



A Study on Employee Welfare Measures Practices in Casting industry

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ABSTRACT:

Employee welfare measures are critical in the casting industry, given its dynamic and physically demanding nature. This abstract explores the diverse range of welfare initiatives tailored to address the unique challenges faced by workers in this sector. Key components include occupational health and safety programs focused on preventing workplace injuries and illnesses through the provision of personal protective equipment (PPE), regular safety training, and ergonomic assessments. Additionally, employee assistance programs (EAPs) play a vital role in supporting workers' mental and emotional well-being by offering counseling services, stress management resources, and access to mental health professionals. Financial welfare measures such as fair wages, benefits packages, and incentives are also emphasized to promote financial stability and job satisfaction. This abstract underscores the importance of a holistic approach to employee welfare in the casting industry, integrating physical, mental, and financial well-being. By investing in comprehensive welfare measures, casting companies not only fulfill their ethical responsibilities but also cultivate a positive work environment conducive to employee retention and organizational success. Understanding and implementing these measures are essential for sustaining a resilient and productive workforce in the casting sector.

Key words: Employee welfare, organisation, maternity benefits, work place compensation, working hours, drinking water facilities.

INTRODUCTION:

First of all, The services and perks that an employer offers for the well-being of its employees are referred to as employee welfare, also known as staff welfare. It covers amenities, paid time off, and healthcare. These services cover both mental and physical wellness, promoting a productive and contented staff. The primary goals of employee welfare are to raise staff morale, enhance the company's reputation, increase productivity, and foster a happy work environment. One of the most important aspects of employee retention is staff wellness. The cost to rehire and training a new employee increases with a position's compensation. Additionally, there is a link between increased production and employee welfare. For instance, Google took the initiative after determining this link and offering several benefits.

REVIEW OF LITERATURE:

Lalitha, K., & Priyanka, T. (2014) Welfare is not to be monetary form but in any forms like take care of employees by providing health insurance against diseases for workers and their families. **Venkataramana & Lokanadha (2015)** Organization provides intramural and extramural facilities for employee satisfaction, by providing some facilities like sports, cultural, library, leaves on travel, rest rooms and drinking facilities, protective clothing. **Nanda, N., & Panda, J.K. (2013)** For Creating Good Relation Between employee and industry, organization provides some schemes like medical allowances, death relief funds, insurance etc. **Patro, CS. (2015)** Employee welfare is the key factor to maintain better relation between employee-Employer in Both Public and Private sectors. **Patru, C.S. (2012)** To Fulfill the Goals of the organization Employees are the main asset so organization should provide welfare facilities for satisfaction of the employees. **(Seth, 1940)** In the Book "Labor in Indian Coal Industry" told about the drastic situation of Coal miners that they are not providing in the absence of welfare activity. **(Srivastava, 1953)** According to Labor welfare of India, there are some measures given by the Government to the Public and Private Sector Companies. There is lagging between Private and Public sector companies in Welfare facilities. **(Verma, 1958-65)** As per Labor Welfare and Industrial Peace in India" states that the discomfort of the employees due to failure of the welfare facilities by the industries. **(Badhwan, 1959-64)** As Per Legislation on Basis of Workmen's Compensation Act 1923, there is a great need for taking care of the welfare and social security to the miners, but they revealed that the provision of welfare for coal miners are execrable, and the victims of mine accidents are paid very less compensation. **(Veersingh, 1963-67)** Due to some reasons after Independence Government of Uttar Pradesh not providing sufficient Social and welfare services to the below poverty line.

OBJECTIVES OF THE STUDY:

- To research the many welfare initiatives that the business has implemented.
- To find out how satisfied workers are with the welfare benefits offered by the business.
- To research how well these actions boost employee morale and boost organizational productivity.

- Researching the social and welfare initiatives that the casting business adheres to.
- To investigate how organizational culture affects casting industry employees' job satisfaction levels.

