

Employee Welfare Measures in ACC Limited

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Employee welfare measures are one of the key inputs to bring about the desired level of employee satisfaction, motivation and productivity in the organization. The basic objective of welfare measures is to ensure the physical and mental well-being of the employee. An organization must view employee welfare measures as an investment rather than an expense. This is because the profitability of an organization is directly linked to the productivity of its workforce. In turn, the employees' productivity is decided to a considerable extent by the motivational environment created by the employee welfare measures undertaken by the organization.

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

The researcher has tried to attempt in understanding the different facilities of Employee Welfare facilities adopted by ACC Ltd, Wadi. The researcher has tried to find whether the employees are satisfied with the facilities and tried to measure the employees' satisfaction level with the Employee Welfare facilities of ACC Ltd.

Objectives of the Study

1. To study and understand the employee welfare activities at ACC Cement unit
2. To know the welfare activities implemented in ACC Cement
3. To understand the employees performance on work after providing all the Necessary welfare facilities
4. To understand the expectations of the employees from the top Management
5. To find the awareness of welfare facilities to the employees.

RESEARCH METHODOLOGY

The data is collected from two sources. They are namely

- a) Primary Source
- b) Secondary Source
- a) **Primary Data Source**

The data was collected from the employees of the various department to whom Employee Welfare were given by ACC Ltd.Wadi. The data is collected through questionnaires on regarding various aspects of Employee Welfare in ACC Ltd.

- b) **Secondary Data Source**

The secondary data source is through various sources.Viz,

1. Various Journal
2. Report of training department
3. Text books
4. Internet (web sites)

DATA ANALYSIS

Table1: Showing the rate of working environment in the organization

Opinion	No of respondents	Percentage (%)
Highly satisfied	20	40
Satisfactory	10	20
Average	15	30
Dissatisfactory	05	10
Highly satisfactory	00	00
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that working environment in the organization 40 percent said high satisfied, 20 percent said satisfactory, 30 percent said average and 10 percent said dissatisfactory.

Table2: Showing the rate of medical benefits provided by the organization for the employees & their families

Opinion	No of respondents	Percentage (%)
Highly satisfied	15	30
Satisfactory	10	20
Average	08	16
Dissatisfactory	12	24
Highly satisfactory	05	10
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that medical benefits provided by the organization for the employees and their family 30 percent respondents said highly satisfied, 20 percent said satisfactory, 16 percent said average, 24 percent said dissatisfactory and remaining 10 percent said highly satisfactory.

Table3: Showing the rate of working hours of the organization

Opinion	No of respondents	Percentage (%)
Highly satisfied	16	32
Satisfactory	14	28
Average	08	16
Dissatisfactory	08	16
Highly satisfactory	04	08
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that working hours of the organization is 32 percent respondents are highly satisfied, 28 percent are satisfactory, 16 percent both average and dissatisfactory and remaining 8 percent are highly satisfactory.

Table4: Showing the first aid services in the organization

Options	No of respondents	Percentage (%)
Good	30	60
Need some improvement	10	20
Satisfied	10	20
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that first aid services in the organization is good said by 60 percent respondents and 20 percent respondents said need some improvement and some are satisfied.

Table5: Showing the recreational facilities provided by the organization

Option	No of respondents	Percentage (%)
Excellent	20	40
Good	15	30
Satisfactory	10	20
Need for improvement	05	10
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 40 percent said excellent, 30 said good, 20 percent said satisfactory and remaining 10 percent said need for improvement.

Table6: Showing the communication with the supervisor

Option	No .of respondents	Percentage (%)
Very good	25	50
Good	15	30
Satisfactory	05	10
Not bad	05	10
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 50 percent respondents said very good, 30 percent said good, 10 percent said satisfactory and remaining 10 percent said not bad.

