

A STUDY ON WELFARE PROVIDED TO EMPLOYEES RAIL WHEEL FACTORY BANGALORE

Dr Ajatashatru Samal¹, Prasanna HN², Nishitha N³

¹Associate Professor, Head of The Department Of MBA, Sri Venkateshwara College of Engineering India.

²Assistant Professor Department Of MBA, Sri Venkateshwara College of Engineering India.

³Final Year PG MBA Student, Dept Of MBA, Sri Venkateshwara College of Engineering India.

ABSTRACT

The employer is required by law to provide certain benefits to employees in addition to earnings or salaries, and these benefits can be both statutory and non-statutory in nature. By indirectly lessening the strain on their finances, it enhances the standard of living for workers. Reasonable amenities for the employee's basic needs should be provided at work. The employee wellness programs offered by the rail wheel manufacturer have been the subject of the current study's endeavor to examine them. Plans for retirement, education for their children, insurance, etc. should all benefit them. The policies help to a larger extent to combat social ills that are common among employees, such as substance misuse. It is possible to draw the conclusion that while the company's employee wellness facilities are satisfactory, there is still room for development. in order to improve productivity, effectiveness, and efficiency in order to achieve organizational goals.

Keywords: Employee, Employee welfare, Employee satisfaction

1. INTRODUCTION

About 55% of the wheels and axles that Indian Railways needed were imported up until the early 1980s. Only the Durgapur Steel Plant and Tata Iron & Steel Company have indigenous capacity. Technically, the TISCO plant was unable to satisfy the shifting demands for wheels and axles for the new designs of rolling stock, therefore production was halted. Indian Railways' needs could only be partially satisfied by DSP. Indian Railways' needs could only be partially satisfied by DSP. Due to rising global market prices, import costs were considerable. The financing of imports, supply disruptions, and the constrained availability of foreign cash had a negative impact on the production of wagons and the upkeep of rolling stock. The financing of imports, supply disruptions, and the constrained availability of foreign cash had a negative impact on the production of wagons and the upkeep of rolling stock. In light of this, the Railway Ministry decided to establish a new, specialized Production Unit in the early 1970s to produce wheels and axles for rolling stock instead of importing them. The financing of imports, supply disruptions, and the constrained availability of foreign cash had a negative impact on the production of wagons and the upkeep of rolling stock. In light of this, the Railway Ministry decided to establish a new, specialized Production Unit in the early 1970s to produce wheels and axles for rolling stock instead of importing them. The ultimate goal was to completely meet Indian Railways' requirements for standard wheels and axles so that their importation could be discontinued by DSP and the Rail wheel Factory (RWF, previously Wheel and Axle Plant). The most recent equipment and technology that is globally accessible, the potential for collaboration, and the need for foreign exchange have all been thoroughly studied. Based on this research, IR decided to adopt the cast wheel technology created by M/S Griffin Wheel CO., USA for the production of wheels when the Rail Wheel Factory project was formed in the middle of the 1970s. While European Railways employ forged wheels, American Railways have been using cast wheels for freight operations. The adoption of cast wheel technology was determined to be more appropriate due to the plant's increased productivity and reduced production costs when compared to forged wheels.

2. STATEMENT OF THE PROBLEM

The conditions and surroundings in which employees must work have a direct impact on their productivity. Even the most sincere employee will not be able to give his or her best effort if they are not comfortable in their surroundings. However, when an employee is at ease at work and concerned about the welfare of the community, productivity is sure to rise. The development of workers' morale and, as a result, their productivity and cost-cutting will be greatly aided by the provision of suitable welfare facilities. To do this, management makes use of worker welfare policies.

3. SCOPE OF THE STUDY

For the objective of satisfying and motivating them, it is vital to provide improved working circumstances, including proper lighting, temperature management, noise control, and a generally pleasant working environment. By taking into account the precise deficiencies of the welfare measures that can be detected and appropriate recommendations can be

made, the study's scope is broad. Assess the efficiency of the employee welfare program implemented by Bangalore's Rail Wheel Factory in this study.

1. The way that employees feel about the welfare plan that has been offered to them.
2. The effect of welfare policies on absenteeism among employees.

4. LITERATURE REVIEWS

Suratkumari, M., and RS Bindu rani's 2013 study on labour welfare issues in the sugar industry and organizational employee welfare was published. The investigation was carried out using data obtained directly from the sugar factories in eastern Uttar Pradesh. The investigation came to the conclusion that the working conditions at sugar mills in the eastern region of Uttar Pradesh were not very satisfactory, especially in terms of safety and employee welfare amenities.

Chandra Sekhar Patro's 2017 report on the contribution of an employee to the business's industrial output is substantial. Therefore, the corporation should promote employee cooperation in order to increase output and improve revenues. Benefits offered to employees are an important source of security and money. According to Simpson (2017), Employee contentment affects an employee's health, but it also affects a company's productivity. If the staff members are happy, the company will have competent, effective workers. If employees like their occupations, they won't have any trouble working. On the other side, employees who detest their work would stop at nothing to avoid doing it. Unhappy employees waste a lot of time and productive work hours by complaining, taking extended lunches and breaks, leaving early, arriving late, and putting off projects to avoid doing them or getting more work.

