

# A Study Of Employee Welfare Practices Working At Tire Manufacturing Industry

Priyanka R. Kedare

Student,  
Dept of MBA, SNJB KBJ COE, Nashik

Shraddha P. Fulagar

Asst. Professor,  
Dept of MBA, SNJB KBJ COE, Nashik

**Abstract:** The present study aims to identify the employee welfare facilities practiced in tire industry. The research was undertaken to assess the strength and weakness of the welfare measures in tire industry. It aims to find the employee's satisfaction level at work place and its relation with productivity and commitment. The survey was carried out using structured questionnaire as a tool of data collection. The study also focuses on various statutory welfare provision designed for different sector of industry. The researcher attained to formulate best welfare practices for improving the well being of employee.

**Keywords:** Employee, Satisfaction, Statutory & Non-Statutory Welfare.

## I. INTRODUCTION

Employee welfare means the efforts to make life worth living for employee. Welfare is happy living and effective conditions. People are the most important factor of an organization. The value of human resources can be increased substantially by making venture in their training and welfare activities in the same way as the value of repairs/overhauling, etc. While the cost on training, development, etc., can be recorded one by one and to be within the eventual, the expenditure on welfare activities can be added to the investment and the returns judged. Unlike other belongings, which have decrease, importance as year passes by, of human assets appreciates with passing years. The decrease in value by aging process, which is generally hastened up by worries, unhealthy conditions, etc. Once this process is delayed or at least if the employee is made to feel young in spirits. The value of this asset appreciates considerably. Any investment constitutes the assets of a company and therefore, any investment for welfare of labour would constitute an extra investment in an asset. Industrial progress depends on a satisfied labour force and the importance of labour welfare measures was stressed as early as 1931, when the Royal Commission on labor stated the benefits, which go under this nomenclature, are of great importance to the worker and

which he is unable to secure by himself. The schemes of labor welfare may be regarded as a 'Wise Investment' which should and usually does bring a profitable return in the form of greater efficiency.

## II. RESEARCH METHODOLOGY

**RESEARCH DESIGN:** Research design is the plan, structure, and strategy of investigation conceived so as to obtain answers to research questions and control variance.

**RESEARCH TYPE:** Descriptive Research.

**RESEARCH TITLE:** "A Study of Employee Welfare Practices working at Tire Manufacturing Industry"

## RESEARCH OBJECTIVE

- ✓ To find out various Welfare Facilities conducted by the Organization.
- ✓ To find out the satisfaction level of employees at Organization with respect to various welfare facilities.
- ✓ To understand the scope of awareness among employees with various intramural and extramural welfare facilities.

## SOURCE OF DATA COLLECTION

- ✓ **PRIMARY DATA:** Primary data is information that you collect specifically for the purpose of your research project. An advantage of primary data is that it is specifically tailored to your research needs.
  - ✓ **SECONDARY DATA:** Secondary data refers to data that was collected by someone other than the user. Common sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes.
  - ✓ **RESEARCH INSTRUMENT:**
    - Journals & Books.
    - Personal Interview.
    - Prepared Questionnaire.
- Sampling Technique:* Convenience Sampling Method  
*Sample Size:* 50 Employees.  
*Analysis Technique:* Percentage Analysis.

## LIMITATION

- ✓ The study was purely based on the information given by the employees.
- ✓ Certain employees were bias in answering to the questions.