SCOPE OF THE STUDY:

Only regular employees in the casting sector are included in the study; temporary and contract workers were not taken into consideration. Several divisions in the casting industry, including mechanical, electrical, human resources, marketing, and production, are working on the current study.

NEED OF THE STUDY:

Employee benefits in the workplace, among other things, are implied by the concept of welfare in the organization. The requirement to provide these services and facilities demonstrates the obligations of the company. Welfare suggests offering improved working circumstances, including access to restrooms, canteens, drinking water, and health care, among other things.

STATEMENT OF THE PROBLEM:

The problem statement regarding employee welfare measures in the casting industry involves the need to assess and enhance provisions for a safe, healthy, and productive work environment. Currently, there is a lack of adequate measures leading to issues such as low job satisfaction, high turnover rates, and potential safety concerns. This study aims to identify key areas of concern, evaluate existing welfare measures, and propose effective strategies to improve employee welfare within the casting industry. The goal is to address specific challenges and create a framework for implementing impactful changes that prioritize employee well-being and enhance overall workplace conditions.

RESEARCH METHODOLOGY AND DESIGN:

During the data analysis phase, descriptive statistical approach tools are utilized to calculate frequency utilizing the percentage method. This number of respondents is divided by the total number of respondents in the calculation, and the result is multiplied by 100. During the data analysis phase, descriptive statistical approach tools are utilized to calculate frequency utilizing the percentage method. This number of respondents is divided by the total number of respondents in the calculation, and the result is multiplied by 100.

DATA SOURCE:

Data sources is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypothesis, and evaluate out comes

METHODS OF DATA COLLECTION:

- 1.Primary Data
- 2.Secondary Data

1. PRIMARY DATA:

Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are regarded as the best kind of data in research

2. SECONDARY DATA:

Secondary data refers to any dataset collected by any person other than the one using it. Secondary data sources are extremely useful. They allow researchers and data analysts to build large, high- quality databases that help solve business problems. By expanding their datasets with secondary data, analysts can enhance the quality and accuracy of their insights. Most secondary data come from external organizations

Sample size: Total Number of population is 200

Sample size is.

I have taken the sample size of 110 individuals

Sampling techniques:

I conduct simple random sampling method for sample size. It comes under Probability sampling. Where the population is defined in that time the probability sampling is using.

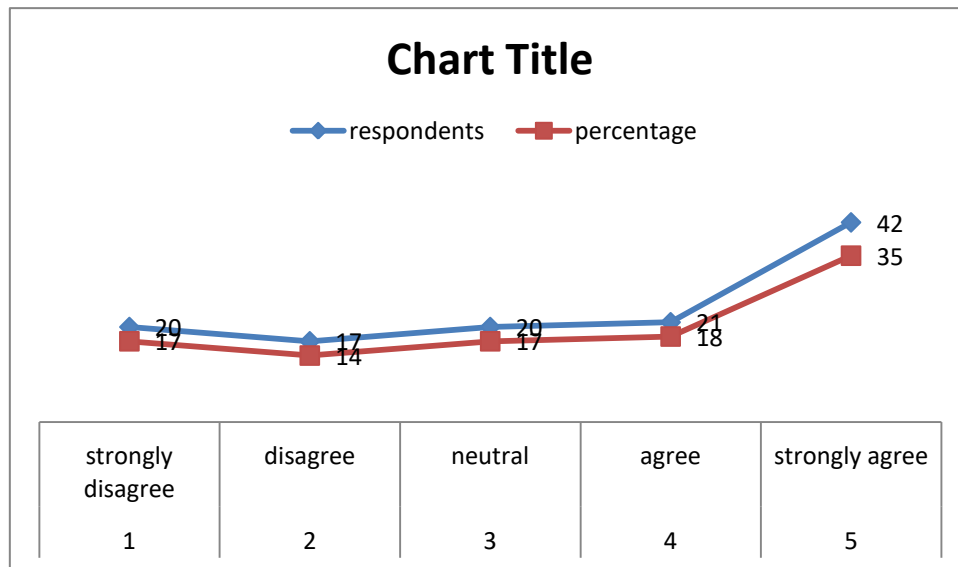
DATA ANALYSIS AND INTERPRETATION:

