

Research Paper



ROLE OF WELFARE MEASURES AND ITS IMPACT ON EMPLOYEE PRODUCTIVITY: AN EMPIRICAL STUDY OF SCCL MINES

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ABSTRACT

The Economic development of a country depends upon the production of commodities and services. The production is the result of five factors including land, labour, capital, organization and entrepreneurship which among “labour” is the active factor for enhancing the quality and quantity of the production. The happiness and efficiency of the labour is the mirror of the wealth of an industry. Here, a thought raised by the researcher gave an initiation to link labour productivity with the welfare measures provided by the organization. The present study acknowledged the role of welfare measures and its impact on employee productivity in Singareni Collieries Company Limited (SCCL). The study concentrated on only internal welfare facilities providing by the company and how they help employees to improve their productivity towards the welfare and growth of their organization.

KEYWORDS: Singareni Collieries Company Limited (SCCL), Welfare Measures, Economic development, Employee Productivity.

INTRODUCTION

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 to 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.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

OBJECTIVES OF THE STUDY

The following objectives are projected to achieve the results through this study.

1. To find out various employee welfare measures provided by the Singareni Collieries Company Limited.
2. To analyze employees satisfaction with regard to internal welfare facilities provided by Singareni Collieries Company Limited.
3. To determine the employees' welfare measures will improve the efficiency of productivity.

“A Satisfied employee can perform well in his job with 100% work commitment which leads to improvement in his productivity”, based on this statement, the researcher wants

to account the satisfaction level of employee with the welfare measures providing by his/her organization.

WELFARE MEASURES @ SCCL

II.2.1 welfare Measures Provided By SCCL:

In this research, it has been found that the SCCL always give first priority to look after the welfare of their employees. Here the researcher shared some of the welfare measures which play a crucial role in reducing employees' occupational stress.

II.2.1. Medical Facilities:

SCCL always cares about the employees' health conditions in and out working conditions of employees. The SCCL maintains eight hospitals along with dispensaries which contain well advanced equipment for treatments along with well experienced specialist doctors and nursing staff. It also conducts health camps for general check up frequently on a periodic basis. SCCL also refers some private hospitals for their employees and their families who are under severe conditions with free treatment. In this context, the employees will always be self assured and self motivated in improving their working efficiency and productivity. And, these medical facilities can act a technique for SCCL to reduce their employees' occupational stress.

II.2.2. Social Security Schemes:

The researcher states that the Social Security Schemes like “Insurance Schemes, Coal Mines Provident Fund Scheme, Coal Mines Pension Scheme-1998, Settlement of Terminal Benefits in respect of Mine Accident Cases, Group

Gratuity Scheme with LIC of India, Ex-Gratia, Matching Grant, Dependant Employment, Sports and Recreational Facilities – are the future assured programs provided by SCCL to their employees which helps them to reduce their workplace stress and improve their efficiency and productivity in working environment.

II.2.3. Welfare Amenities @ SCCL:

SCCL also provide a stress-free working environment by giving proper amenities to their employees which includes insurance schemes, medical aid, supply of essential commodities, sports and recreational facilities, educational facilities, housing, Singareni Seva Samithi etc. These amenities make employees to feel assured better working conditions for both employees and their families which leads to reduce occupational stress.

WHAT IS EMPLOYEE PRODUCTIVITY?

Employee productivity is the amount of goods and services that a worker produces in a given amount of time. It is one of several types of productivity that economists measure. Workforce productivity, often referred to as labor productivity, is a measure for an organization or company, a process, an industry, or a country.

Workforce productivity is to be distinguished from employee productivity which is a measure employed at individual level based on the assumption that the overall productivity can be broken down to increasingly smaller units until, ultimately, to the individual employee, in order be used for example for the purpose of allocating a benefit or sanction based on individual performance (see also: Vitality curve). It is “the ratio of a volume measure of output to a volume measure of input”.

SIGNIFICANCE OF THE STUDY

Employees’ health, safety and welfare activities in India are urgently needed because India is an industrial backward country and the working conditions are not satisfactory in Indian industries. The workers are poor and illiterate. They are generally blamed for being irresponsible and lazy. Employees’ health, safety and welfare activities are necessary for improving their working conditions and their economic and living standards. In modern society, economic development of laborers plays a vital role in production. Hence, by uplifting labour, the economic development of the nation increases markedly which in turn increases the National productivity. In olden days, the employers suppressed the employees’ by paying less salary and extracting more work that too in an unsatisfactory working environment. This has created conflict between the employer and the employee. To safeguard the employees from the ill-treatment of employer, the employee trade unions were formed to solve their genuine problems.