## III. LITERATURE REVIEW

- ✓ The labour welfare practices in public sector attains greater support from employee as compared to private sector. (Poonam Pandey December-2014)
- ✓ Company provided the welfare facilities to their employee those are fulfilled and it is admirable , but they have future scope to enhance, so that productivity and effectiveness of the facility can be superior (Srinivas KT7-11, December (2013))
- ✓ The labour welfare practices in Service sector is ensures employee satisfaction result in increased efficiency to generate more employment. (B.Rajkuar, January - July 2014,)
- ✓ The labour welfare facility in chemical industry increased employees' satisfaction level, and to identify the quality of working life of the employees due to this employees will help to enhanced performance in working environment. (K. LOGASAKTHI& K. RAJAGOPAL, June 2013)
- ✓ In cement industry the paper contributes the deeply of study of both Intra-Mural and Extra-Mural and its impact on employee satisfaction in Cement industry And also paying attention on layoff benefits, welfare facility providing by the organization to its short-term employees, (B.R.Manasa, and Dr.C.N.Krishnanaik., Dec-2015)
- ✓ The labour welfare facility in mining industry, the intramural facilities like medical facility, educational facility, and facility of vocational training. The conversation with the employee those are working together on different place they was found that the welfare facility provide to mines and thermal power

station those are trouble with the health facility also in corporation recreational facility and the crèches provide to the female employees, those are less satisfied. The employees are to be continuously boosted and be able to contribute to enhance the productivity of the corporation. (Dr. K. VIJAYARANI and Mr. G. SURESH, July 2015)

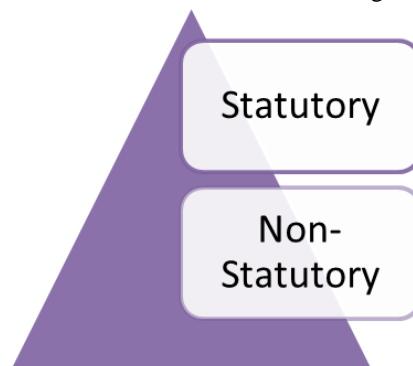
- ✓ The labour welfare facility in Cotton Textile the organization provide the statutory welfare practices so that they retain their employee quality of work life as well as productivity of the industry. (A. Sabarirajan, T.Meharajan, B.Arun)

## IV. DEFINITION

- ✓ According to Todd "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.
- ✓ Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. The term welfare is a relative concept, relative in time and space. It, therefore, varies from time to time, region to region and from country to country.
- ✓ Employee welfare includes everything, such as facilities, benefits and services that an employer provides or does to ensure comfort of the employees. Good welfare helps to motivate employees and ensure increased productivity.

## V. CLASSIFICATION OF WELFARE FACILITIES

The classification of labour welfare is based on dividing individual welfare measures into two categories.



### A. STATUTORY PROVISION

Statutory welfare work comprising the legal provision in various pieces of lab our legislation. Employers are required to after welfare facilities to workers under different lab our law, which includes:

#### a. THE FACTORY ACT, 1948

The act provides the following services to workers.

- ✓ First-aid boxes or cupboards one for every employees.
- ✓ Canteens if employee or worker are more than 250

- ✓ Shelters, Rest room and Lunch rooms where 150 workers are employed.
- ✓ Welfare officer, if 500 or more workers are employed.

*b. THE MINES ACT, 1951*

The act provides for the followings,

- ✓ Shelters for taking food and rest, if 50 or more workers are employed.
- ✓ First-aid boxes if 150 or more workers are employed.
- ✓ A canteen if employing 250 or more workers.
- ✓ Welfare officer if 500 or more workers are employed.

*c. THE PLANTATION LABOUR ACT, 1951*

The acts provide the followings.

- ✓ A canteen if 150 or more workers are employed.
- ✓ Medical aid to workers and their families for sickness and mat emit allowance.
- ✓ Housing facilities for every workers and his family residing in the estate.
- ✓ Providing Umbrellas, Blankets, and Rain Coats to workers as prescribed by the State Government.

*d. THE MOTOR TRANSPORT WORKERS ACT, 1961*

The Act contains the following provisions.

- ✓ First-aid equipment in each transport vehicle.
- ✓ Canteen if employee or worker more than 100
- ✓ Comfortable, clean, ventilated and well lighted restrooms at every place where motor transport workers are required to halt at night.
- ✓ Medical facilities at the operating and halting centers.
- ✓ Uniforms, raincoats to conductors, drivers and line checking staff for protection against cold and rain.