1.The company conducts regular health and safety training sessions to educate employees on workplace hazards and preventive measures. workplace hazards and preventive measures: Regular health and safety training sessions are essential for our company. We cover hazard identification, risk assessment, emergency procedures, PPE use, ergonomics, and wellness. These sessions prioritize employee safety, productivity, and liability mitigation, fostering a culture of safety and empowerment. from the above table 4.1 explains the employee opinion on work place hazards and preventive measurement practices followed by the organisation.

Table 4.1 explains the employee opinion on work place hazards and preventive measurement practices followed by the organisation.

s.no	opinion	respondents	percentage
1	strongly disagree	32	27
2	disagree	23	19
3	neutral	20	17
4	agree	15	13
5	strongly agree	30	25
	total	120	100

Graph.4.1: Graphical Representation of opinion respondents regarding workplace hazards and preventive measures measurement practices followed by the organisation.



Interpretation: from the above graph.4:1 reveals that out of 120 sample respondents the majority 32(27%) respondents are strongly disagree regarding work place hazards and preventive measurement practices followed by the organisation. Followed 30(25%) of the respondents are strongly agree 20(17%) of the respondents have shown the neutral tendency regarding work place hazards and preventive measurement practices followed by the organisation.

Conclusion: It is witness from the analysis that the majority 44% of the respondents are dissatisfied regarding work place hazards and preventive measurement practices followed by the organisation.

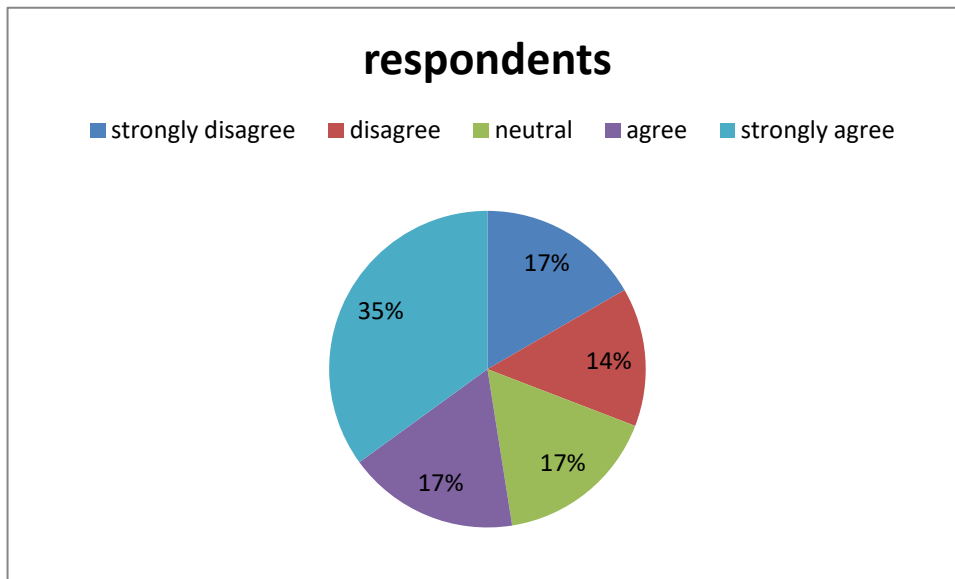
2.The company offers flexible working arrangements (e.g., remote work options, flexible hours) to support employees' work-life balance. working arrangements: The company recognizes the importance of work-life balance and offers a range of flexible working arrangements to support employees in managing their professional and personal lives effectively. This includes options such as remote work opportunities, flexible hours, and possibly compressed workweeks or job-sharing arrangements. By embracing flexibility, the company aims to enhance employee satisfaction, well-being, and overall productivity. from the above table 4.1 explains the employee opinion of working arrangements measurement practices followed by the organisation.