STATEMENT OF THE PROBLEM

Several HR aspects controls an organization and where the employees’ welfare measures is major factor stabbing the employees’ life who are working in the organization. This research study is majorly focused on how the welfare measures’ propels the employees to perk up their work for philanthropic productivity for the organization. For this purpose, the researcher thought of selecting the one of the mining legends in India i.e. SCCL would be a best suitable organization for the research topic because in this organization there were 1000s of employees working in various districts

of Telangana State. The SCCL gives first priority to its employee welfare with several schemes covering 360⁰ of the welfare measures concept. The welfare measures providing by SCCL may encourage employees of both male and female, different age groups, levels of education etc in order to satisfy them in their work and feel secured while working and after working. This sort of satisfaction provides them a large courage and makes them to give optimal commitment levels in giving high productivity. So, as the company is providing all facilities to satisfy its employees to improve their productivity, the researcher wants to prove it experimentally with the help of this empirical research. Thus, the researcher titled this study as “Role of Welfare Measures and its impact on Employee Productivity”.

HYPOTHESES OF THE STUDY

The study is pedestal to the following hypotheses:

- H₀₁: There is no significant difference between demographic variable and internal welfare facilities provided by SCCL.
- H₀₂: There is no significant difference between demographic variable internal welfare facilities provided by SCCL.
- H₀₃: There is no significant difference between demographic variable and productivity of SCCL.

RESEARCH METHODOLOGY

Data Collection Tools:

Here, both the dimensions of data collection i.e. primary and secondary data collections tools have been applied to collect valuable information/data. The *primary data* has been collected with the help of well structured questionnaire to highlights the factors that show major impact on employee productivity with regards to employee welfare measures. For this, all the objectives are pulled off by the collection, analysis and interpretation of primary data. The *Secondary data* was collected from all the available printed sources either in tangible or intangible.

Sampling Design: Proportionate Stratified Random Sampling was selected to choose the respondents in Employees welfare measures towards Employees productivity in Singareni Collieries Company Limited. The sampling procedure involves the selection of sample from each stratum in proportion to the latter’s share in the total employees. 5 percent of each category of employees in SCCL namely underground coal mines; open casts, central administration and others (including the designations like Labors, Supervisors, Executives and non-executives) were selected for the study. The sample size was calculated and finalized to 1650 (out of 2100 respondents) after deletion of inappropriate and inaccurate response survey sheets from the primary data.

Statistical Tools for Data Analysis: This researcher employed some well-known statistical tools such as T-test, F-test, Chi-square test. The T-test was used to identify the significance among different variable and across the bases of classification, Chi-Square test and ANOVA were employed to identify the degree of variance. These tests were adopted to identify to classify the significance of the variable that had more being in determination of Employee welfare measures towards Productivity of SCCL employees. The reliability and validity analysis of the data in this study was analysed using Statistical Package for Social Sciences (SPSS v 16.0).

Pilot Study: Before the researcher could start the actual survey. A pilot study was conducted on select 124 sample respondent employees during November 2017 to know the relevance of the questions in the light of pre-testing; few changes were incorporated in the questions and their sequences. The absolute aim of conducting the pilot study was to record the views of the respondent employees with reference to the deficiencies in the questionnaire set for this study. This process helped the researcher to make necessary corrections as suggested by the respondents, on some aspect of employees welfare programmes towards productivity. Accordingly, the questionnaire has been restructured and the final questionnaire was prepared and approved by the research guide for conducting the field work.

SCOPE OF THE STUDY

The study considered only the permanent employees those who have more than two three years of experience in SCCL because, permanent employees can get many welfare facilities provided by SCCL temporary, contract and Casual cannot be considered for this study because employees welfare facilities for temporary employees are very less in compare with permanent employees. The researcher did not consider temporary contract and casual employees further the employees working at SCCL Head office were also not considered for this study.

TESTING OF THE HYPOTHESIS

This section is to test the significant difference between socio economic profile and the intramural welfare facility provided by the corporation to the employees working in the Singareni Collieries Company Limited. The following hypothesis has been framed to test the significant difference between demographic profile and the internal welfare facilities provided by the SCCL.

Ho1: There is no significant difference between the demographic profile of the employees and the internal welfare facilities provided by the SCCL.

Significance Difference between gender and internal welfare facilities provided by SCCL:

T test is applied to ascertain if there were any significant difference between gender and the intramural welfare facilities provided by the corporation and the following null hypotheses has been framed:

Ho_{1a}: There is no significant difference between the gender and the intramural welfare facility provided by the corporation.

Table-1: t-test for Internal Welfare Measures provided by SCCL on the basis of Gender

Variables	Gender	N	t-value	Significance
Canteen Facility	Male	1524	1.289	0.201
	Female	126		
	Total	1650		
Family Welfare	Male	1524	0.380	0.705
	Female	126		
	Total	1650		
Special Incentive Schemes	Male	1524	0.716	0.476
	Female	126		
	Total	1650		
Health Facilities	Male	1524	1.722	0.090
	Female	126		
	Total	1650		
Recreation Facilities	Male	1524	3.700	0.001
	Female	126		
	Total	1650		
Sports Facilities	Male	1524	1.405	0.165
	Female	126		
	Total	1650		
Post Retirement Medical Assistance	Male	1524	1.490	0.141
	Female	126		
	Total	1650		
Safety Measurements for the work	Male	1524	-0.379	0.706
	Female	126		
	Total	1650		