*e. THE CONTRACT LABOUR ACT, 1970*

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

- ✓ Canteens, if employing 100 or more workers.
- ✓ Washing Facilities.
- ✓ First aid boxes equipped with prescribed contents

## B. NON- STATUTORY PROVISIONS

Non- statutory welfare work includes those which are undertaken by employers for their workers voluntarily. Many non-statutory welfare schemes may include the following schemes

- ✓ **PERSONAL HEALTH CARE:** Some of the companies provide the facility for extensive health check-up.
- ✓ **FLEXI- TIME:** The main objective of the policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs.
- ✓ **EMPLOYEE ASSISTANCE PROGRAMS:** Various assistant programs are arranged like external counseling

services so that employees or members of their immediate family can get counseling on various matters.

- ✓ **HARASSMENT POLICY:** To protect an employee from harassment of any kind, guidelines provided for proper action and also for protecting the aggrieved employee.
- ✓ **MATERNITY & ADOPTION LEAVES:** Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.

## VI. TYPES OF EMPLOYEE WELFARE SERVICES

- ✓ **SAFETY SERVICES:** The costs of the accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and in capabilities which afflict those involved and in compensation, insurance and legal costs, and spoilage of materials, equipments and tools to management. Accident is consequences of two basic factors: Technical and Human. Technical factors include all engineering deficiencies, related to plant, tools materials and general work environment. Human factors include all unsafe acts on the part of employees.

## COMPONENTS OF SAFETY SERVICE

- Appointment of safety officer.
- Supported by the management.
- Elimination of hazards.
- Job safety analysis.
- Personal protective equipment.
- Safeguarding machinery.
- ✓ **HEALTH SERVICES:** The prevention of accident constitutes only on segment of the function of employee maintenance. Another equally important segment is the employee's general health, both physical and mental.
- ✓ **COUNSELING SERVICE:** An employee very often comes across problems which have emotional content. For example, he may be nearing retirement and feeling insecure or he may be getting promotion and feeling hesitant to shoulder increased responsibility or he may worried due to some problem.

## VII. DATA ANALYSIS

### QUESTION 1

Are aware Statutory and Non-statutory welfare facility provided?

| Options | No of Respondents | Percentage |
|---------|-------------------|------------|
| Yes     | 50                | 100%       |
| No      | 0                 | 0%         |
| Total   | 50                | 100%       |

Table 1

## No of Respondents

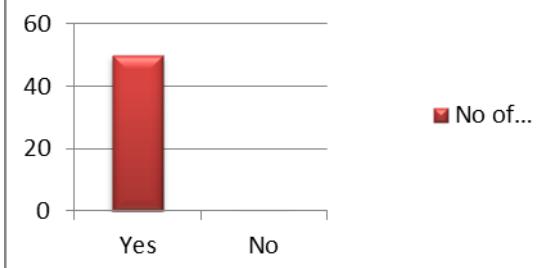


Figure 1

**INTERPRETATION:** The above table-1 states that 100% of the respondents are aware and 0% of the respondents are unaware of the statutory and non-statutory employee welfare facilities provided. It can be inferred that most of the respondents are aware of the employee welfare facilities provided.

### QUESTION 2

How is your Medical & First-aid facility provided?

| Options      | No of Respondents | Percentage |
|--------------|-------------------|------------|
| Excellent    | 12                | 24%        |
| Very good    | 25                | 50%        |
| Good         | 10                | 20%        |
| Satisfactory | 3                 | 6%         |
| Poor         | 0                 | 0%         |
| Total        | 50                | 100%       |

Table 2

## No of Respondents

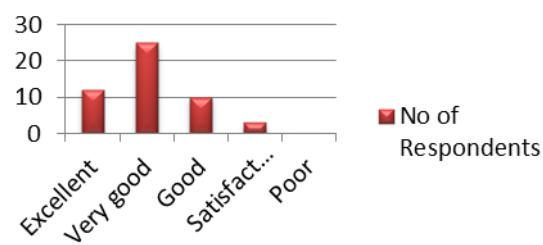


Figure 2

**INTERPRETATION:** From the table-2 it can observe that 24% of respondents feel that the Medical and First aid facilities are excellent and another 50% of the respondents feel Medical and First aid facilities are very good and another 20% respondents feel Medical and First facilities are good and the 6% of the respondents convey as satisfactory . It can be inferred that Medical and First aid facilities such as mini clinic, free medical checkup, free first- aid availability pills, tonic and tables are poor.

