

A PROJECT REPORT ON EMPLOYEE HEALTH, SAFETY AND WELFARE MEASURES at ASHOK LEYLAND

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ABSTRACT

Health is mostly being outlined as a state of complete physical, mental and social successfulness and not simply the absence of sickness or illness. Safety refers to the nonappearance of accidents. the worker welfare facilities and its impact on employee's competency at Ashok Leyland. The idea of labour, health, safety and wellbeing are flexible and broadly differ with respect to the time, region, industry, state, social value and civilization, degree of industrialization the common socioeconomic development of the people and political ideologies existing during a particular time frame. In general, is observed that employees are not content with what receive from their employers. Unlike other large scale industrial undertakings, manufacturing industrial units in south India has fulfilled all the statutory requirements regarding labour welfare and provided a number of welfare measures voluntarily to its entire employee. To study the employee health, safety and welfare measures the study was done with the objectives of analyzing health, safety and welfare measures of the company, knowing the opinion and satisfaction level of employees about health, safety and welfare measures. The welfare measures provided will have immediate impact on the health, safety, physical and mental efficiency of the worker and contributing to the higher production. The sample size were limited to Data were analyzed using percentage analysis, based on the findings and interpretations, suitable suggestions were given to the company.

INTRODUCTION THE PROJECT

Health is mostly being outlined as a state of complete physical, mental and social successfulness and not simply the absence of sickness or illness. Safety refers to the nonappearance of accidents. Safety refers to the protection of staff from the danger of accidents. Industrial safety or worker safety refers to the defence of the workers from the hazard of profitable accidents. Welfare includes something that's in deep trouble the comfort and improvement of staff and is providing over and higher than the wages. Welfare helps to keep the morale and incentive of the workers high. The welfare events needn't be in financial terms solely though in any kind/forms. Therefore, worker welfare requires all those activities of leader that or directed toward providing the workers. With sure facilities and repair moreover to wages or salaries as a priority toward safety, health, potency and worth of the workers at the work place. Labour health, safety and welfare or the measures of elevation the potency of labour. The varied welfare measures providing by the leader can have immediate impact on the health, physical and psychological strength awareness, morale and overall strength of the staff and there are by influence to the upper output .Some of the facilities and services that fall at intervals the preview of labour wellbeing like passable canteen facilities, housing preparation recreational amenities, medical facilities and transport.

The idea of labour, health, safety and welfare are flexible and broadly differs with respect to the time, region, industry, country, social value and customs, degree of industrialization the common socio-economic development of the people and political ideologies existing during a particular time frame. It is also, molded according to the age group, sex, socio-cultural background, economic status and educational level of workers in a variety of industries. Accordingly, the concept cannot be very precisely defined. However, experts treat it in their own way.

NEED OF THE STUDY

Management is working with community art; therefore, to improve productivity and increase profits should seek the cooperation of the staff. They were satisfied with the staff and can be implemented with the participation of an employee. The size and the right and paediatrics, paediatric education, recreation, and another similar body to reach the center of the family. Terms of staff. The scope of benefits to produce a high standard of ethics Food and help improve the country's industrial standards. He's employees, as well as employees in different positions is difficult to obtain information about the activities and problems is a topic because I chose this topic.

OBJECTIVES OF THE STUDY

- To examine and analyze various safety, health and welfare measures adopted in an organization.
- To know the employees opinion regarding the safety programs and practices.
- To identify the role of management in implementing health, safety and welfare.
- To identify the employees' satisfaction level on the measures those are provided.
- To prominence on new technology to develop various safety measures.
- To determine the increased productivity after implementation of health, safety and welfare measures

SCOPE OF THE STUDY

The study aims at finding out the satisfaction level of employees about the various measures provided by the organization. And identify the areas where it can be improved, so that it can improve the performance of the employees which leads to productivity. The study analyses certain parameters like cleanliness around the work-place, removal of dust and wastage, adequate lighting, quality drinking water and food, good rest-rooms, adequate medical facilities, good toilet facilities, sufficient first aid boxes, adequate security instruments like mask, shoes, helmet etc. This will be helpful to know about the various levels of welfare schemes and the organization's benefits extended to the employees.

METHODOLOGY

RESEARCH DESIGN

The research plan is purely the border or tactics for a study that guides the compilation and psychoanalysis of data .it is a blue print that is followed in implementation a study .it may be a worthwhile to mention here that a research design the framework for the study the type of research here used is descriptive research. Main individuality of this method are the investigate has to control over the variable he can only report what has happen or what is happening

PRIMARY DATA:

In the project, the data is collected to know about the health, safety and welfare at the organization, by directly communication with the employee's. the data are those, which are collected as fresh and first time, and thus happens to be original in character. Hence the data here used is said to be as primary data.

Sampling designs:

- A sample design used in this research is random sampling.

Sampling size:

- The total number of sample collected is 100.

