

A Study on Welfare Activities of Bhushan Steel Limited

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Abstract: *Employees or labor welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employer. Through such generous fringe benefits the employee's makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic reward available to employees as per the legal provisions. Researcher chooses this topic because it has come out that the human resource can be utilized effectively with the help of welfare activity. Since the human resource plays a vital role in the growth and survival of the company. In this research researcher identified that on the basis of the need, management modified old incentive scheme to make effective and variety of new techniques also adapted to welfare different work welfares. These tools and techniques are more effective to enhance the productivity of employees. Up to a certain limit, management has succeeded to welfare the employees and executives but in the changing scenario of business, these tools and techniques are not sufficient. This research is descriptive research. In this research primary data is collected with the help of questionnaire filled by the employees of the company in Ghaziabad. Secondary Data: It would be collected from various books and magazines and from "Bhushan Company" record. In the end it is concluded that motivational factors help the need of the employees and organization in prospering both as employees and organization are the wheels of one cart without former or latter one alone cannot survive.*

Keywords: Integrated Quality, Environment, Occupational Health & Safety Management System Policy

1. Introduction of Welfare

Bhushan Steel Ltd. commits to produce cold rolled and galvanized steel sheets of world class quality in a safe, healthy and clean environment by involving employees with continual improvements in system implementation, technological advancement, operational integration, prevention of pollution & hazards maintaining..According to Dr. Parandikar, labor welfare work is work for improving the health, safety and general well being and the industrial efficiency of the workers beyond the minimum standard laid down by labor legislation'. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employees. The basis purpose of labor welfare is to enrich the life of employees and keep them happy and contented. Welfare measures may be both statutory and voluntary. Labour laws require the employees to extend certain benefits to employees in addition to wages. Voluntary benefits are the result of employer's generosity, enlightenment and philanthropic feelings.

Types of Welfare Facilities

Welfare services may broadly be classified into two categories:

- 1) **Intramural activities** which are provided within the establishment such as latrines and urinals, crèches, rest centers, canteens, uniforms, library medical aid, subsidized food, shift allowance etc,
- 2) **Extramural activities** which are undertaken outside the establishment such as family planning, child welfare, cooperative stores, credit societies, vocational guidance, holiday homes, leave travel facilities, transport to and from the place of work etc.

Some extra welfare activities:

- 1) **Education:** A scheme of workers education was envisaged on an all India basis by the government of India, way back in 1957.
- 2) **Housing:** Housing is the primary need of a workers family in civilized life. Without a roof to cover his head, the worker naturally feels frustrated about his poor standard of living in big cities. very source". Recognizing the need for housing accommodations an Industrial Housing Scheme was introduced in 1952.
- 3) **Transportation:** The committee on labour welfare, 1969, recommended the provision of transport facilities to workers so that they can reach the workplace punctually and comfortably.
- 4) **Recreation :** Through there is no statutory stipulation in this area, progressive employers both in the public and private sector (like the Tata's, HLL, Air India, BHEL, Infosys technologies, Hughes Software system, NIIT, Cadbury, Ranbaxy, Railway and Defense Services have) consciously offered facilities for recreation sports and cultural activities.

Agencies for Welfare Work

There are several agencies involved in labor welfare work. Besides central and state governments, employees, unions and social organization work as agencies for extending welfare facilities to the workers.

Central Government: The central government tries to extend its helping hand through various acts covering the safety, health and welfare of workers. The factories act, 1948, Mines Act, 1952, Shipping Act, 1948, Plantation Labor Act, 1951, Motor Transport Workers Act, 1961, employees state insurance act, 1948, etc., provide for canteens, crèches, restrooms, washing facilities, etc. labor welfare officers oversee the welfare activities closely and ensure justice to workers. Statutory welfare funds are

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created to provide housing, educational, recreational and medical facilities to workers.

State Government:-Government in different states and union territories offer welfare facilities to workers. In Assam, a statutory welfare fund is created for offering medical, educational, recreational and other facilities to plantation workers. In Gujarat, Maharashtra, Punjab and Karnataka, labor welfare centers as administered by welfare boards. However the number of these welfare centers is not inadequate to serve the growing needs of workers at various places. These centers do not have adequate funds and dedicated staff to carry out welfare work.

Employers:-Enlightened employers like TISCO Hindustan Lever, Godrej, L&T Siemens, Voltas, Bajaj, Birla's, Sandoz, Philips, HMT, LIC, BHEL, Air India, Hindustan Zinc, Hindustan Copper, RCF etc. have undertaken welfare activities in the interest of workers. The management of TISCO runs a well equipped hospital in Jamshedpur, supported by health centers and dispensaries in different residential localities.

Other Agencies:-

In addition to the above social service organization such as the Bombay Social Service League, Sava Sadan Societies of Bombay Women institute in West Bengal, Assam vs. Samity, Y.M.C.A. etc., also provide services to the working class on a voluntary basis. The overall picture regarding labor welfare work in India is somewhat distressing. Welfare amenities have not been properly provided, except in units managed by progressive employers or in modern units where that latest technology demands maintenance of adequate standards. The letter of the law has also not been strictly observed in most units, owing to poor supervision.

Statutory Provisions

Employees are required to offer welfare facilities to workers under different labor laws. These are discussed as follows.

The Factories Act, 1948

The Act provides the following services to workers :

- Washing facilities to male and female workers separately
- Facilities for storing and drying clothes
- Facilities for occasional rest for workers who work in a standing position for long hours
- First aid bodes or cupboards – one for every 150 workers and the ambulance facility if there are more than 500 workers.
- Crèche, if 30 or more workers are employees
- Welfare officer, if 500 or more workers are employed.

