

**THE STUDY OF WELFARE AND WORKING CONDITIONS AT AUTOLINE****INDUSTRIES LTD, PUNE (CHAKAN PLANT II)**

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Abstract

Welfare facility & working condition is burning topic every organization; therefore to develop my skills and gain knowledge about Welfare facility & working condition, I undertook a research on "the Study of Welfare facilities & working conditions" at Auto line Industries Ltd Pune. (Plant II) for the period of June & July 2014. As one knows that this is the important topic from both i.e. Employee & Employer point of view. Research duration was 2 months, Research title "The study of Welfare facilities & working conditions," done at the Auto line Industries. Primary objective set for this is the study of welfare facilities & working conditions provided by Auto line industries (Plant II) to their Employees. Research is carried out, Methods of data collection is Primary & Secondary like taking feedback through Questionnaire, reading the company manual, website etc. Research type is the Descriptive method, sample size 50, data analyzed & presented in a Pie Chart & observation & findings are drawn from these only, suggested the new techniques/ methods to improve the welfare satisfaction level among the employees.

Keywords: *Welfare, Variables, unhygienic, questionnaire, objectives.*



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Introduction

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

Social welfare is primarily concerned with the solution of various problems of the weaker solution of society like prevention of destitution & poverty. It aims at social development by

such means as social legislation, social reform, social services, social work & social action. Labour welfare is part of social welfare, conceptually & operationally. It covers a broad field & cognates a state of well-being, happiness, satisfaction, conservation & development of human resources.

Importance of welfare work:

a. Development of industrial peace:

The usefulness of welfare work cannot be overemphasized welfare activities influence the sentiment of the workers. When the workers feel that the employers the state are interested in their happiness. Their tendency to grouse & grumly will steadily disappear. The development of such a feeling paves the way for industrial peace.

b. Tacking any Reckless Action:

The provision of the various welfare measures such as a good housing, medical, canteens an sickness benefits etc. makes them realize that they have also some state in the undertaking in which are engaged and so they think thrice before taking any reckless action which might prejudice the interest of the undertaking.

c. Avoid industrial Disputes:

Welfare measures indirectly increase the real income of the worker. If the worker go on strike they will be deprived of all these facilities. Hence they try to avoid industrial disputes.

Objectives:

1. Know & understand the welfare facilities & working conditions.
2. To study the welfare management system & its impact on industrial relation.
3. To find out the opinion of employees towards welfare facilities provided by company.
4. To recommend welfare programme to be carried out by company.

Scope of the study:

The scope of the study is restricted to the study of labour welfare facilities, safety, and health provision provided by the organization.

The study of Welfare facility and working condition provided by the Autoline Industries Ltd. The workers are supposed to be golden asset or human wealth of the organization keeping the labour happy and satisfied is the prime responsibility of the management and through the present study emphasis is given on how we can keep labour satisfied make them contribute to betterment of the organization. Labour welfare measures can establish an atmosphere of cordial and good relationship between the employer & employees. Facilities like sports entertainment bring the worker together & create a healthy environment. Labor welfare

contributes to the productivity of labor & efficiency of the enterprise. Education facilities sports, entertainment reduces the stress & medical facilities free worries of workers.

It is needless to say that the organization objectives are to make profits to grow & all times to meet certain social goals. The organizational effectiveness depends upon the growth of the employees.

Research methodology:

Methodology is a way to solve systematically the research problem. It may be understand as a since of studying how research is done scientifically. The methodology adopted by the study of Welfare facilities and working condition is done scientifically. In order to achieve the above set of objectives, two types of data was needed.

Types of research methods

The basic types of research are as follows

- 1. Descriptive research:** Descriptive research includes surveys and fact finding enquiries of different kind. The major purpose of descriptive research is description of the state of affairs as it exists at presents. The main characteristic of this method is that the researcher has no control over the variables can only report what has happened or what is happening.
- 2. Analytical research:** In analytical research the researcher has to use facts or information already available, and analyze these to make a critical evaluation of the material.
- 3. Applied research:** Applied research aims at finding a solution for an immediate problem facing a society or an industrial/business organization.
- 4. Fundamental research:** Fundamental research is mainly concerned with generalization and with the formulation of the theory.
- 5. Quantitative research:** Quantitative research is based on the measurement of quantity or amount. It is applicable to the phenomena that can be expressed in terms of quantity.
- 6. Qualitative research:** Qualitative research is concerned with qualitative phenomena i.e. phenomena relating to or involving quality or kind.
- 7. Conceptual research:** Conceptual research is that related to some abstract ideas or theory. It is generally used by philosophers and thinkers to develop new concept or to reinterpret existing one.
- 8. Empirical research:** Empirical research lies on experience or observation alone, often without due regard for system and theory. It is data based research, coming up with conclusions which are of capable of being verified by observation or experiment. We can also call it is as experimental type of research.