Source: Questionnaire

Interpretation:-

The calculated *t value* of 1.289, 0.380, 0.716, 1.722, 1.405, 1.490, and -0.379 to the respective variables of canteen facility, family welfare, special incentive schemes, health facilities, sports facilities, post retirement medical assistance,

and the safety measurements for the workers provided by the SCCL and is not significant at five per cent level. The values indicate that there is no significant difference between the gender and the internal welfare facilities provided by the SCCL. Therefore, the stated hypothesis of there is no

significant difference between the gender and the intramural facility provided by the corporation is accepted. However, the calculated *t* value of 3.700 to the respective variables of recreation facilities provided by the HDFC is significant at five per cent level. The values indicate that there is a significant difference between the gender and the intramural facility provided by the SCCL. Hence, the stated hypothesis is rejected. Further, the mean value indicates the male employees are highly satisfied with the recreational facility where as the female employees are less satisfied with the recreational facility and the crèches in the provided by the corporation.

Significance difference between age and internal welfare facilities provided by SCCL:

One way ANOVA is applied to ascertain if there were any significant difference between age and the internal welfare facilities provided by the corporation and the following null hypotheses has been framed:

$H_{0_{iv}}$: There is no significant difference between the age and the internal welfare facilities provided by the SCCL.

Table-1: ANOVA-test for Internal Welfare Measures provided by SCCL on the basis of Age

Variables	Age	N	F-value	p-value
Canteen Facility	Below 35	118	0.099	0.961
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Family Welfare	Below 35	118	0.528	0.663
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Special Incentive Schemes	Below 35	118	0.685	0.561
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Health Facilities	Below 35	118	1.350	0.257
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Recreation Facilities	Below 35	118	0.753	0.520
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Sports Facilities	Below 35	118	1.367	0.251
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Post Retirement Medical Assistance	Below 35	118	1.045	0.372
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		
Safety Measurements for the work	Below 35	118	0.499	0.683
	36-45	664		
	46-55	660		
	Above 55	208		
	Total	1650		

Source: Questionnaire

Interpretation:

The calculated F value of 0.099, 0.528, 0.685, 1.350, 0.753, 1.367, 1.045, and 0.499 to the above respective variables is not significant. The values indicate that there is no significant

difference between the age and the intramural facility provided by the SCCL. Therefore, the stated hypothesis of there is no significant difference between the age and the internal welfare facilities provided by the corporation is accepted.

Significance difference between marital status and internal welfare facilities provided by SCCL:

One way ANOVA is applied to ascertain if there were any significant difference between marital status and the

internal welfare facilities provided by the corporation and the following null hypotheses has been framed:

$H_{0_{1b}}$: There is no significant difference between the marital status and the internal welfare facilities provided by the SCCL.

Table-3: ANOVA-test for Internal Welfare Measures provided by SCCL on the basis of Marital Status

Variables	Marital Status	N	F-value	p-value
Canteen Facility	Married	1580	0.213	0.808
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Family Welfare	Married	1580	0.505	0.604
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Special Incentive Schemes	Married	1580	0.310	0.734
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Health Facilities	Married	1580	0.740	0.478
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Recreation Facilities	Married	1580	0.352	0.703
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Sports Facilities	Married	1580	0.009	0.991
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Post Retirement Medical Assistance	Married	1580	0.489	0.614
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		
Safety Measurements for the work	Married	1580	0.542	0.582
	Un Married	36		
	Widower/Separated/ Divorced	34		
	Total	1650		

Source: Questionnaire

Interpretation:

The calculated F value of 0.213, 0.505, 0.310, 0.740, 0.352, 0.009, 0.489, and 0.542 to the above respective variables is not significant. The values indicate that there is no significant difference between the marital status and the internal welfare facilities provided by the SCCL. Therefore, the stated hypothesis of there is no significant difference between the marital status and the intramural facility provided by the SCCL is accepted.

CONCLUSION

The findings of the study once again reveals that welfare measures comprises of both positive and negative impact on productivity of employee in the organization i.e. SCCL. The internal welfare facilities or measures directly influence employee productivity. If once, a relationship time-honored between welfare measures and employees then it may lead to employee job satisfaction. If the employee satisfies with the welfare measures provided by the organization then that makes them to show commitment in

their work to improve their productivity; the conversations with the employees from various districts where SCCL is expanded, it was instituted that singareni employees were very much satisfied with the internal welfare facilities provided by SCCL and all together they confine their job satisfaction and keep on improving their productivity to make the organization to reach its goal in the market. In the present study, it seems that the employees were satisfied with the facilities but, the employees in the underground mines and open casts opines that the company has to take more precautions to avoid or reduce pollution created by coal dust and its substances in the working environment which affects their health regularly. The female employees are less satisfied with the recreational facilities when compared with male employees. Finally, based on the findings of the study the researcher suggests that the employees are to be continuously encouraged and should be able to contribute their work to the overall effectiveness of the company.

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