### QUESTION 3

How is your Canteen facilities provided?

| Options   | No of Respondents | Percentage |
|-----------|-------------------|------------|
| Excellent | 4                 | 8%         |
| Very good | 13                | 26%        |

|              |    |      |
|--------------|----|------|
| Good         | 16 | 32%  |
| Satisfactory | 6  | 12%  |
| Poor         | 11 | 22%  |
| Total        | 50 | 100% |

Table 3

## No of Respondents



Figure 3

**INTERPRETATION:** From the table-3 it can observe that 32% of the respondents say that the canteen facilities are good, 12% of respondents think canteen facilities are satisfactory, 26% say canteen facilities are very good whereas 8% say excellent and 22% of respondents say canteen facilities are poor.

### QUESTION 4

How is your Transport and Parking facilities provided?

| Options      | No. of Respondents | Percentage |
|--------------|--------------------|------------|
| Excellent    | 2                  | 4%         |
| Very good    | 4                  | 8%         |
| Good         | 20                 | 40%        |
| Satisfactory | 13                 | 26%        |
| Poor         | 11                 | 22%        |
| Total        | 50                 | 100%       |

Table 4

## No. of Respondents

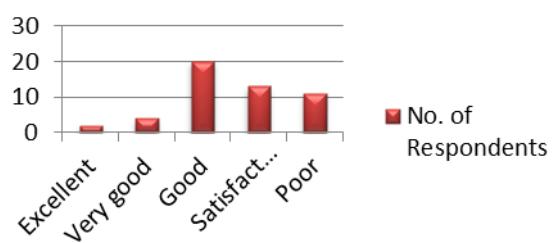


Figure 4

**INTERPRETATION:** From the table -4 it can observe that 40% of the respondents say that the Transport and Parking facilities are good, while 26% of them think Transport and Parking facilities is satisfactory and the 22% respondents say poor, whereas 8% of the respondents convey that the Transport and Parking facilities are very good and 4% say Parking facilities are excellent. It can be inferred that employee's opinion on parking facility of the company ranges from good to satisfactory

#### QUESTION 5

How to provide, Rest rooms/Wash rooms/ Recreational facilities to you?

| Options      | No. of Respondents | Percentage |
|--------------|--------------------|------------|
| Excellent    | 8                  | 16%        |
| Very good    | 10                 | 20%        |
| Good         | 17                 | 34%        |
| Satisfactory | 14                 | 28%        |
| Poor         | 1                  | 2%         |
| Total        | 50                 | 100%       |

Table 5

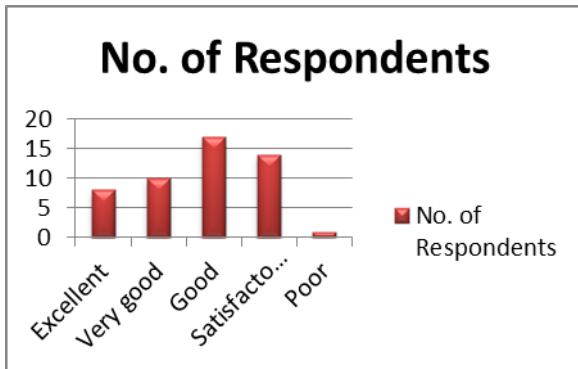


Figure 5

**INTERPRETATION:** From the table-5 it can observe that 2% of the respondents feel that the Rest rooms/ wash rooms are poor, while 28% think Rest rooms are satisfactory whereas 34% of the respondents feel good about Rest rooms, 20% convey Rest rooms are very good and 16% say Rest rooms are excellent. It can be inferred that respondents feel Rest rooms/wash rooms/ Recreational facilities provided by company are good and satisfactory.

