



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A STUDY ON EMPLOYEE WELFARE WITH REFERENCE TO BHARATHI CEMENT PRIVATE LIMITED, KADAPA

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ABSTRACT:

Employee welfare plays a crucial role in enhancing organizational performance and fostering a positive work environment. This study explores various aspects of employee welfare measures in BHARATHI CEMENT COOPERATION PVT,LTD Focusing on factors such as safety appliances, medical facilities, first aid facilities., canteen facilities and education for employee's children. The research methodology involved both primary and secondary data collection with sample of 120 respondents using simple random sample techniques, data analysis revealed high satisfaction rates among employees for housing facilities, transport facilities. These study concludes that Bharathi Cement cooperation pvt,ltd. Demonstrates a strong commitment to employee welfare, with room for enhancements identified to further elevate employee satisfaction and organisational performance.

INTRODUCTION:

One of the most important factor in HUMAN RESOURCE MANGAEMNT is EMPLOYEE WELFARE. In employee welfare services and benefits are plays a important role to well being of employee in the organisations. Welfare means faring or doing well. After employees have been hired, trained and remunerated, they need to be retained and maintained to serve the organization better, welfare facilities are designed to take care of the well-being of the employees-they do not generally result in any monetary benefits to the employees alone, Governmental and non-Governmental agencies, and trade unions too, contribute towards employee welfare. An organization is a human grouping in which work is done for the attainment of some specific goals (or) missions. In order to attain these goals, the organization has to assimilate and co-ordinate its resources men, materials, machinery and information are the sources available to the organization. Human resources of the organization play a pivotal role in determining its effectiveness because most problems that occur in organizational settings are human and social rather than physical, technical (or) economic.

COMPANY PROFILE:

Bharathi Cement Corporation Limited (BCCPL) is a subsidiary of Vicat Group. The Vicat Group manufactures Cement, Ready-Mixed Concrete, Concrete Product (Precast) and Aggregates. In 1817 Louis Vicat discovered artificial cement. His son, Joseph, created Vicat Company in 1853. The Group continues expanding under the President Jacques



Merceron-Vicat and is present in 13 countries (France, US, Turkey, Senegal, Switzerland, Egypt, Italy, Mali, Kazakhstan, Mauritania and India). The Vicat Group has 6,700 employees and generates sales of Euros 2 billion. Bharathi was founded by the promoters of Sakshi Telugu Daily & Sakshi TV, under the chairmanship of Smt. Y.S. Bharathi Reddy and managing director Markus Oberle from Vicat. And senior professionals with vast experience in Power, Cement, Infrastructure, Ready-Mixed Concrete, Aggregates and Waste Management.

REVIEW OF LITERATURE:

Reenu :- Described that the retail stores at Udaipur, Rajasthan are providing intramural & extra mural facilities. Even they are providing several amenities that may improve health & leaving standards employees. Researcher also suggested retail stores should provide transportation facilities, different sport activities, accommodation facilities or allowances, sponsor for the higher education to deserving candidate.

Shrinivas K T :- conducted research work at BOSCH Ltd. Bangalore division on 100 employees. Researcher concluded that employee welfare facilities are satisfied such as canteen facilities, transport & parking, uniform & safety shoes etc. but employees are dissatisfied with medical & first aid due to improper maintenance of medicine & less no. physicians, rest rooms & recreational facilities are poor due to lack of maintenance.

Sinha :- revealed by his research work that the overall employees of KRIBHCO, Surat, Gujarat state. Were satisfied with their organization but the satisfaction level of employees differs significantly as per the salary. Researcher also concluded regarding training opportunities & job rotation between different age groups & gender groups that no significant difference of satisfaction level.

Satyanarayana M. :- Revealed that overall satisfaction level of KCP Ltd. Employees at Macherla, Andhra Pradesh is satisfactory. However, researcher suggested some measures for further improvement that are productivity – linked annual bonus subsidized food in canteen, four pairs of uniforms & increase the quantity of provisions in the co-operative stores. Such measures will enrich the employee's standard of living & satisfaction level.

OBJECTIVES OF THE STUDY:-

- To study the welfare facilities provided by the company to the Employees.
- To know the employee's opinion about the present welfare facilities.
- To study about employee work life and working atmosphere in the organization.
- To provide better life and health to the workers.
- To study satisfaction level of the employee about the welfare facilities.

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 Bharathi cement corporation Ltd. at Kamalapuram, largely covering employees at middle management level in various departments. The study is carried out over a span of One month.

LIMITATIONS:

Any project of this type done with many constraints is bound to have limitations. This study also has its own limitations.

- The survey was conducted on limited no. of employees which cannot be generalized for the whole organization.
- The survey has a time limit of (30 days).
- So the respondents will be less and size of the sample will be small.
- Few of them were reluctant to answer the questions.

