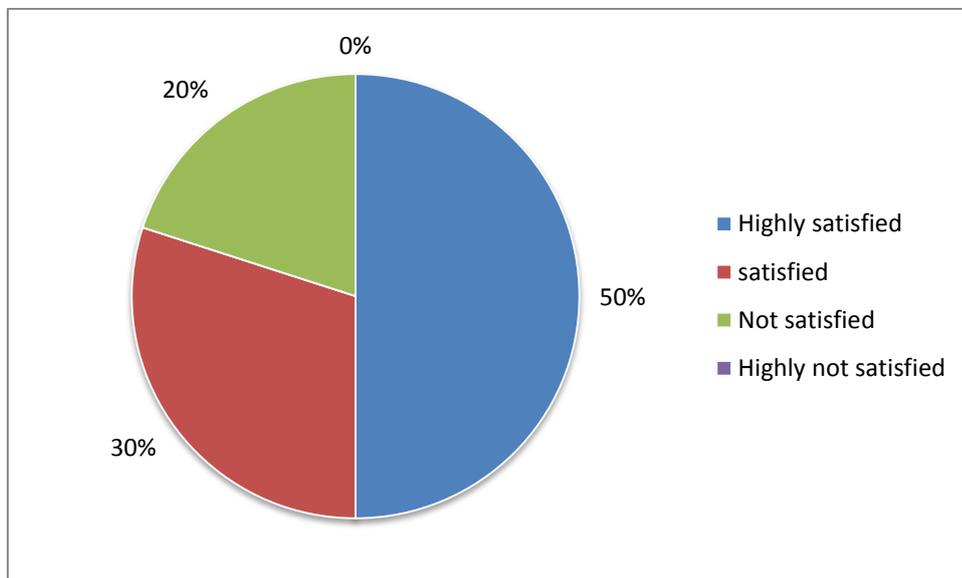
**4.7 Opinion about the quality, variety of the food provided in the canteen facility of the factory**

**Table No. 4.7**

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	25	50%
2	satisfied	15	30%
3	Not satisfied	10	20%
4	Highly not satisfied	0	0%
	Total	50	100%

**• Analysis:-**

Table shows that 50% employees are highly satisfied with canteen facility. 30% employees are satisfied factory provided canteen facility and 20% are employees are not satisfied.



**• Interpretation:-**

The analysis shows that maximum employees are satisfied with canteen facility of the factory but minimum employees are not satisfied with canteen of the factory.

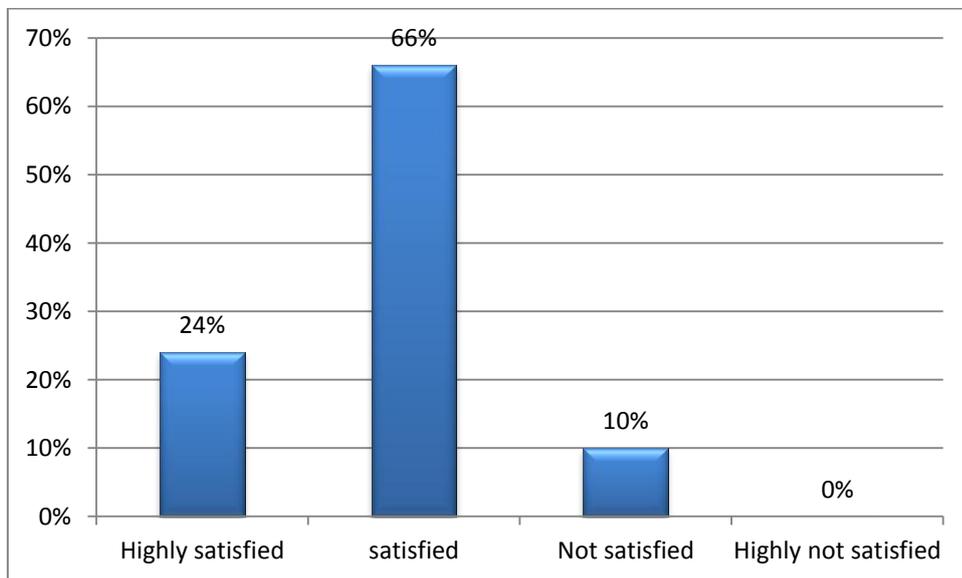
4.8 Opinion about the how the work room is maintained