#### QUESTION 6

Do you agree the Commitment of the organization in promoting employee welfare facilities?

| Options           | No. of Respondents | Percentage |
|-------------------|--------------------|------------|
| Strongly agree    | 7                  | 14%        |
| Agree             | 29                 | 58%        |
| Neutral           | 10                 | 20%        |
| Disagree          | 2                  | 4%         |
| Strongly disagree | 2                  | 4%         |
| Total             | 50                 | 100%       |

Table 6

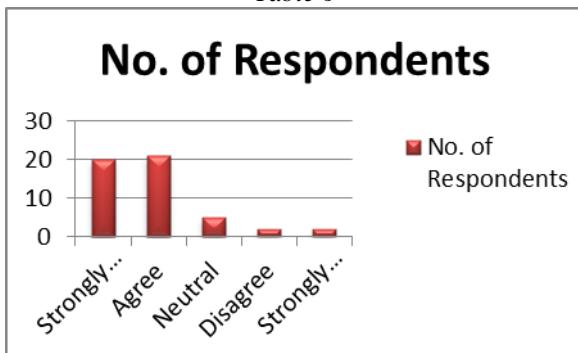


Figure 6

**INTERPRETATION:** The table-6 depicts that 20% of the respondents are indecisive about the commitment of the company in the promoting employee welfare facilities, 4% of respondents disagree with the organization is committed in promoting employee welfare facilities, 58% of respondents agree towards welfare facilities and 4% of the respondents strongly disagree that the company's commitment towards welfare facilities and 14% of the respondents strongly agree that the company's commitment towards employee welfare facilities, It can be inferred that the opinion of the respondents is moderate regarding the commitment of the organization in the promotion of employee welfare facilities.

#### QUESTION 7

Do you agree the Employee Welfare facilities implemented helps to increase Motivation and Productivity?

| Options           | No. of Respondents | Percentage |
|-------------------|--------------------|------------|
| Strongly agree    | 12                 | 24%        |
| Agree             | 22                 | 44%        |
| Neutral           | 12                 | 24%        |
| Disagree          | 2                  | 4%         |
| Strongly Disagree | 2                  | 4%         |
| Total             | 50                 | 100%       |

Table 7

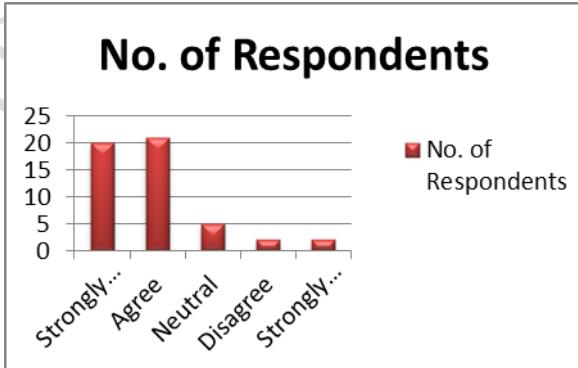


Figure 7

**INTERPRETATION:** From the table-7 it can observe that 48% of the respondents agree that the welfare facilities helps to increase Motivation and Productivity, 24% are Neutral, whereas 24% of the respondents strongly agree that the welfare facilities motivates them and helps to increases the productivity, 4% of the respondents disagree and 4% strongly disagree with the welfare facilities helping in motivation of the employees and productivity of the company. It can be inferred that respondents are the opinion that the welfare facilities leading to the motivation ranges from agree to moderate. And it helps to increase the productivity.