RESEARCH METHODOLOGY:

Research type: Descriptive research

Research instruments: Questionnaire

Data collection method : Simple random method

Primary data: Questionnaire

Secondary data: Google, Websites

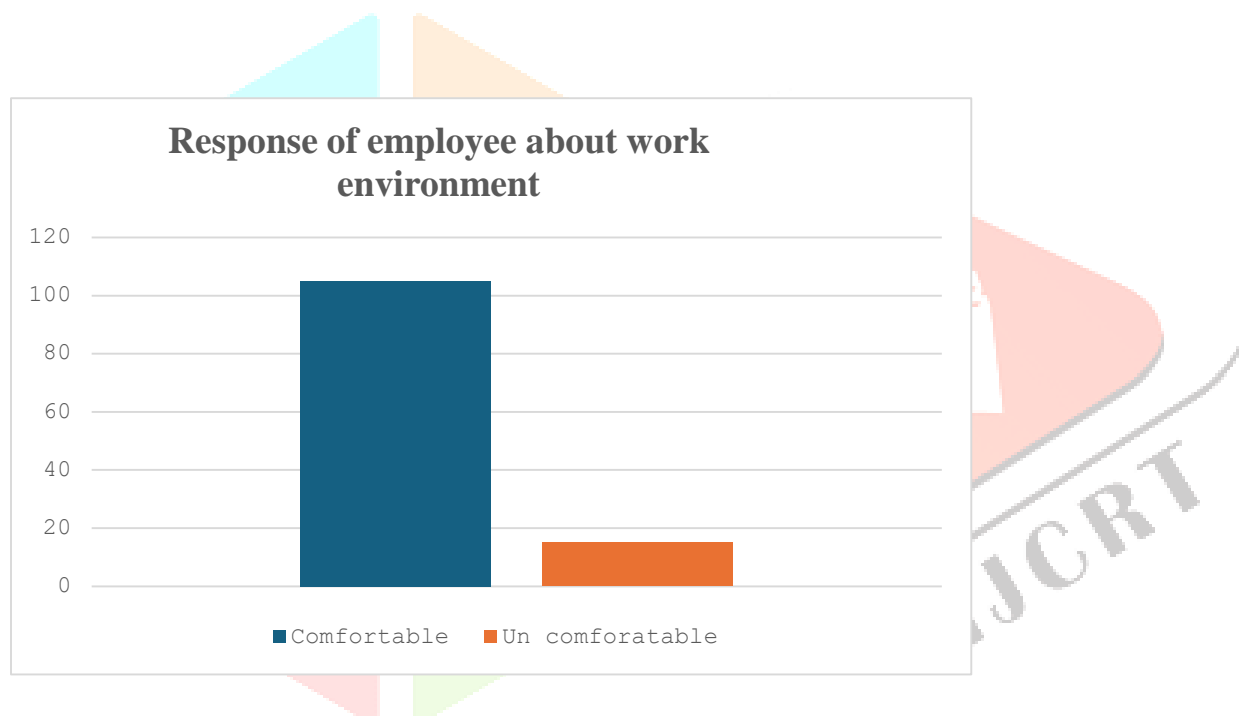
Sample Size: 120

DATA ANALYSIS:

Table No,4.1:

Opinion of employees on work environment

Particular	No. of respondents	Percentage
Comfortable	105	87.50
Un comfortable	15	12.50
Total	120	100

