



A Study on Employee Welfare and Safety Measures at APSPDCL, Tirupathi

P. Reddy Prasad, L. Vincent Raj Kumar

Annamacharya Institute of technology and Sciences, India

ABSTRACT

Employees play a key role in the existence and growth of any organisation, therefore their welfare is essential. During the past few years, both public sector and private sector organisations have been contributing towards the employee's benefits and also increase their efficiency. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, loan facilities, etc. If the organisations do not bother about the employees benefit, but expect efficient and high performance from them, it is a mere waste. Organizations have to provide welfare facilities to their employees to keep their motivation levels high. Employees on the enforceability of various welfare measures in both the public and private sector organizations. The study also throws light on impact of various welfare measures on the employees' performance.

INTRODUCTION

Human resource management (HRM) is a function in the organizations designed to maximize employee performance in service of an employer's strategic objectives. HR is primarily concerned with the management of people within organizations, focusing on policies and on systems. It also concerns itself with organizational change and industrial relations, that is, the balancing of organizational practices with requirements arising from collective bargaining and from governmental laws.

Employee Welfare:-

The term 'Employee Welfare' refers to the facilities provided to an employee inside and outside the organization premises such as canteens, rest rooms and recreation facilities, housing and all other services that contribute to the wellbeing of the employee and the efficiency of the workers. The concept of 'employee welfare' is flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general socioeconomic development of the people and the political ideologies prevailing at a particular time.

REVIEW OF LITERATURE

- Michael (2001) in his book, "Human Resource Management and Human Relations" said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employees and there by good human relations will develop among different cadres of employees.
- Shashi, K. Gupta and Rosy Joshi (2005) in their book, "Human Resource Management" discussed "labour welfare" in detail. The book covers all the aspects of labour welfare such as types of labour welfare, statutory provisions concerning welfare, approaches to welfare and also the significance of labour welfare.
- Debashish Sengupta (2007) in his article, "Responsibility for Sustainability - The Changing Face of Corporate Social Responsibility" stated that organizations should design welfare schemes keeping in view the well-being of employees. This is because, the provision of welfare facilities leads to a motivated and happy work force, who are obviously more productive, efficient and creative, ultimately leading to the formation of a performing organization.

INDUSTRY PROFILE

APSPDCL AS INDEPENDENT ENTITY

The APSPDCL has been given a license with the title “The APSPDCL Distribution and Retail licensee (License No. 15 of 2000)”. The operation of the company as an independent entity requires the company to set up an effective corporate structure that complies with the statutory requirements as laid down by the Companies Act, 1956 as well as the Andhra Pradesh Electricity Regulatory Commission (APERC). The company has to focus on its business and profitability as a corporate entity.

The following are the key initiatives that have been taken by the company on formation

- Creation of Board with functional Directors.
- Fictionalization of Chief Engineers to handle subjects of Operations, Projects, Regulatory affairs, Purchase, Commercial and Human Resources.
- Proposal for Direct Recruitment for posts needing specialized skills such as Company Secretary, Human Resources, Industrial Relations, Finance, Regulatory affairs, Internal Audit, Costing and Planning.
- Proper definition of roles for all corporate functionaries.

Company profile

AP Power sector reforms envisage creation of Distribution Companies Government undertakings for the first few years and privatization later on. The Andhra Pradesh Gazette No.37 published by the Government of Andhra Pradesh on Friday the 31st of March 2000 declared formally formation of Distribution Companies. In this process, Andhra Pradesh Southern Electricity Distribution Company Limited (APSPDCL) was formed for the following six districts of Andhra Pradesh. The Corporate Office and Headquarters of APSPDCL are at Tirupati City.

Back ground and inception of company:

APSPDCL was formed in April 1st ,2000 to serve Krishna, Guntur, Prakasam, Nellore, Chittoor and Kadapa districts with a vision to ‘ become an efficient utility supplying reliable and quality power, promoting economic development and being self-reliant commercially

Board of directors:

Sri P. Gopal Reddy was elevated to the post of Chairman & Managing Director of APSPDCL on 23 may, 2002 after a brief stint as Director (operation & HRD) of APSPDCL

Sri A. Venkata Reddy, has taken charge as Director (Finance) of Southern Power Distribution Company of A.P. Ltd., on 20th Aug 2007.

Sri T.H.N.S. Damodora Rao., has taken charge as Director Purchases of APSPDCL., on 5th Jan 2005.

Recognitions awarded to SPDCL:

SPDCL’s efforts have been noted and appreciated by external agencies too.

SPDCL’s achievement in improving the collection efficiency has been lauded by Honorable Chief Minister of Andhra Pradesh

SPDCL’s High Voltage Distribution System (HVDS) program has been selected as a

Best practice among the energy utilities by the Central Electricity Authority , New Delhi.