Table 4.1 explains the employee opinion of working arrangements measurement practices followed by the organisation

s.no	opinion	respondents	percentage
1	strongly disagree	16	13
2	disagree	14	12
3	neutral	18	15
4	agree	50	42

5	strongly agree	22	18
	total	120	100

Graph.4.1: Graphical Representation of opinion respondents working arrangements regarding measurement practices followed by the organisation.



INTERPRETATION: From the above graph.4.1 reveals that out of 120 samples respondents the majority 50(42%) of the respondents are agree regarding working arrangement measurement practices followed by the organisation. Followed 22(18%) respondents are strongly agree 16(13%) of the respondents are strongly disagree followed by the working condition measurement practices followed by the organisation. Followed 18(15%) of the respondents have shown the neutral tendency regarding working arrangement measurement practices followed by the organisation.

Conclusion: It is witnessed from the analysis that the majority 60% respondents are agree regarding working arrangement measurement practices followed by the organisation.

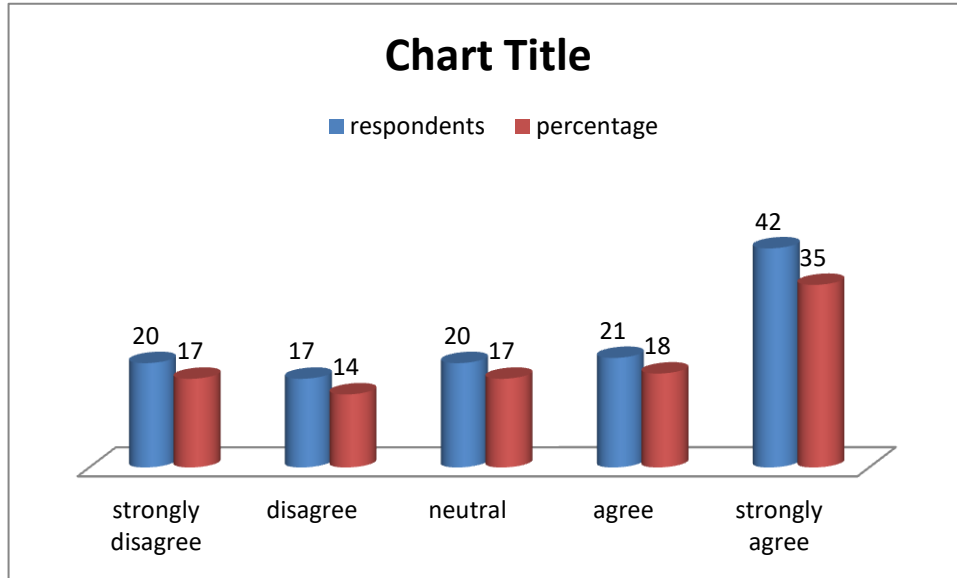
3. Company Provides clear information about the Workmen's Compensation Act and the process for filing claims in case of work-related injuries or accidents.

Workmen's Compensation Act: The Workmen's Compensation Act provides a crucial safety net for employees who suffer work-related injuries or illnesses. It ensures that workers are entitled to compensation for medical expenses, lost wages, and rehabilitation services resulting from such incidents. The Act outlines the responsibilities of employers to provide a safe working environment and to carry insurance coverage for potential workplace accidents. From the above table 4.1 explains the employee opinion of workmen's compensation act measurement practices followed by the organisation.

Table 4.1 explains the employee opinion of workmen's compensation act measurement practices followed by the organisation.

s.no	opinion	respondents	percentage
1	strongly disagree	13	11
2	disagree	25	21
3	neutral	19	16
4	agree	50	42
5	strongly agree	13	11
	total	120	100

Graph.4.1: Graphical Representation of opinion respondent's workmen's compensation act regarding measurement practices followed by the organisation



Interpretation: From the above graph, 4:1 reveals that out of 120 samples respondents the majority 50 (42%) of the respondents are agree regarding workmen’s compensation act measurement practices followed by organisation. Followed 25 (21%) of the respondents are disagree 19 (16%) have shown the neutral tendency regarding workmen’s compensation act measurement practices followed by the organisation.