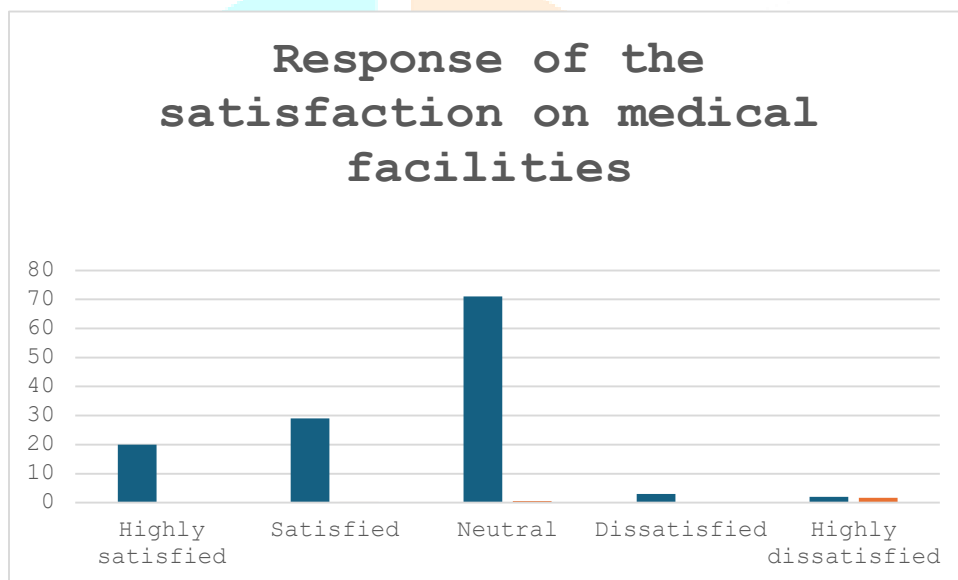
**Interpretation:**

From the above table 87.50% of the employees are comfortable for the work environment in the organisation., and the remaining 12.50% of the employees are feeling uncomfortable. I found that Majority of the employees are feeling comfortable to work environment in the organisation.

Table No,4.2

Response of the employee on medical facilities provided

Particulars	No. of respondents	Percentage
Highly satisfied	20	16.67
Satisfied	29	24.17
Neutral	71	59.17
Dissatisfied	3	2.50
Highly dissatisfied	2	1.67
Total	120	100

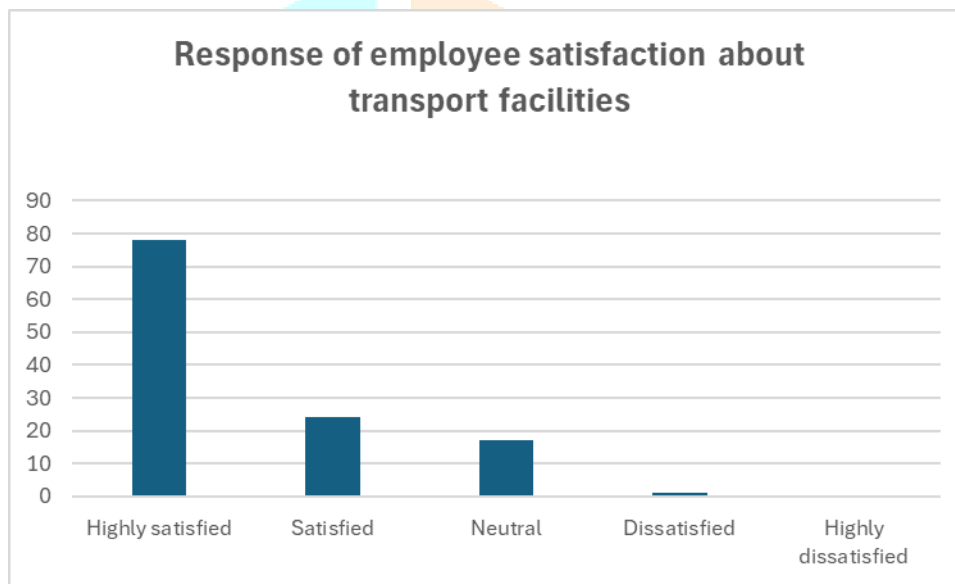
**Interpretation:**

From the above table 4.8, 16.67% of the employees are highly satisfied on medical facilities provided by the organisation, 24.17% of the employees are satisfied, 59.17% of the employees are neutral, 2.50% of the employees are dissatisfied, and 1.67% of the employees are highly dissatisfied. I found that majority of the employees are neutral on medical facilities provided by the organisation.

Table No,4.3:

Opinion of the employees about transport facilities

Particulars	No. of respondents	Percentage
Highly satisfied	78	65.00
Satisfied	24	20.00
Neutral	17	14.17
Dissatisfied	1	0.83
Highly dissatisfied	0	0
Total	120	100

**Interpretation:**

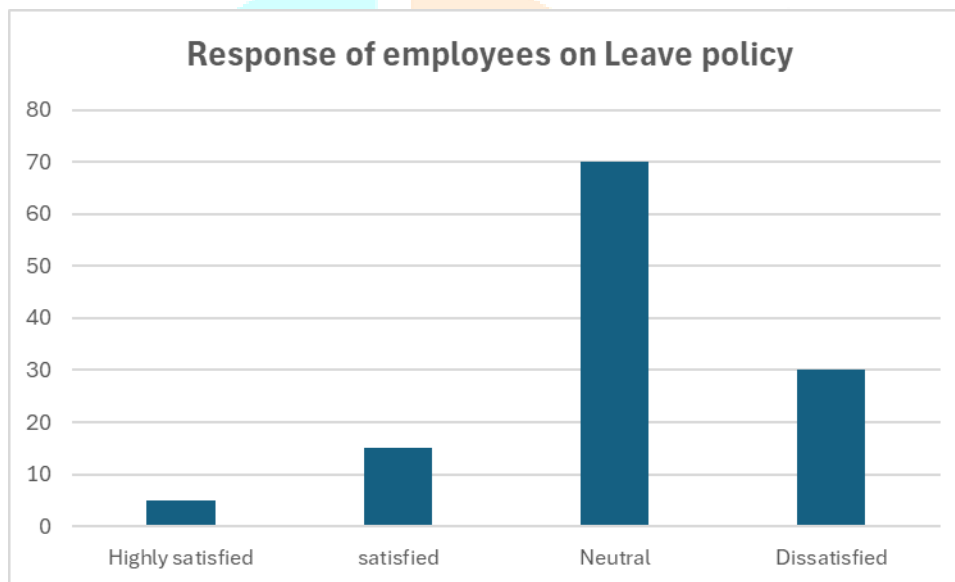
From the above table 4.9, 65.00% of the employees are highly satisfied with transport facilities provided by the organisation, 20.00% of the employees are satisfied, 14.17% of the employees are neutral satisfied, 0.83% of the employees are dissatisfied, and 0% of the employees are highly dissatisfied. Majority of the employees are highly satisfied with the transport facilities provided by the organisation.