Need for The Study

Human Resources are the most valuable and important resource to any organization. With the changes in the work force demographics, employee expectations and attitudes also have changed. Traditional allurements such as job security, attractive remuneration do not attract and motivate today’s workforce. Welfare facilities are deluged to take care of the well-being of the employees. Safety is also important to the worker which prevents the accidents and also minimizes the loss and damage to persons and property. Welfare and safety help, motivate retain employees and reduce the employees labour turnovers.Hence, this study determines the satisfactory levels of employees’ regarding the welfare & safety provided by the organization.

Scope of the Study

- ❖ The study focuses on various statutory and non statutory safety and welfare measures taken by APSPDCL at Tirupati, largely covering employees at lower and middle management level in various departments. The study is carried out over a span of onemonth.

OBJECTIVES OF THE STUDY

- ❖ To know about the welfare programmes and safety measures provided by APSPDC LTD.
- ❖ To know workers satisfaction regarding safety and welfare programmes.
- ❖ To know whether the employees have awareness about the welfare measures in the APSPDC LTD.
- ❖ To study the employee satisfaction towards statutory and non-statutory measures in APSPDC LTD.
- ❖ To know the overall effectiveness in the employee welfare measures provided by APSPDC LTD.

METHODOLOGY OF THE STUDY

SOURCES OF DATA

The data thus collected through various sources was isolated and also analyzed by various statistical methods such as percentage, Moderates, charts etc.

Primary data: -The primary data was collected from the organization of APSPDC LTD through questionnaire.

Secondary data: In the initial stage of the survey various journals, books and magazines were referred to get an idea of the subject. Data about the company profile and other details were collected from company records and also through personal discussions with various executives and other employees of the company.

Data Collection Tool

The tools used for primary data collection are

- Questionnaire

Sampling population: population refers to the total number of employees at APSPDC LTD. Population of the study is 200 employees.

Sampling Method

Sampling Method : Simple Random Sampling

Sampling Size

Respondents are selected randomly. Sample size is limited to 100 that it represents the overall perception, views and ideas of the employees in the company

Statistical Tools Used:- The collected data is classified in tables which are further elucidated by bar charts . Percentage method is used to analyze the data.

Percentage analysis:

Percentage is a kind of ratio. In this study percentage of respondents is a ratio between number of respondents and total respondents.

$$\text{Percentage of respondents} = \frac{\text{No. of respondents}}{\text{Total Respondents}} \times 100$$

LIMITATIONS OF THE STUDY

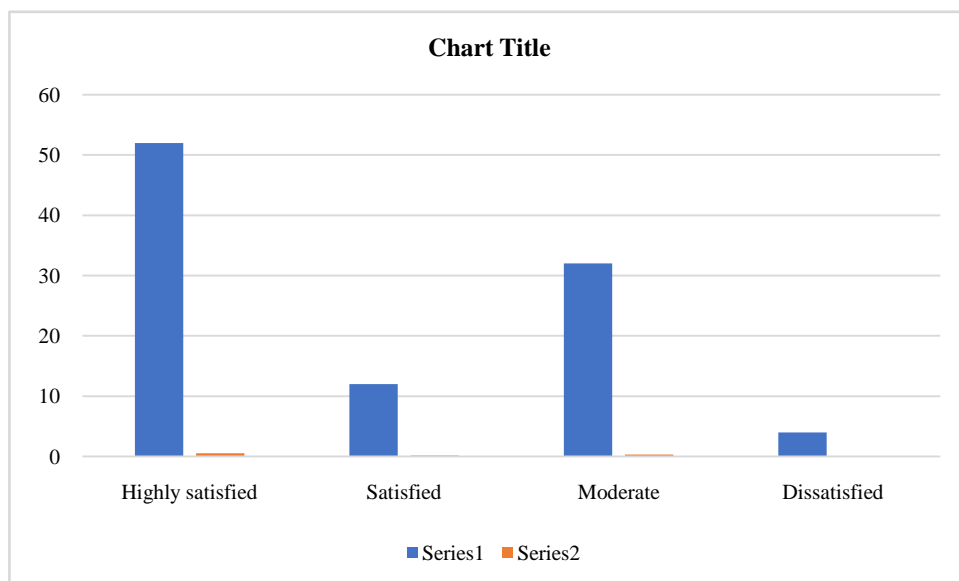
Every effort has been made to make the study complete and as extensive as possible .How ever the study is not free from certain limitations.

- Due to time constraint, the sample size has been restricted to 100 respondents.
- It is confined to only middle level management and thus biased response may not be ruled out.