Table No. 4.8

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	12	24%
2	satisfied	33	66%
3	Not satisfied	5	10%
4	Highly not satisfied	0	0%
	Total	50	100%

• **Analysis:-**

The analysis shows that 66% employees are satisfied with work room maintained. 24% employees are highly satisfied. Only employees are highly not satisfied.



• **Interpretation:-**

The analysis shows that most of employees are satisfied with work room maintains.

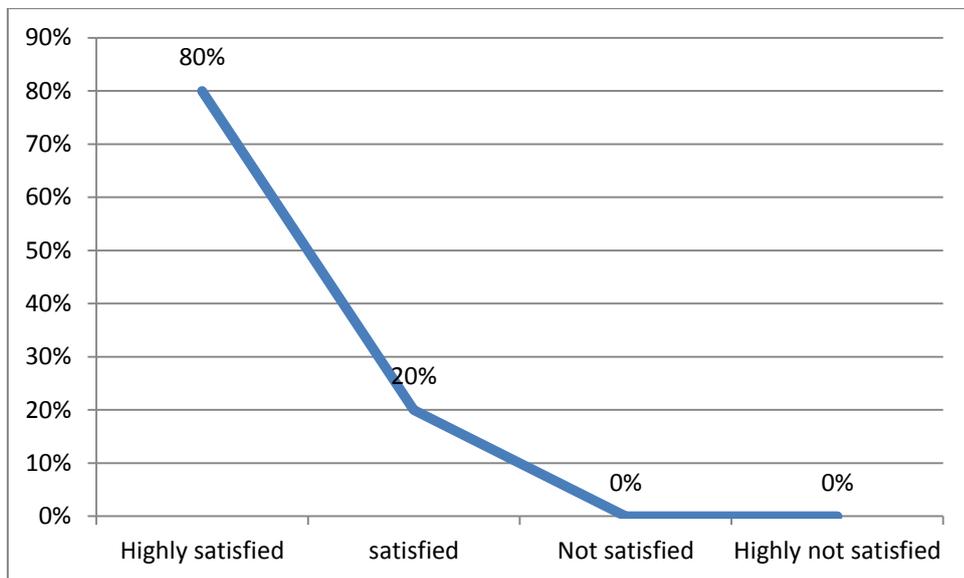
4.9 Opinion about the facility of Latrines & urinals

Table No 4.9

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	40	80%
2	satisfied	10	20%
3	Not satisfied	0	0%
4	Highly not satisfied	0	0%
	Total	50	100%

• **Analysis:-**

Table shows that 80% employees are highly are satisfied with latrines & urinals and 20% employees are satisfied



• **Interpretation:-**

The analysis shows all respondents are highly satisfied with latrines & urinals.

