

**“AN ANALYSIS OF EMPLOYEES WELFARE & SAFETY MEASURES IN  
MAHARATHNA' COMPANY”**

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**ABSTRACT**

Employee welfare defines as “efforts to make life worth living for workmen”. These Efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer’s own initiative. The present study entitled “employees Welfare & Safety measures” undertaken with a view to analyze the gap between promise and performance of the NTPC as far as welfare measures are concern. Staff spends at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties. They are employed as people and bring themselves to work but cannot readily leave their troubles at home without solution to them in sight.

**Keyword:** - welfare, agreement and performance

## INTRODUCTION

Welfare includes such activities as private advice on any type of personal problem; assistance with problems of health or sickness; special responsibilities for young people and elderly and retired staff and the provision of sports and social facilities. An organization is concerned with these matters since the reputation for their showing concern helps to improve the local image of the firm as a good employer and thus assists in recruitment (Armstrong 1992 p.775). Welfare may not directly increase productivity but may add to general feelings of satisfaction with the firm and cut down labor turnover.

The need for the employee welfare arises from the very nature of industrial system, which is characterized by two basic facts. One, the conditions under which are carried on is not congenial for the health. Second, when an employee joins an industry he has to work in an entire strange atmosphere, create problems of adjustment. When a workers, who is fat has to come to work in a factory has to work and live unhealthy, congested factories and areas, with no outdoor recreation facilities. The

necessity for employee welfare is felt more our country because of its developing economy aimed at rapid economic and social development. The need for employee welfare was strongly felt by the committee of royal commission on employee as far back as in 1931, primarily because of a look commitment to industrial work among factory workers and also harsh treatment they received from the employer. The resolution passed by the Indian National congress for fundamental rights and economic program, in 1931 emphasized that the state should safeguard the interest workers and should secure for them, by suitable legislation, a living wage. Healthy conditions of work, limited hour, and suitable machinery for disputes between employers and workmen and protection against the economic consequences of old age, sickness and unemployment. Roberto well was the father of employee welfare. Industrial progress of a country depends on its committed employee force. In this regard the importance employee welfare was recognized as early as 1931, when the royal commission on employee stated the “the benefits, which go under this nomenclature, are great importance to worker and which he is unable to secure by himself.

The schemes of employee welfare may be regarded as a “Wise investment” which should and usually does bring a profitable return in the form of Greater efficiency. Twenty years later, the planning commission also realized: the importance of Employee welfare, when it observed that “In order to get best output of worker in the matter of production, working conditions required to be improved to a large extent. The worker should at least have the means and facilities to keep himself in a state of health and efficiency.

#### OBJECTIVES OF STUDY:-

- To study the extent of health and welfare facilities provided by carnation.
- To find the welfare facilities, researching the labor and their families.
- To examine the effect of inadequate welfare facilities of worker’s health, efficiency and industrial relations.
- To ascertain the financial of the organization on labor welfare.
- To study the workers perception about the labor welfare schemes.
- To give expression to philanthropic

and paternalistic feelings.

- To win over employee’s loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up stable labor force, to reduce labor turnover and absenteeism.
- To develop efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profits.
- To earn goodwill and enhance public image.

#### ***EMPLOYEE WELFARE AS A TOOL OF INDUSTRIAL HARMONY***

To relieve workers from industrial fatigue and to improve intellectual, culture land material conditions of living of the workers. The basic features of labor welfare measures are as follows:



- ❖ Labor welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- ❖ Welfare measures are in addition to regular wages and other economic Benefits available to workers due to legal provisions and collective bargaining
- ❖ They provide better physical and mental health to Workers and thus promote a healthy work environment