Tools and Techniques

- Percentage analyses

LIMITATIONS:

- Some the employee may be given wrong and inadequate information, due to lack of time and work pressure.
- prejudice of some of the employees
- the research study was conducted a limited sample so a detailed and comprehensive study not be made

REVIEW OF LITERATURE

Dr. Usha Tiwari (2014): Dr. Usha Tiwari has aforementioned that the study a trial has been created to review the worker welfare facilities and its impact on employee's competency at Vindhya Telelinks Ltd. Rewa Madhya Pradesh. It is terminated that the worker welfare facilities provided by the corporate to staff are happy and it's commendable, however still of scope is there for additional development.

Mr. T. Venkataramana, Dr. E. Lokanadha Reddy a pair of (2015): Venkataramana et al. (2015), this study was explored that worker welfare refers to "the efforts created to supply sensible life value for employees". The welfare measures are affected in sensible impact of worker satisfaction. Finally, the study I discovered the additional Mural significantly on Sports, Cultural, Library, Reading, Leave on travel, Welfare Cooperatives, Vocational, Welfare facilities to youngsters and ladies, wherever as in internal significantly protecting covering, crèches, restrooms and drinking facilities are in poor state to enhance the speed of worker satisfaction within the central railways system.

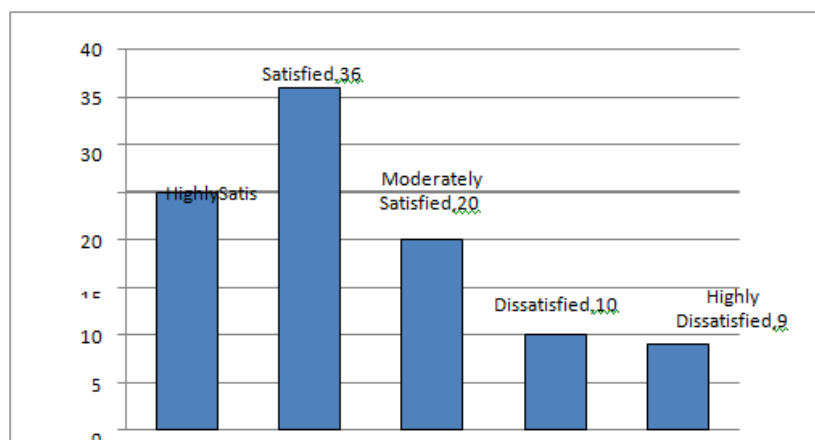
Dr. Arjita religion, (2016): Arjita religion has aforementioned that worker Welfare and advantages are a company perspective or obligation mirrored within the expressed take care of staff all levels. The fourteen objective is to supply a operating atmosphere that is inspiring enough to market development and interest within the staff. This study is formed a trial to manage the standing of worker welfare & profit practices adopted by Indian Oil Corporation Ltd and counsel some ways that to enhance the standard of welfare practices. The analysis sort is explorative. the info base has been framed from a sample of forty staff operating within the plant those that are on the role of IOC restricted. Primary information was collected with the assistance of form stuffed by the respondents.

DATA ANALYSES

[Table 4.10] RESPONDENT'S OPINION ON RESTROOM FACILITY

Restroom Facility	No. Of Respondents	Percentage
Highly Satisfied	25	25
Satisfied	36	36
Moderately Satisfied	20	20
Dissatisfied	10	10
Highly Dissatisfied	9	9
Total	100	100

[Chart4.10]RESPONDENT'SOPINIONONRESTROOMFACILITY



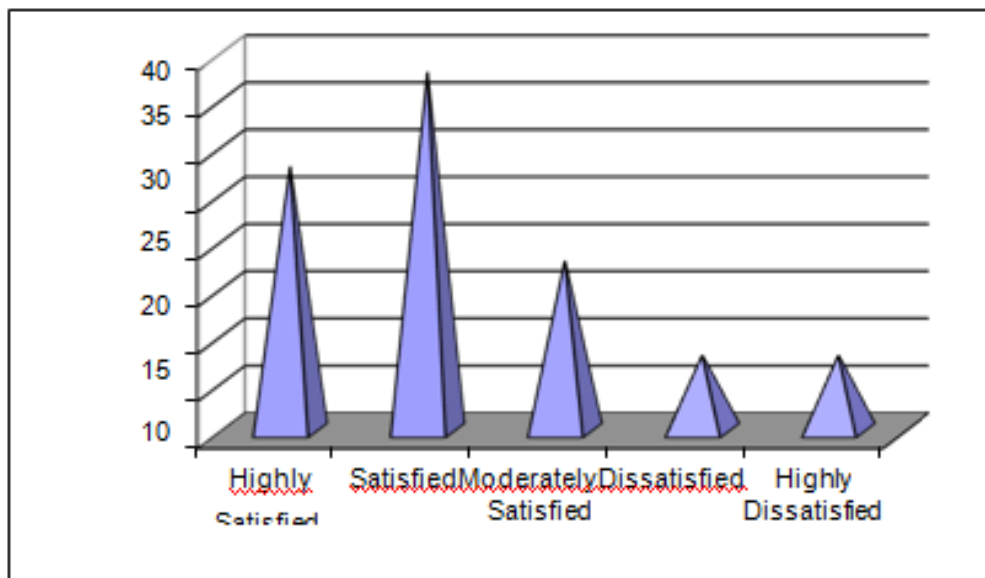
INTERPRETATION

From the above table it is interpreted that 36% of the respondents are satisfied with the restroom facilities, 25% of the respondents are highly satisfied by the rest room facilities provided, 20% are moderately satisfied and 10% are dissatisfied and 9% are highly dissatisfied by the restroom facility