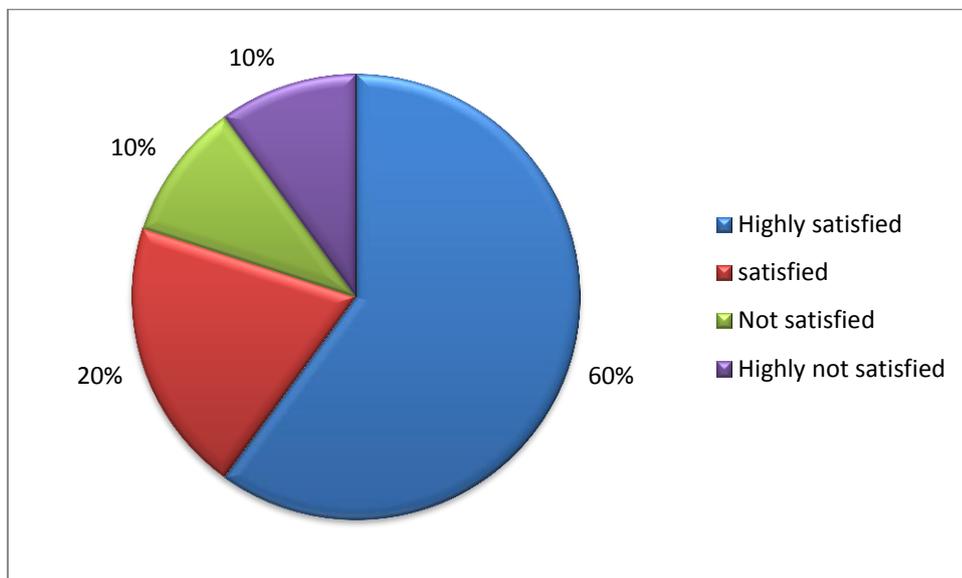
4.10 Opinion about condition of quarter's provided by factory

Table No. 4.10

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	30	60%
2	satisfied	10	20%
3	Not satisfied	5	10%
4	Highly not satisfied	5	10%
	Total	50	100%

• **Analysis:-**

Table shows that 60% employees are highly satisfied with quarter's facility. 20% employees are not satisfied. Highly not satisfied employees are 10%



• **Interpretation:-**

The analysis shows that maximum employees are satisfied with condition of quarters. Minimum employees are not satisfied.

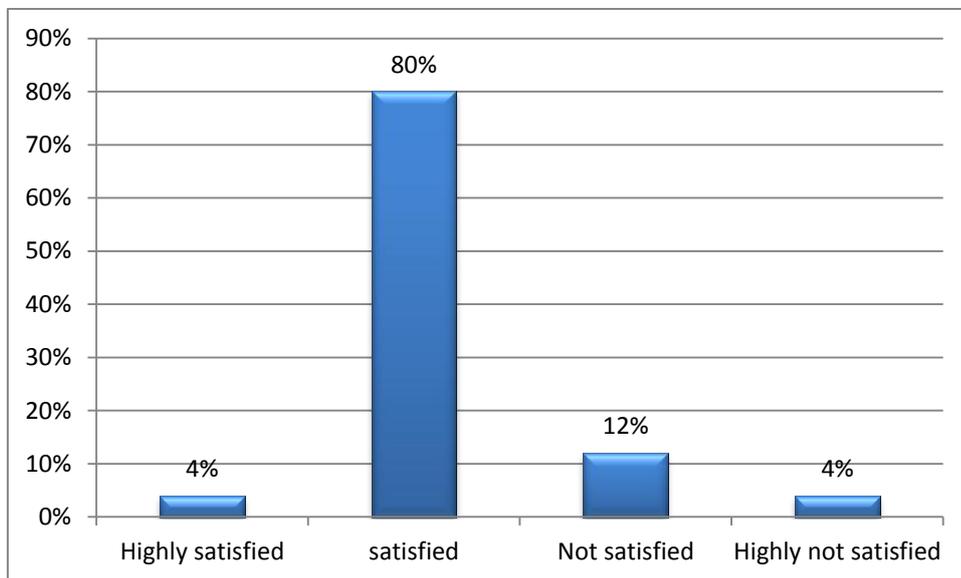
4.11 Opinion about education facility in factory

Table No 4.11

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	2	4%
2	satisfied	40	80%
3	Not satisfied	6	12%
4	Highly not satisfied	2	4%
	Total	50	100%

• **Analysis:-**

Table shows that 80% of employees are satisfied with the education facility. 4% employees are highly satisfied minimum 12% employees are not satisfied and highly not satisfied employees are 4%



• **Interpretation:-**

From the analysis it shows that most of the employees are satisfied with the education facilities provided to the employee's children. Minimum employees are not satisfied with the education facility