Table No,4.4:

Table No.4.10:

Opinion on Leave Policy provided by the organisation

particulars	No. of respondents	Percentage
Highly satisfied	5	4.17
Satisfied	15	12.50
Neutral	70	58.33
Dissatisfied	30	25.00
Total	120	100



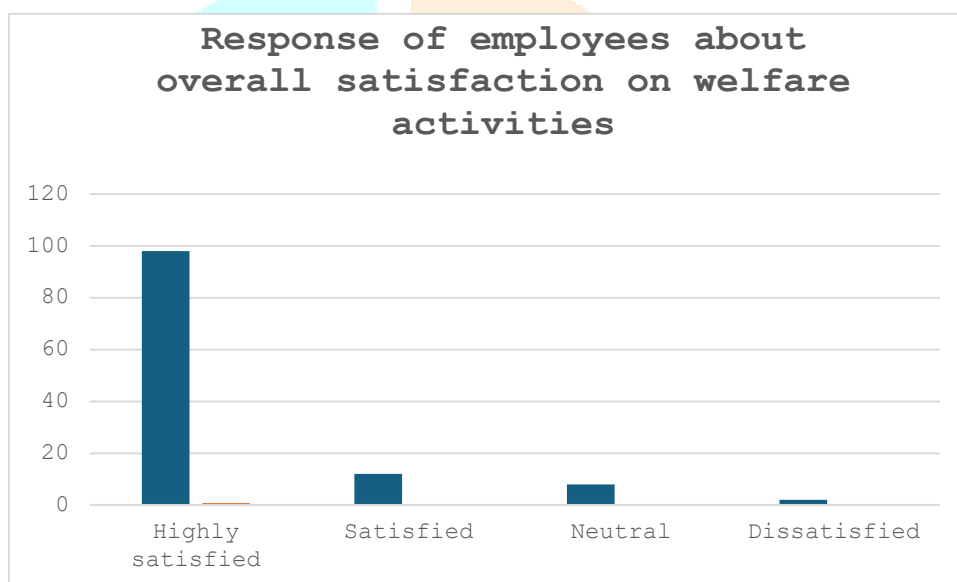
Interpretation:

From the table 4.10, 4.17 % of the employees are highly satisfied with the leave policy provided by the organisation, 12.50% of the employees are satisfied, 58.33% of the employees are neutral, and 25.00% of the employees are dissatisfied. I found that Majority of the employees are neutral with the Leave policy provided by the organisation.

Table No,4.5:

Rate the overall satisfaction with employee welfare activities of the organisation

Particulars	No. of respondents	Percentage
Highly satisfied	98	81.67
Satisfied	12	10.00
Neutral	8	6.67
Dissatisfied	2	1.67
Total	120	100

**Interpretation:**

From above table 4.18 81.67% of the employees are rated highly satisfied with welfare activities provided by the organisation, 10.00% of the employees are rated satisfied, 6.67% of the employees are rated neutral, 1.67% of the employees are rated highly dissatisfied. I found that majority of the employees are satisfied with welfare activities provided by the organisation.

FINDINGS:

- It is observed that 87.50% of the employees are comfortable with the work environment.
- It is observed that 59.17% of the employees are neutral with medical facilities provided by the organisation.
- It is observed that 65.00% of the employees are highly satisfied with transport facilities provided by the organisation.
- It is observed that 58.33% of the employees are rated neutral on leave policy provided by the organisation.
- It is observed that 81.67% of the employees are rated with highly satisfied with overall satisfaction on welfare facilities provided by the organisation.

CONCLUSION:

- The management needs to improve the canteen facilities by considering the employees views and opinions.
- The management needs to maintain good sanitary facilities for the employees.
- It is suggested that the organization should provide medical facilities for the employees.
- The management should provide leave policy towards the employees

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