9. Historical research: Historical research is that which utilize the historical sources like documents, data. In this research Descriptive research methodology is used.

Types of data

a. Primary Data: Primary data IS the data which is original in nature collected for the time for the specific purpose. It was collected through questionnaire and the researcher makes use of schedules and observations method.

b. Secondary Data: Secondary data IS the data which already exist and has been collected by someone else for some other purpose but is useful for the present study.

1. For theoretical background they should refer specific books of Human Resource Management.
2. For information related to the history of the organization. It has made use of the company's booklet, annual reports, newspaper & magazines.

Techniques for data collection:

1. Interview
2. Questionnaires
3. Observation.

Sampling Method:

The sample is a sub-group of the elements of the population selected for the participation in the study. However population is the aggregate of all the elements, sharing some common set of characteristics, which comprises the universe for the purpose of the defined objective. A total of 50 people were selected for the study. As there was a defined universe, each and every element of the universe had probabilistic chance of being selected for the sample, thus the sampling method used was random sampling.

Sample Size: This refers to the number of items to be selected from the universe to constitute a sample. The size of sample should neither be excessively large, nor too small. It should be optimum. Researcher taken 50 as sample size in it.

Total Population of Organization: - 369

Sample Size: - 50

Analysis of data:

Once the entire data collected the work was edited and the quantities was coded, tabulated, analyzed and interpretation was done with the help of relevant statistical tools. Various tables are used for the interpretation of the data collection.

Observations & findings

- 1. Temperature:** As after interviews of employees, it is found out that maximum number of employees are feeling that actual working temperature is high, in accordance with standard temperature.
- 2. Sanitation:** Sanitation facility of Company is not well so, maximum no. of Employees are not satisfied with the Facilities provided by them at the working place.
- 3. Safety Equipment:** Most of the Employees are dissatisfied with the safety materials provided by the company, as that are not a good quality.
- 4. Drinking Water:** The organization provides Purified water to all Employees but the maximum no. of Employees are not Satisfied with the Facilities because the place of tank is in unhygienic condition.
- 5. Canteen Facilities:** Canteen facilities provided by the Company are not up to mark (means the food quality is not good), hence many Employees are not satisfied with the facility.
- 6. Washing Facility:** Employees are not satisfied with the washing facility they provided because they are not providing Sanitizer, soap to wash the after the work done on machineries.
- 7. First Aid Box:** Employees are not satisfied with the First Aid Box because the availability of box is there but not provided to the shop floor at a required time.
- 8. Ambulance Facility & Medical Scheme:** The majority of workers are satisfied with the Ambulance facility & Medical facilities provided to them. As company got medical policy for all employees working over there & in case of accidental death, all claims regarding employees fund is given to their families.
- 9. Shoes & Uniform:** Most of the Employees are not satisfied with the provided Shoes & uniform quality that are very low quality material.
- 10. Library:** There is no common library for the employees in Auto line industry so employees are dissatisfied with these.

Limitations of the study:-

1. Time had been a constraint for completion of present study and making out a detailed analysis.
2. The present study is limited only to Autoline Industries Ltd. Chakan Plant II, Pune.
3. The employees are scared to quote their name and suggestions.
4. The employees were not willing to give the detailed information, because of their busy work schedule.
5. The information given by Employees is not 100% reliable.

Conclusion

Autoline Industries Limited Company is a leading company. In this organization labour welfare committee provided different welfare facilities to employees. The organization carried out different welfare facilities for the development of the employee it is helpful to increase the organization intellectual and technical assets of the organization.

The labour investigation committees have clear the scope of welfare activities in the most comprehensive manner. The measures for health and safety are absorbed in this company. The environment of company is open which helps to motivate, develop ethical, moral into employees. The H.R. department is concerned with the people in the organization. Due to this the company gains profit also gain sympathy to worker. Finally it needs to be mentioned that it was a great experience working with great company like Autoline Industries Limited for a short time, which was enough to understand the working and understand the people over there. This experience has given an insight into how a manufacturing concern should take care of its employees, how can a company act the best in its employees. Autoline Industries Limited proved them right as they believe in building trust among its employees and its customers all over the world.

Suggestions

1. Company should concentrate on reducing Temperature for that they may use new technology such as Extra fans.
2. Company Should Provide the better Sanitation Facilities to the Employee.
3. Company Should Provide Safety Equipment with a better quality.
4. New Employees should be given detailed information about all the welfare schemes carried out by Organization.
5. Company should provide better quality of food & should keep watch on the food quality.
6. As the company not made any Provision for Employees Rest Room, they should made the Facilities for this ace. To Act.
7. Company should made available the first aid box at shop floor for the employees working over there.
8. Company should make provision of the Sanitizer & soaps for washing hands.

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Website:

- Web site of company- www.autolineind.com --- For Company Profile
- www.google.com --- For literature review
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