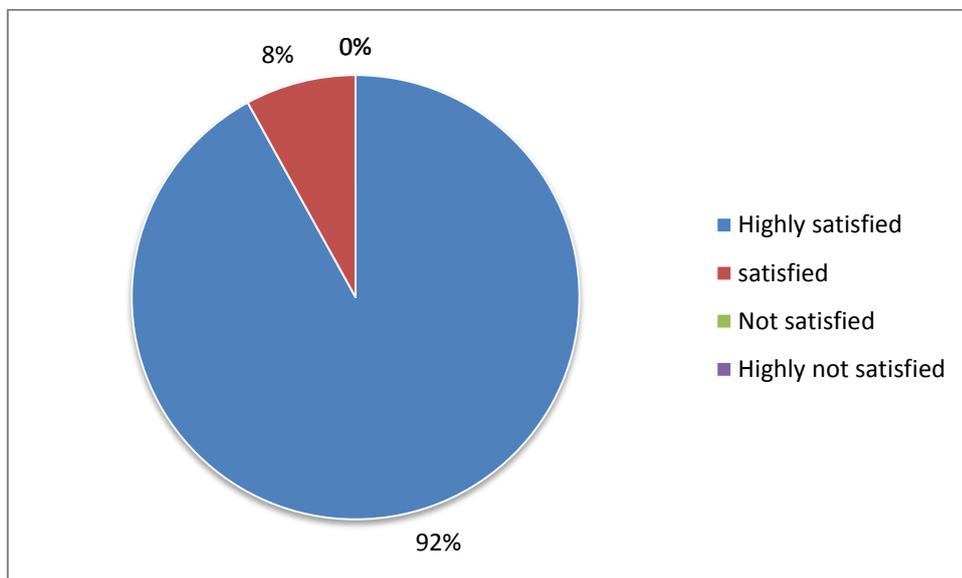
4.12 Opinion about medical facility

Table No. 4.12

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	46	92%
2	satisfied	4	8%
3	Not satisfied	0	0%
4	Highly not satisfied	0	0%
	Total	50	100%

• **Analysis:-**

Table shows that 92% employees are highly satisfied with facility. 4% employees are only satisfied.



• **Interpretation:-**

The analysis shows that most of employees are satisfied with the medical facility of factory.

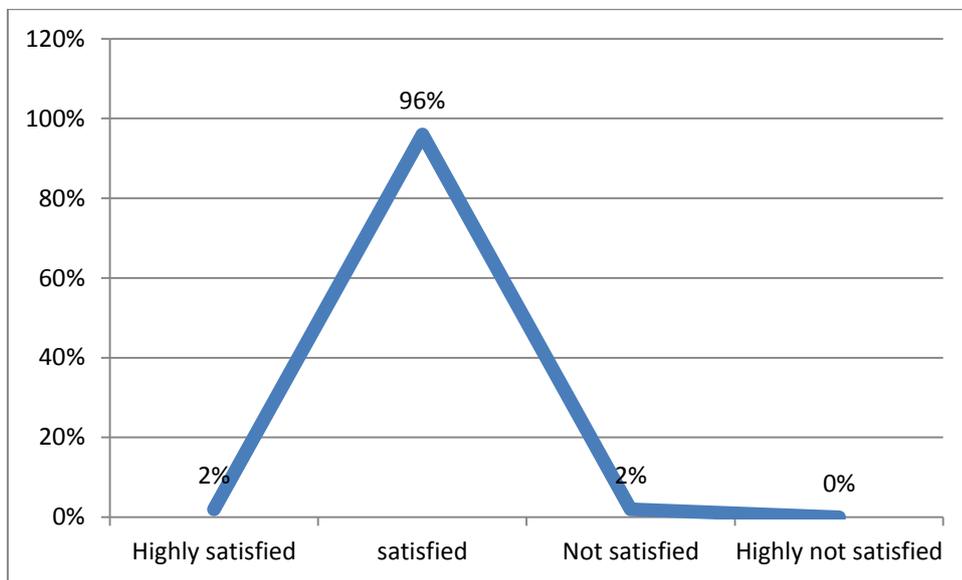
4.13 Opinion about employee co-operative bank