DATA ANALYSIS AND INTERPRETATION

1.Safety measures of the company

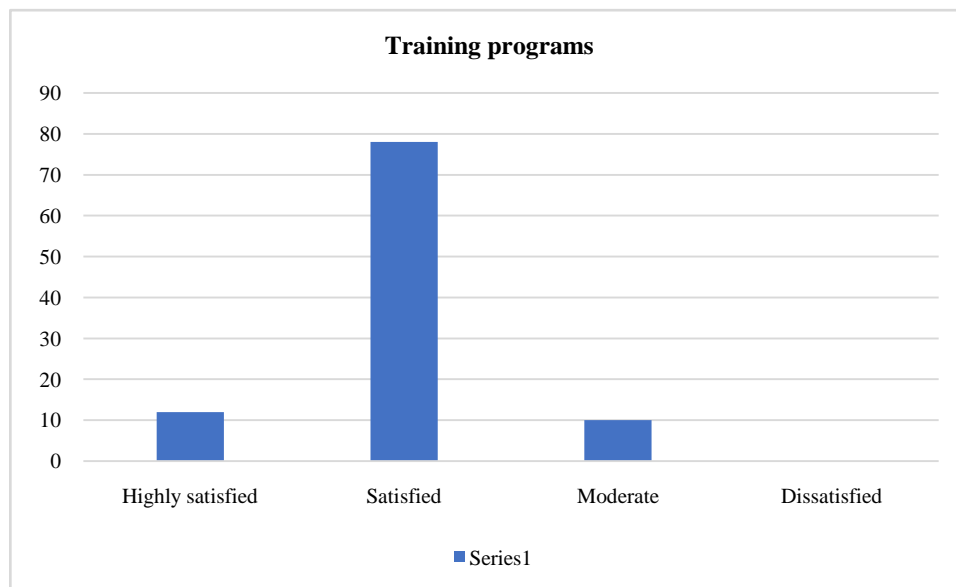
Level of satisfaction	No. of Respondents	Percentage
Highly satisfied	52	52%
Satisfied	12	12%
Moderate	32	32%
Dissatisfied	4	4%



Inference: - From the above table it is inferred that 52% of the employees are Highly satisfied 12%are satisfied, 32% full Moderate, 4% are dissatisfied by the safety measures. Provided by the organization.

2. Welfare programmes regarding safety measures

Level of satisfaction	No. of respondents	Percentage
Highly satisfied	12	12
Satisfied	78	78
Moderate	10	10
Dissatisfied	0	0
TOTAL	100	100



Inference: -

From the above table it is inferred that 12% employees are Highly satisfied, 78% of employees are satisfied and 12% of employees are feel Moderate about training programmes regarding safety.

FINDINGS

- ❖ It is clear that 72% of the employees are satisfied with the training programmers conducted by the organization.
- ❖ From the analysis 40% of the employees are Highly satisfied with accident prevention safety measures of the organization.
- ❖ Most of the employees are satisfied with the basis amenities provided by the organization.

SUGGESTIONS

The management needs to provide loans by considering the employees views and opinions.

- The company needs to maintain good sanitary conditions especially in the canteen.
- The management has to consider (communication skills, knowledge etc) soft skills while appointing candidate.
- Education is very important to all categories of employees. So, the organization needs to provide education facility to all the employees.
- Rest is a kind of recreation to any employee during working hours. It is a method to refresh towards work. It is suggested that the organization should provide minimum rest hours in between work.
- The management should motive the employees to maintain good relationship among them which in turn benefits the organization as well as individual.

CONCLUSION

At last I conclude that the project report undertaken by me is satisfactory and the work has got very good response from the respondents. The safety and the welfare activities taken by the company are very much beneficial for the employees. In the process majority of the respondents are very positive towards the facilities. According to my research all the employees are provided with better facilities by the company.

REFERENCES

- 1)Aswathappa. K. (2010), " Human Resource Management" ,Tata McGraw Hill Education Private Limited, New Delhi, p.p: 378-392.
- 2)Subba Rao. P. (2010), " Essentials of Human Resource Management and Industrial Relation: Text, Cases and Games (3rd ed.)," Himalaya Publishing House, Mumbai, India.
- 3) Michael. V.P (2001), " Labour Welfare Measures and Labour Welfare Officers: Human Resource Management and Human Relations," Himalaya Publishing House, Mumbai, p.p: 612-618
- 4)Shashi. K. Gupta (2005)," Labour Welfare: Human Resource Management," Kalyani Publishers, New Delhi, p.p: 26.1 -26.13.
- 5)Debashish Sengupta (2007)," Responsibility for Sustainability: The Changing Face of CSR", ICFAI Reader, Hyderabad, July, p.p: 21-28
- 6)Garry Dessler and BijuVarkkey (2009)," Human Resource Management," Dorling Kindersley (India) Pvt Ltd, New Delhi, p.p: 513-546
- 7)Nageswara Rao (2012)," Employee Welfare Measures inCoal Mine Industry, " VSRD International Journal of Business & Management Research
- 8)Shrinivas. K.T. (2013), " A study on employees welfare facilities adopted at Bosch Limited, Bangalore, Res. Journal of Management Sciences Vol. 2 (12), p.p: 7-11
- 9) Divyabharathi.S, May (2017) EmployeeWelfare Schemes and Its Implication in Performance in Lear Automotive Private Limited,Chennai, Volume19,Issue5.Ver.VI(),PP45-48
10. www.apspdcl.in
11. www.google.com
12. www.wikipedia.com