Conclusion: It is witness from the analysis that the majority 43% of the respondents are agree regarding workmen’s compensation act followed by the organisation.

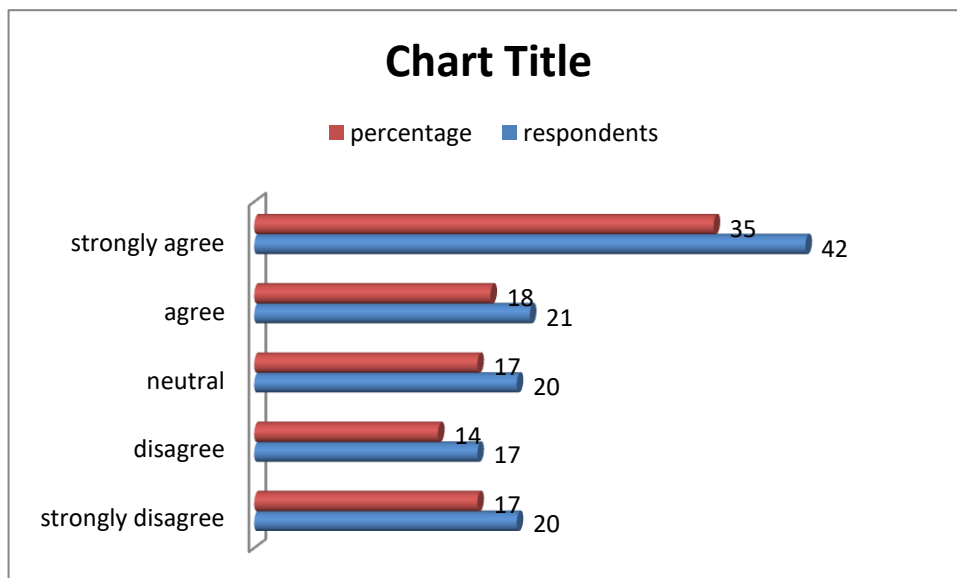
4. The company provides clear and accessible information regarding the Provident Fund scheme, including eligibility criteria and contribution rates.

Provident Fund: The company offers transparent guidance on the Provident Fund scheme, covering eligibility, contribution rates, enrolment procedures, employer contributions, withdrawal options, and the importance of long-term financial planning. From the above table 4.1 explains the employee opinion of provident fund measurement practices followed by the organisation.

Table 4.1 explains the employee opinion of provident fund measurement practices followed by the organisation.

s.no	opinion	respondents	percentage
1	strongly disagree	18	15
2	disagree	17	14
3	neutral	25	21
4	agree	45	38
5	strongly agree	15	13
	total	120	100

Graph.4.1: Graphical Representation of opinion respondent’s provident fund regarding measurement practices followed by the organisation



Interpretation: from the above graph.4:1 reveals that out of 120 samples regarding majority 45(38%) of the respondents are agree regarding provident fund measurement practices followed by the organisation. Followed 15(13%) of the respondents are strongly agree followed 17(14%) of the respondents are disagree followed by the organisation followed 25(21) of the respondents have show the neutral tendency regarding provident fund measurement practices followed by the organisation.

Conclusion: It is witness from the analysis that the majority 51% of the respondents are agree regarding provident fund measurement practices followed by the organisation.