Table No. 4.13

Sr. No	Satisfaction level	No. OF Respondents	Percentage
1	Highly satisfied	1	2%
2	satisfied	48	96%
3	Not satisfied	1	2%
4	Highly not satisfied	0	0%
	Total	50	100%

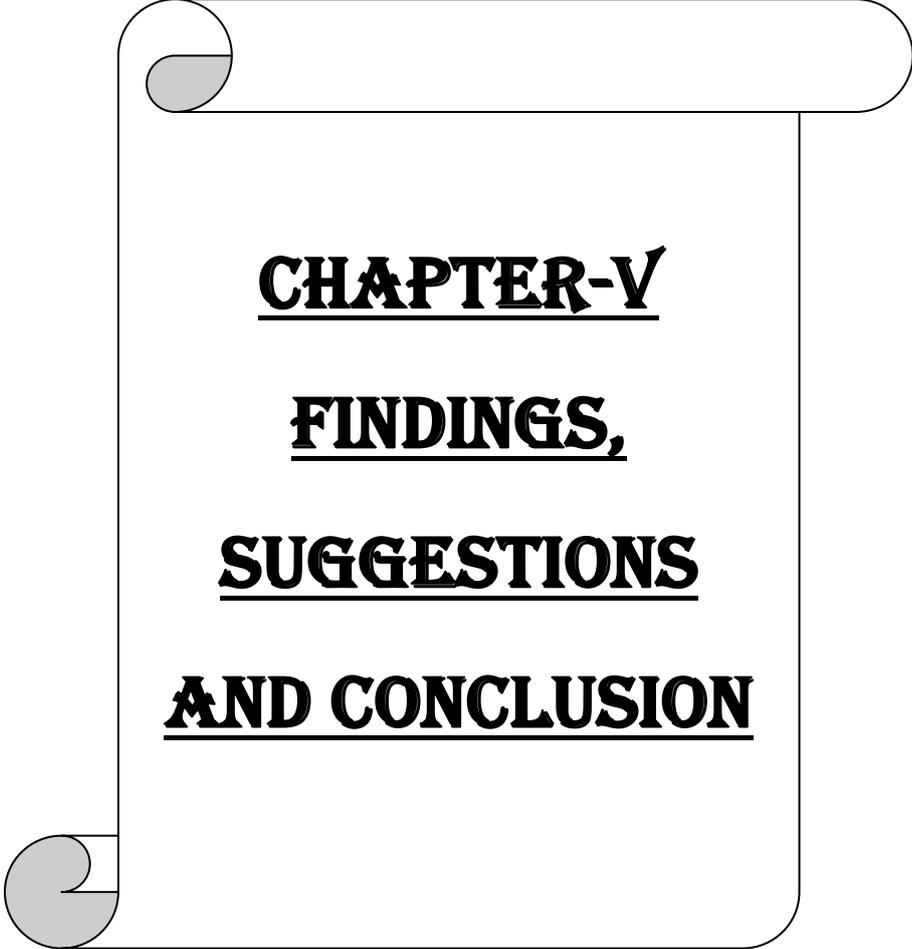
• **Analysis:-**

Table shows that 96% employees are satisfied 2% employees are highly satisfied with employee co-operative bank. 2% employees are not satisfied.



• **Interpretation:-**

The analysis shows that most of employees are satisfied with employee co-operative bank.