#### QUESTION 8

Are you satisfied the Employee counseling provided?

| Options          | No. of Respondents | Percentage |
|------------------|--------------------|------------|
| Highly satisfied | 7                  | 14%        |
| Satisfied        | 21                 | 42%        |
| Neutral          | 18                 | 36%        |
| Disagree         | 2                  | 4%         |
| Highly Disagree  | 2                  | 4%         |

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

Table 8

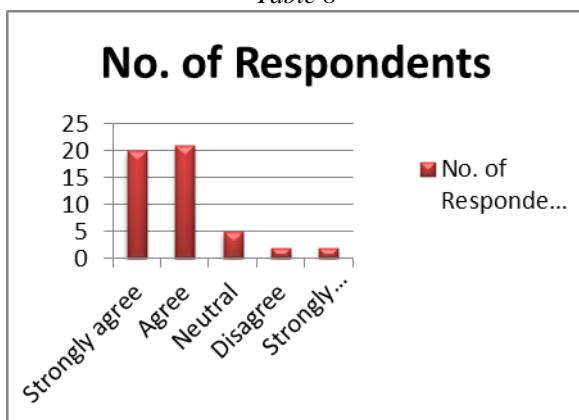


Figure 8

**INTERPRETATION:** From the table-8 it can observe that 36% of the respondents are Neutral about the employee counseling, while 4% are disagree about the counseling and 42% of the respondents are satisfied whereas 4% of the respondents are highly disagree and 14% of the respondents are highly satisfied with employee counseling. It can be inferred that respondents have moderate opinion about the employee counseling of the company.

#### QUESTION 9

Do they Provide sufficient good drinking water facility?

| Options | No. of Respondents | Percentage |
|---------|--------------------|------------|
| Yes     | 50                 | 100%       |
| No      | 0                  | 0%         |
| Total   | 50                 | 100%       |

Table 9

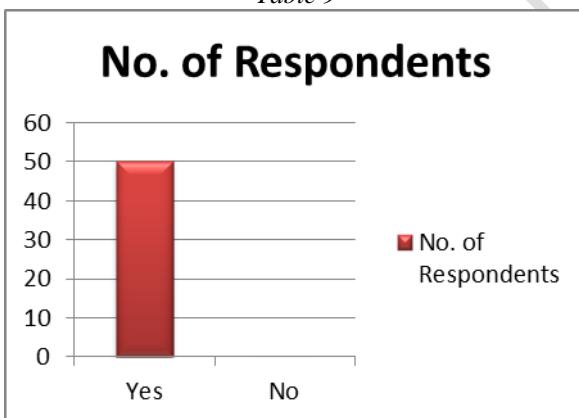


Figure 9

**INTERPRETATION:** From the table-9 it can observe that 100% of the respondents agree that the company provides sufficient drinking water and 0% do not agree towards company providing sufficient drinking water. It can be inferred that the company provides sufficient drinking water its employees.

#### QUESTION 10

How is Working conditions of your Company with respect to Ventilation, Lighting, Temperature, Seating

arrangement, Spacing of Machinery and Cleanliness inside working premises?

| Options      | No. of Respondents | Percentage |
|--------------|--------------------|------------|
| Excellent    | 12                 | 24%        |
| Very good    | 17                 | 34%        |
| Good         | 17                 | 34%        |
| Satisfactory | 2                  | 4%         |
| Poor         | 2                  | 4%         |
| Total        | 50                 | 100%       |

Table 10

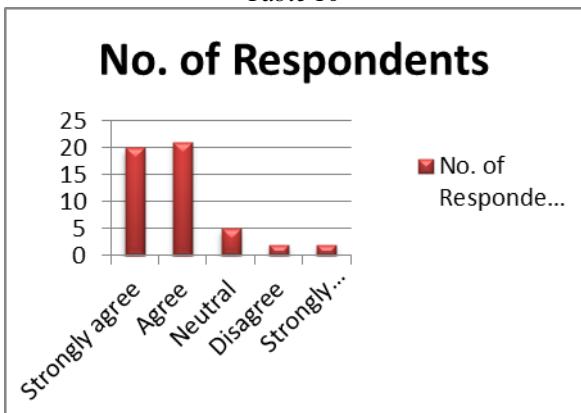


Figure 10

**INTERPRETATION:** From the table-10 it can observe that 34% of the respondents say that the working conditions are good, while 34% think working conditions are very good, whereas 4% feel Satisfactory about the working conditions, 4% feels poor and 24% think excellent about the working conditions, respectively.