### ***EMPLOYEE SAFETY***

Safety is the state of being "safe" (in French *snafu*), the condition of being protected against physical, social, spiritual, financial, political, emotional, occupational, psychological, educational or other types or consequences of failure, damage, error, accidents, harmer any other event which could be considered non-desirable. This can take the form of being

protected from the event or from exposure to something that causes health or economic losses. It can include protection of people or of possessions. A top priority for any employer should be to take the time and initiative to help protect their employees. If an employee becomes injured at work, your business may suffer. Most employees have the expectation that their workplace will offer a safe environment in which to do work. Some workplaces are safer than others just as some occupations offer more safety than others. Workplace safety ranks high on the list of goals for most workplaces. Employers care about employee safety. Safety is generally interpreted as implying a real and significant impact on risk of death, Injury or damage to property. In response to perceived risks many interventions may be proposed with engineering responses and regulation being two of the most common. System safety and reliability engineering an engineerndiscipline. Continuous changes in technology, environmental regulation and public safety concerns make the analysis of complex.

***MAHARATHNA' COMPANY***

The common minimum program of the Govt. States, inter-alia, that Govt. will identify public sector companies that have comparative advantages and support them in their drive to become global giants. In pursuance of these objectives, the Govt. has decided to grant the enhance autonomy and delegation of powers. Govt. of India, Dept. of Public Enterprises, Ministry of Heavy Industries & Public Enterprises conferred "Maharatna" status to NTPC on 19th May, 2010. The grant of autonomy to the Board of Public Sector Enterprises is specific to the 9 Enterprises identified by the Govt., BHEL, BPCL, HPCL, IOC, IPCL, NTPC, ONGC, SAIL and VSNL. NTPC's New Tagline – "Transforming Lives" Shri. P. Uma Shankar " Secretary (Power) Govt. of India unveiled the new tagline of NTPC " Transforming Lives" in the presence of NTPC Board of Directors on May 17, 2010.

***AIMS OF LABOUR WELFARE:***

- The labor welfare work aims at providing such service facilities and amenities that would enable workers employed in industries

to perform their work in healthy, congenial surroundings conducive to good health and morale.

- It is partly humanistic, for it enables the workers to enjoy a fuller and richer life.
- It is economic because it improves the efficiency the worker increases its availability where it is scarce and keeps him contented.
- It therefore minimizes the inducements to form or join unions and to resort to strikers.
- The aim is partly civic because it develops a sense of responsibilities and dignity among the workers and thus makes them worthy citizens of the nation.

***NEED FOR EMPLOYEE WELFARE:***

The need for the employee welfare arises from the very nature of industrial system, which is characterized by two basic facts. One, the conditions under which are carried on is not congenial for the health. Second, when an employee joins an industry he has to work in

an entire strange atmosphere, create problems of adjustment. When a workers, who is fat has to come to work in a factory has to work and live unhealthy, congested factories and areas, with no outdoor recreation facilities. The necessity for employee welfare is felt more our country because of its developing economy aimed at rapid economic and social development. The need for employee welfare was strongly felt by the committee of royal commission on employee as far back as in 1931, primarily because of a look commitment to industrial work among factory workers and also harsh treatment they received from the employer. The resolution passed by the Indian National congress for fundamental rights and economic program, in 1931 emphasized that the state should safeguard the interest workers and should secure for them, by suitable legislation, a living wage. Healthy conditions of work, limited hour, and suitable machinery for disputes between employers and workmen and protection against the economic consequences of old age, sickness and unemployment.

## CONCLUSION

It is however, increasingly being recognized that employee welfare is the Responsibility of line management and supervision. If the line managers take on their proper role as team leaders as they are close enough to each worker, they should be in a position to identify any personal problems affecting the work of their subordinates. They should be able to either counsel the employees or refer them to the counseling agencies.

The analysis revealed positive response from almost all the employees. It is found that better working conditions and welfare facilities are made available inside plant and to win ship. The employees are highly motivated. However, it is suggested to take the following initiatives for further improvement.

- Maintenance of the parks and gardens needs to be improved.

- Canteen facilities are good. However, variety of food items may be increased and even the quality.
- Safety training must be given periodically and the employees who are unaware of safety aspects must be identified and trained.
- Training for handling of the safety equipment must be given periodically for the employees.

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