The Plantation Labor Act, 1951

The act provides for the following

- A canteen if 150 or more workers are employed
- Crèche if 50 or more women workers are employed
- Recreational facilities for workers and their children
- Educational arrangements in the estate if there are 25 or more children of workers, between the age of 6 and 12.
- Housing facilities for every worker and his family residing in the state

- Medical aid to workers and their families, sickness and maternity allowance
- Providing umbrellas, blankets, raincoats to workers a protection against rain or cold – as prescribed by the state government
- Welfare officer, if 300 or more workers are employed.

The Mines Act, 1951

The act provides for the following:

- Shelters for taking food and rest if 50 or more workers are employed
- First aid boxes and first-aid rooms if 150 or more workers are employed
- A canteen if employed 250 or more workers.
- A crèche if employed 50 or more females
- Pit-heat baths equipped with showers, sanitary latrines
- Welfare officer if 500 or more workers are employed.

The Contract Labor (Regulation and Abolition) Act, 1970

The act requires the contractor to extend the following benefits to workers :

- Canteen, if employed 100 or more workers.
- Rest rooms or other suitable alternative accommodation where contract labour is required to halt at night in connection with the work of an establishment.
- Washing facilities
- First aid boxes equipped with prescribed contents.

Objectives of Study

- To find out the impact of welfare activities on employees productivity.
- To study about the impact of welfare activities on the culture of the organization.
- To study about the satisfaction of the psychological needs that has a direct relationship with the welfare activities.

Importance of the Study

- 1) To provide better life and health to the workers
- 2) To make the workers happy and satisfied
- 3) To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.

2. Literature Review

According to Jerrell (1997) the Social Security Act of 1935 provided the framework for much of the American social insurance and was a vital event in the development of employee benefits. In 1939 the advisory council on social security recommended the expansion of the Act by extending benefits to employees' dependents and survivors. Recommendations were enacted by congress and established 1940 as year benefits first to be paid. Another employee benefit of unemployment insurance was introduced during 1900-1950 although its forms and functions changed over the period. Today the business, social and economic and climates are much different from that in 1950. (Jerrell.1997). Employees do not work just for a wage or salary and expect something more from employers so employee welfare programs and benefits are vital for the development of corporate industrial relation.

According to Marsh & Kleiner (2004) Employee welfare benefits represent any form of compensation provided: 1. Other than direct wages 2) Paid for in whole or in part by employer, even if provided by a third party (e.g. by the government an insurance company or a health maintenance organization). Such Benefits vary from organization to organization and serve different social and economic needs. They fall into two categories: several benefits are required by law; the first category is employer's contribution to social security, Medicare, unemployment insurance and workers compensation insurance. The other kind is known as voluntary or discretionary benefits and serves different goals. Such benefits include employer's contribution for health coverage, flextime and child care etc. (marsh & kleiner, 2004).

Cook (2008) argued that along with flexible workings, best practice organizations focus on developing strategies for employee welfare these strategies can encompass a range of benefits and there is a growing trend to make them as wide ranging as possible so that the employee has a choice. The range of welfare options offered will vary depends on the marketplace and demographics of the workforce. According to cook 1) "the welfare policy of each organization needs to be designed with the needs of different demographic groups in mind 2) giving employees' flexibility and choice in the welfare benefits that they receive is important 3) welfare benefits should have a cultural fit with the organization". (Cook, p.110-113, 2008) "Employee benefits consist of arrangements made by the employers for their employees which enhance the latter's well being. They are provided in addition to pay and form important part of the total reward package". (Armstrong & Stephens, p.225, 2005).

3. Research Methodology

A Research design is the arrangement of conditions for collection and analysis of data in a manner that aim to combine relevance to the research purpose with economy in procedure regarding this project. Descriptive research design concern with describing the perception of each individuals acts on welfare measures and diagnostic design help in determine the frequency with which something occurs or its associated with something else these two search design help in understand the characteristic in a given situation. think systematically about aspects in given situation after idea for probability and search help to make certain simple design.

Research is common parlance refers to a search for knowledge. The Advanced Learner's Dictionary of Current English lays down the meaning of research as "A careful investigation or inquiry especially through search for new facts in any branch of knowledge" According to Redman & Mory "A systematized effort to gain new knowledge." Research Methodology is the way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them.

4. Conclusion

With this study it has come out that the human resource can be utilized effectively with the help of welfare activity. Since the human resource plays a vital role in the growth and survival of the company, effective utilization of Human resource is essential. Due to non-availability of welfare activity in the first phase of production there was partial utilization of manpower. After that management launched some welfare activity such as Incentive scheme, Award/Reward systems etc. But these welfare activities could not continue to generate motivation for longer period and necessity was felt to review these welfare activities and introduce variety of new tools for different welfares. On the basis of this need, management modified old incentive scheme to make effective and variety of new techniques also adapted to welfare different work welfares. These tools and techniques are more effective to enhance the productivity of employees. Up to a certain limit, management has succeeded to welfare the employees and executives but in the changing scenario of business, these tools and techniques are not sufficient. Promotion policy also plays a vital role in the career growth of the employees/executives. As mentioned earlier, the exodus of officers is on increasing side. In order to retain the talented skills and Bhusan Steel has to review its promotion policy. To conclude, motivational factors help the need of the employees and organization in prospering both as employees and organization are the wheels of one cart without former or latter one alone cannot survive. after the study of the companies welfare activities, I found in my research welfare activities are perfect, and effect the employees.

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