#### QUESTION 11

Is company provides safety equipment's (glasses, masks, helmets, shoes) to you?

| Options | No. of Respondents | Percentage |
|---------|--------------------|------------|
| Yes     | 50                 | 100%       |
| No      | 0                  | 0%         |
| Total   | 50                 | 100%       |

Table 11

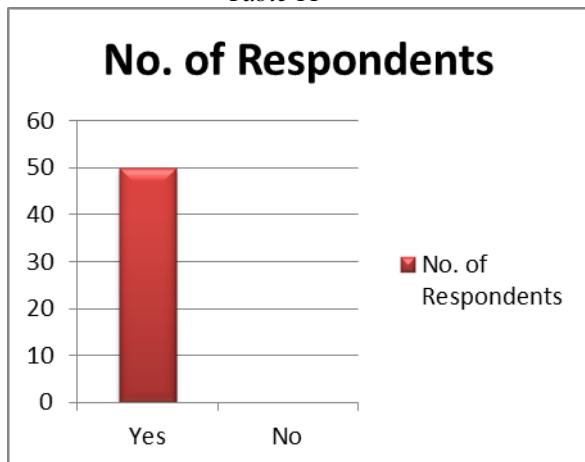


Figure 11

**INTERPRETATION:** From the table-11 it can observe that 100% of the respondents during work, while 0% does not feel that the safety equipment's are provided. It can be inferred that

the company provides safety equipment's to its employees during work.

#### QUESTION 12

Do you agree Safety and Standards adopted in company ensuring adequate safety to you and preventing the accident?

| Options           | No of Respondents | Percentage |
|-------------------|-------------------|------------|
| Strongly agree    | 20                | 40%        |
| Agree             | 21                | 42%        |
| Neutral           | 5                 | 10%        |
| Disagree          | 2                 | 4%         |
| Strongly disagree | 2                 | 4%         |
| Total             | 50                | 100%       |

Table 12

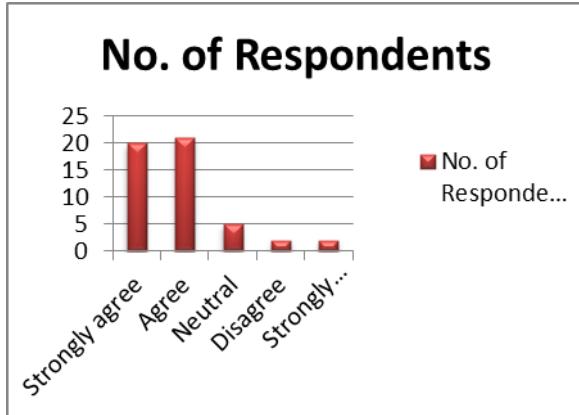


Figure 12

**INTERPRETATION:** From the table-12 it can observe that 10% of the respondents are intensive. About the safety facilities, 46% of them agree with the adoption of safety facilities whereas 0% of the respondents disagree, whereas 44% of the respondents strongly agree and 0% of respondents strongly disagree about safety facilities and standard adopted by the Company. From the above analysis it can be said that the opinion of the respondents is moderate about the safety facilities of the company.

#### VIII. FINDINGS

- ✓ All respondents are aware about the statutory and non-statutory Employee Welfare Facilities provided at the Tire Company.
- ✓ Medical and First aid facilities provided by the company are very good due to proper maintenance of medicines.
- ✓ Majority of the respondents feels that Transport and Parking facility provided by company is poor.
- ✓ Rest room facilities, Maintenance and Recreational facilities are good due to proper maintenance of cleanliness, proper provision of Hot Water facilities, Sanitizers, Tissues.
- ✓ Respondents convey that the provision of Employee Welfare Facilities helps in motivation and productivity, which brings belongingness to the Company, boosts employee morale and provides job satisfaction.
- ✓ Company provides safety equipments (Glasses, masks, helmets, shoes etc.) to the employees during work to

provide protection against minor accidents. Safety facilities standards adopted in company ensures adequate safety to the employees and prevents accident.