Rajkumar, B. (2017), made a deliberate effort to list the current labor welfare and social security policies in Chennai's IT sector. The study found that welfare amenities help to motivate and engage employees. The majority of welfare amenities motivated employees, assuring their enjoyment and boosting output. Manzini and Gwandure (2018) did study on how many companies use the idea of employee welfare as a tactic to boost staff productivity. This is especially true in the mobility industry, where issues at work may have a negative impact on employees' performance and quality of life. It is recommended that welfare services can be used to protect the labor force by guaranteeing acceptable living and working conditions and lowering the risk to the lives of employees and their families.

5. STUDY OBJECTIVES

- To comprehend the many employee welfare initiatives implemented at the Rail wheel manufacture
- To determine the degree of satisfaction with various welfare initiatives among RWF employees.
- To determine the degree of employee awareness of both statutory and non-statutory welfare initiatives.
- To make suggestions for corrective and enhancement measures to enhance employee welfare at RWF.

6. DATA ANALYSIS AND INTERPRETATION

Table 1: Gender of the employees

SL NO	GENDER	FREQUENCY	PERCENTAGE
1	MALE	30	60
2	FEMALE	20	40
TOTAL		50	100

ANALYSIS: According to the results of the preceding analysis, 60 percentage of the population is male, while 40 percentage is female.

Table 2: Work Experience of the employees

Total Work Experience	Frequency	Percent
Less than a year	8	16
1-3 years	26	52
3-5 Years	8	16
More than 5 Years	8	16
Total	50	100

ANALYSIS: From the analysis we can analyze that 16 percentage of employees having experience less than a year, 52 percentage of employees having experience of 1 to 3 years and 16 percent of the employees having 3 to 5 years, whereas 16 percent of the employees having more than 5 years of experience.

Table 3: Showing the opinion of the respondents with regard to the organization commitment in promoting employee welfare measures.

	Frequency	Percentange
Strongly agree	03	36
Agree	31	62
Neutral	11	22
Disagree	04	08
Strongly disagree	01	02
Total	50	100

ANALYSIS: Regarding the organization's commitment to implementing employee welfare measures, opinion responders are included in the mentioned table and graph. Sixty-two percent of respondents agree, six percent totally agree, while twenty-two percent are undecided.

7. FINDININGS

To understand the various employee welfare measures undertaken at RWF.

RWF follows various welfare measures. The statutory Measures are facilities for canteen, first aid appliances, shelters, rest rooms, storing and Non-Statutory measures are educational facilities, housing facilities, accident benefits, Hospitalization scheme, and transport facilities.

To find out the level of satisfaction among employees at RWF w, r,t various welfare measures.

- Majority of respondents (76%) are satisfied with the hospitalization scheme and medical benefits provided to them by the organization.
- Majority of respondents (80%) are highly satisfied with transport facility given.
- All the employees are satisfied with work place environment of organization.
- Few respondents (16%) are not satisfied with retirement benefits.
- Most of respondents (98%) are highly satisfied with drinking water facility.
- Majority of respondents (54%) are not satisfied with the quality of the uniform provided to the employees.
- Respondents are partially satisfied with shelter, restroom and lunch rooms facilities provided to them.
- Respondents (100%) are highly satisfied with the prevailing shift hours.
- Respondents are partially satisfied about the quality of the food served in the canteen.

To understand the extent of awareness among employees w.r.t various statutory and non-statutory welfare measures.

- Majority of respondents (84%) known about various welfare measures adopted in organization.
- Most of respondents (90%) are aware of what are statutory and Non- statutory welfare measures.
- Majority of respondents (92%) are aware of the first-aid box facility & its effective utilization.
- Majority of respondents (96%) known that in an organization health & safety of the employees play a main key role.
- Majority of respondents (58%) are aware of the presence of welfare officer.
- Majority of respondents (64%) says that organization is committed in promoting employee welfare measures.

8. SUGGESTIONS

An informational session should be conducted to educate the employee with respect to employee welfare measures.

The canteen food taste needs to be improved.

Employee morale needs to be improved. Though the employees are satisfied with the cleanliness, lighting and ventilation facilities of the work spot. The working condition w.r.t cleanliness, lighting & ventilation can still be improved. This increases the employee efficiency.

Toilet facilities and cleanliness have to be improved.

Management should motivate employees to perform their work.

Employee participation should be considered in decision making of employee welfare measures. In-house training

should be conducted at regular intervals to improve their job skills. Quality of the uniform should be improved. Management should support and encourage the employees for the work done. Effectiveness and efficiency should be increased for each welfare measure according to organization.

When changes/modifications are done to welfare measures, management should take into account employee needs and frame effective measures.

9. CONCLUSION

The study entitled A Study On Employee Welfare Measures provided to employees in Rail Wheel Factory, Bangalore, and Karnataka. Aims to find out the employees awareness and satisfaction level with respect to the various welfare schemes, working condition and social security schemes provided by the company.

The management required to provide good facilities to all employees in such way that employees become satisfied about employee welfare facilities. Where it leads to improve favorable effects of profitability and products of the organization. At last it can be conclude that the employee welfare facilities provided by the company to employee are satisfied and it is commendable, but still of scope is there for further improvement.

Suggestion and recommendation are also included in the project. It is concluded that this project will be very much helpful to the management to impart better welfare measures, working condition and security schemes to the employees.

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