**CHAPTER-V**  
**FINDINGS,**  
**SUGGESTIONS**  
**AND CONCLUSION**

**CHAPTER - V**  
**FINDINGS, SUGGESTIONS AND CONCLUSION**

1. It is observation from the table no 4.1 (i) (ii ) & (iii ) 70% employees age are 30-40. Most of employees completed degree, most employees having an experienced i.e., with the 10-15 yrs.
2. It is observed from the (table no 4.2) most of the employees satisfied with the washing facility of the factory.
3. It is observed from the (table no 4.3) that the factory provides the better drinking water facility with coolness & proper sufficient number.
4. It is observed from the (table no 4.4) that the factory provides that facility for drying & storing of cloths. They are free from any theft everyone get sufficient place to store their cloths.
5. It is observed from the (table no 4.5) employees are satisfied arrangements made by the factory for sitting are comfortable.
6. It is observed from the (table no 4.6) that the most of the employees are satisfied with first aid box. Employees believe that there is no-charge person responsible for the box & nobody is experienced in using box & nobody is experienced in using the box, the person who needs he can use it.
7. It is observed from the (table no. 4.7) factory provides better canteen facility. Variety of food provided. Most of the employees satisfied the canteen facility.
8. It is observed from the (table No 4.8) most of employees are satisfied with shelters rest room and lunchrooms. Employees agree that there is

proper facility for drinking water, ventilation and light facility in the work room.

9. It is observed from the (table no. 4.9) that the factory provides adequate urinal & toilets the employees are fully satisfied by the cleanliness & by other provided welfare facility.
10. It is observed from the (table no. 4.10) most of employees satisfied with the housing facility. Factory had provided with housing facility a concession rate. All employees satisfied that quarters have all facilities like pure drinking water facility, ventilation and light facility & quarters are good condition.
11. It is observed from the (table n. 4.11) that the factory provides employees children scholarship, education facilities to the employees & also transportation facilities. Most of employees are satisfied by these facilities.
12. It is observed from the (table no. 4.12) that the factory provides various facility such as hospital, ambulance, medicines subsidized rates & most of employee are satisfied.
13. It observed from the ( table no. 4.13) that factory provides all the facilities such as insurance, loans, bonus, & also after retirement facilities

## **SUGGESTIONS**

1. The company should provide drinking water facility at convenient place. The company should make arrangement for cold water at summer or hot season.
2. The company should make proper arrangement for sitting when employees need little rest while they are working.
3. The company should appoint in charge person who is well trained in using the first aid box. The company should make arrangements for proper maintenance quarters.
4. The company should provide education allowance to the children of worker. Add some recreation facility so that they can refresh their mind from day-to-day activities. The company should provide maximum facility to experienced employees like pension, gratuity.
5. Introduce suggestion box so that employees can add their suggestion or opinion. They can express their feeling or difficulties directly to management. Any decision regarding welfare facilities take employee.

## **CONCLUSION**

After analyzing all we can conclude that a Successful human resource management contributes to a powerful labour welfare and smooth industrial relations. This helps an industry to grow successfully in accomplishing its goals and further enter into society in an endeavor to uplift the community and humanity. The final outcome of this thesis exhibits employees were more satisfied with their job and some extent aware of labour welfare facilities offered by the organization. It is suggested that management should maintain the same level of amenities and relationship in future also. Certain actions to be taken to enhance the level of awareness of welfare schemes, protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

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**QUESTIONNAIRE**

1. Are you aware about welfare facilities?
  - a. Yes
  - b. No
  - c. Not Much
2. Whether Company provided welfare facilities?
  - a. Yes
  - b. No
3. Are you satisfied with Housing facilities of S.H.S.S.K ?
  - a. Yes
  - b. No
  - c. Not much
4. Are you satisfied with Tea break (lemon Water/Tea) Provided by company?
  - a. Yes
  - b. No
  - c. Not up to satisfaction level
5. Appreciation and recognition given to employee for their excellence in company?
  - a. Yes
  - b. No
  - c. Not up to satisfaction level
6. Dose company provide all type of welfare facilities (like safety, health and social security)?
  - a. Yes
  - b. No
  - c. Not much

7. Company focus on intramural (canteen, restroom, uniform, crèches) or extramural facilities (housing child education, travel facilities, interest free loans, family tour)?
  - a. Intramural
  - b. Extramural
  - c. Both
8. Dose the company provide cultural programs to the employee?
  - a. Yes
  - b. No
  - c. Sometimes
9. Dose the company provide counseling to the employee?
  - a. Yes
  - b. No

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