- ✓ Overall satisfaction level of respondents is good as the company provides majority of the primary welfare facilities to its employees.

#### IX. SUGGESTIONS

- ✓ Recreation facilities should be providing to the workers to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers.
- ✓ Complete Medical facilities should be given to minimize the absenteeism and to keep the employees more immunized and fit enough.
- ✓ Company should be more committed to promote welfare facilities as it creates more productivity, which turn benefits the company.
- ✓ Annual health checkup, employee counseling, various health camps, Hospitalization facilities should be much more improve by conducting the health camps at least once in a month.
- ✓ The number of Medical practitioners or physicians should be increase.

#### X. CONCLUSION

In this present paper, the future of an organization largely, depends on its productivity and productivity depends on the employees who work for the organization. If the employees are very productive in nature, no one can beat the organization. To make the employees more productive, the organization should try to satisfy the employees to the maximum extent. Every organization must conduct employee survey every year to compare the present satisfaction level with the past. These surveys help to indicate the mirror of management in the minds of the employee as well as management about their feelings, opinions, and attitude.

#### REFERENCES

- [1] International Journal of Scientific & Engineering Research, Volume 5, Issue 12, December-2014 111 ISSN 2229-5518 "LABOUR WELFARE: A TEST OF SIGNIFICANCE ON LABOUR WELFARE FACILITIES INPSU'S." Poonam Pandey.
- [2] Research Journal of Management Sciences ISSN 2319–1171 Vol. 2(12), 7-11, December (2013) Res. J. Management Sci, International Science Congress Association "A Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore", Srinivas KT
- [3] International Journal of Enterprise Computing and Business Systems ISSN (Online) : 2230-8849 Volume 4 Issue 1 January - July 2014 International Manuscript ID : ISSN22308849-V4I1M9-012014 "A STUDY ON LABOUR WELFARE MEASURES AND SOCIAL

- SECURITY IN IT INDUSTRIES WITH REFERENCE TO CHENNAI” B.Rajkumar
- [4] International Journal of Research in Business Management (IJRB) Vol. 1, Issue 1, June 2013, “A STUDY ON EMPLOYEE HEALTH, SAFETY AND WELFARE MEASURES OF CHEMICAL INDUSTRY IN THE VIEW OF SALEM REGION”IN THE VIEW OF SALEM REGION K. LOGASAKTHI& K. RAJAGOPAL
- [5] International Research Journal of Engineering and Technology (IRJET) e-ISSN: 2395 -0056, Volume: 02 Issue: 09 Dec-2015 p-ISSN: 2395-0072, © 2015, Page 219, Employee Welfare Measures- “A Study on Cement Corporation of India Units, in Thandur and Adilabad.” B. R. Manasa, and Dr. C. N. Krishnanaik.
- [6] Asia Pacific Journal of Research Vol: I. Issue XXIX, July 2015 ISSN: 2320-5504, E-ISSN-2347-4793 Page 159
- “EMPLOYEES WELFARE MEASURES TOWARDS PRODUCTIVITY OF NEYVELI LIGNITE CORPORATION LIMITED:” Dr. K. VIJAYARANI and Mr. G. SURESH
- [7] ASIAN JOURNAL OF MANAGEMENT RESEARCH ISSN 2229 3795 ASIAN JOURNAL OF MANAGEMENT RESEARCH 15 “A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District, Tamil Nadu, India”, A. Sabarirajan, T.Meharajan, B.Arun
- [8] P: ISSN NO.: 2321-290X, VOL-II ISSUE-VIII April-201510E: ISSN NO.: 2349-980X An Analytical Study on Employees Welfare & Safety Measures at Thermal Power corporation of Uttar Pradesh”, Tulika Saxena,Shreya Singh