Table7: Showing how the welfare activities are playing role in the organization

Option	No of respondents	Percentage (%)
Excellent	25	50
Very good	10	20
Good	15	30
Not bad	00	00
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 50 percent respondents said excellent and 20 percent said very good 30 percent said good.

Table8: Showing whether the employees are satisfied with housekeeping facilities

Option	No. of respondents	Percentage (%)
Very good	25	50
Good	15	30
Satisfactory	05	10
Not bad	05	10
TOTAL	50	100

Source: Field Survey

Interpretation:

From the above table it is found that 50 percent respondents said very good 30 percent said good, 10 percent said both satisfactory and 10 percent said not bad.

Table9: Showing whether training helps to improve the knowledge and skills

Opinion	No. of respondents	Percentage (%)
Yes	30	60
No	20	40
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is observed that 60% of the respondents have helped to improve the knowledge and skills in the organization and 40% of respondents haven't improved their performance.

Table10: Showing respondents satisfaction level with the behavior of top management

Options	No. of respondents	Percentage (%)
Yes	30	60
No	20	40
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 60 percent said yes and remaining 40 percent said no.

Table11: Showing whether the organization conducting award sport activity or not

Option	No. of respondents	Percentage (%)
Yes	40	80
No	10	20
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 80 percent respondents said yes and remaining 20 percent said no.

Table12: Showing respondents satisfaction level of welfare benefits available in the organization

Opinion	No. of respondents	Percentage (%)
Fully satisfied	30	60
Satisfied	10	20
Can't say	5	10
Unsatisfied	5	10
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 60 percent said fully satisfied, 20 percent said satisfied, 10 percent said can't say and remaining 10 percent said unsatisfied.

Table13: Showing response of employees with regard to awareness of employee welfare policies

Option	No of respondents	Percentage (%)
Yes	40	80
No	10	20
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 80 percent respondents said yes and remaining 20 percent said no.

Table14: Showing response of employees with regard to awareness of employee welfare policies

Option	No of respondents	Percentage (%)
Yes	40	80
No	10	20
TOTAL	50	100

Source: Field Survey

Interpretation

From the above table it is found that 80 percent respondents said yes and remaining 20 percent said no.

Findings

- The management adopts constructive approach towards welfare schemes.
- Most of the employees are satisfied with the facilities given by the Bank under the employee's state insurance act 1948.
- The welfare schemes are provided to everyone in the organization irrespective of their designations.
- Most of the employees are satisfied with the monetary benefits.
- 80% of the respondents feel satisfied with the hygienic conditions in the canteen.
- Almost all the respondents are of the opinion that accident occur due to working conditions other reasons are works pressure & personal problems.
- Training is imparted on better work profit from the employees.
- 90% of the respondents agree that the working conditions are safe.
- Most of the employees satisfied with the leaves provided by the organization.
- Maximum number of employees is satisfied with salary advance/loans provided by the organization.

Suggestions

Management shall take the ideas of employees before making changes in safety policies & also consider their opinion before installing new operations in bank like E- Banking adopting new soft fares to their services to customers.

- Management shall give practical training to the employees.
- Appraising the employee's attitude based on their services or talent.
- Providing hygiene facilities in every place of the organization especially in well infrastructure facilities to their employees.
- Management should form a safety committee in the organization. The size of the committee depends on the size of the organization, & generally includes one or more persons among employees.
- The management should provide ensure that every employee should get training in his/her field of activity so that is efficiency in the performance.
- Providing non monetary rewards like promotion, increasing wages /salary increasing their responsibilities etc.
- The HRD unit must strive to increase the efficiency of the employees & by providing the facilities they actually need.
- The organization must provide mainly in the area of monetary welfare measures.

CONCLUSION

To conclude, I can say that the employees of the ACC, Wadi are satisfied with most of the welfare measures provided by the organization, but still have some grievance. Further employee benefits & welfare measures must be implemented effectively in order to increase the morality & motivation of the employees. This would also help the employees to be loyal & get committed to the organization