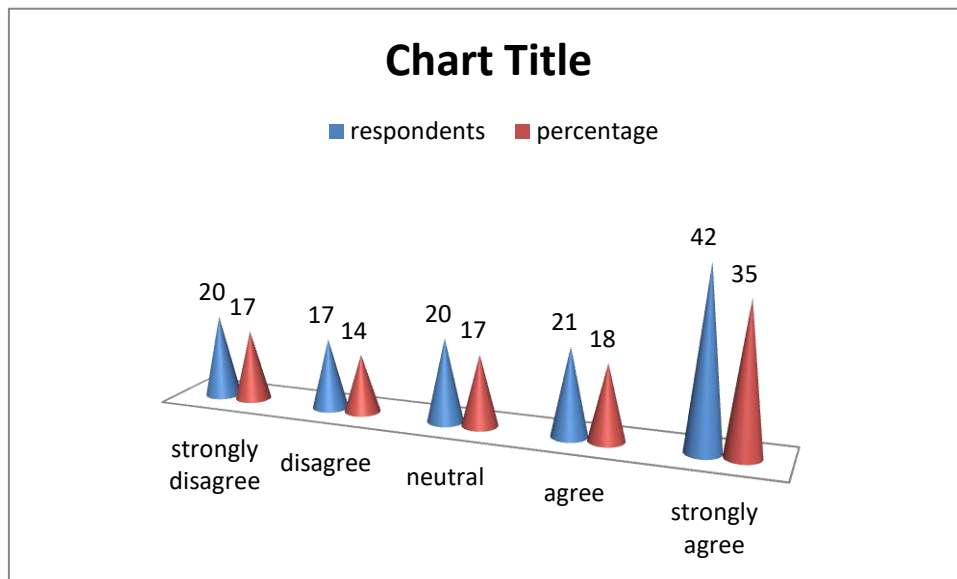
5.The company facilitates easy enrolment and registration for the Employee State Insurance scheme for eligible employees.

Employee State Insurance: The company streamlines the enrolment process for eligible employees, making it effortless to register for the Employee State Insurance (ESI) scheme. Through clear guidance and simplified procedures, employees can easily access the benefits of the ESI scheme without unnecessary complexity. By facilitating seamless enrolment, the company ensures that employees have access to essential healthcare services and financial protection in case of illness, injury, or maternity-related needs. From the above table 4.1 explains the employee opinion of employee state insurance measurement practices followed by the organisation.

Table 4.1 explains the employee opinion of employee sate insurance measurement practices followed by the organisation.

s.no	opinion	respondents	percentage
1	strongly disagree	20	17
2	disagree	17	14
3	neutral	20	17
4	agree	21	18
5	strongly agree	42	35
	total	120	100

Graph.4.1: Graphical Representation of opinion respondent employee sate insurance regarding measurement practices followed by the organisation



Interpretation: from the above graph 4:1 reveals that out of 120 sample regarding majority 42(35%) of the respondents are strongly agree regarding employee sate insurance followed by the organisation. followed 21(18%) of the respondents are agree followed 17(14%) of the respondents are disagree 20(17%) of the respondents have shown the neutral tendency regarding employee state insurance followed by the organisation.

Conclusion: It is witness from the analysis that the majority 53% of the respondents are agree regarding employee state insurance followed by the organisation.

Findings:

1. 44% of the respondents are dissatisfied regarding work place hazards and preventive measurement practices followed by the organisation.
2. 60% respondents are agree regarding working arrangement measurement practices followed by the organisation.
3. 43% of the respondents are agree regarding workmen’s compensation act followed by the organisation.
4. 51% of the respondents are agree regarding provident fund measurement practices followed by the organisation.
5. 53% of the respondents are agree regarding employee state insurance followed by the organisation.

SUGESIONS:

- It is preferable to give their children access to educational facilities.
- Most employees are happy with their superiors' cooperation, but some still require development.
- Over time, there may be rewards for working extra hours.
- It might be necessary for supervisors and employees to work along better.
- For employee convenience, the organization might need to allocate appropriate timing and schedule.

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CONCLUSION:

Employees are the key to the success and expansion of every firm. Even with abundant capital, materials, infrastructure, machinery, and technological resources, an organization cannot prosper if its workforce is of poor quality. In any firm, the welfare of its employees is crucial. Additionally, the organization's welfare programs have an impact on the caliber and output of its workforce.