[Table4.11]RESPONDENT'SOPINIONONTRANSPORTATIONFACILITY

Transportation Facility	No. Of Respondents	Percentage
Highly Satisfied	28	28
Satisfied	38	38
Moderately Satisfied	18	18
Dissatisfied	8	8
Highly Dissatisfied	8	8
Total	100	100

[Chart4.11]RESPONDENT'S OPINION ON TRANSPORTATION FACILITY



INTERPRETATION

From the above table it is interpreted that 38% of the respondents are satisfied with the transportation facilities, 28% of the respondents are highly satisfied by the transportation facilities provided, 18% are moderately satisfied and 8% are dissatisfied and 8% are highly dissatisfied by the transportation facilities.

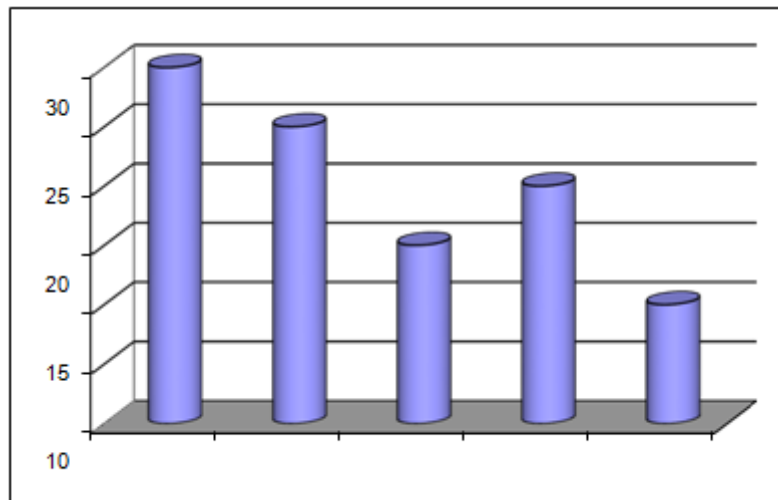
[Table4.12]RESPONDENT'S OPINION ON SAFETY EQUIPMENT FACILITY

Safety Equipment Facility	No. Of Respondents	Percentage
Highly Satisfied	30	30
Satisfied	25	25
Moderately Satisfied	15	15
Dissatisfied	20	20
Highly Dissatisfied	10	10
Total	100	100

INTERPRETATION

From the above table it is interpreted that 30% of the respondents are highly satisfied with the safety equipment facilities, 25% of the respondents are satisfied by the safety equipment facilities provided, 20% are dissatisfied and 15% are moderately satisfied and 10% are dissatisfied by the safety equipment facilities.

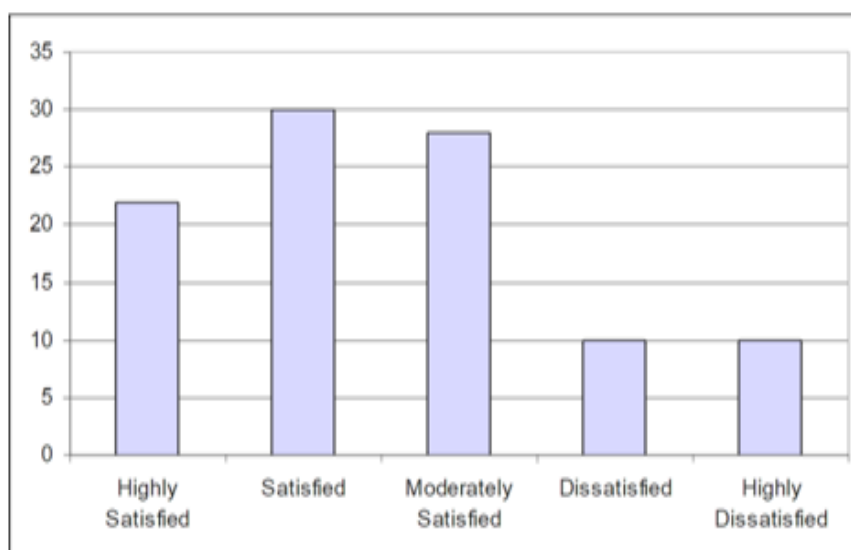
[Table4.13]RESPONDENT'SOPINIONONADVANCEPAYMENTFACILITY



[Table4.13]RESPONDENT'SOPINIONONADVANCEPAYMENTFACILITY

Advanced Payment Facility	No. Of Respondents	Percentage
Highly Satisfied	22	22
Satisfied	30	30
Moderately Satisfied	28	28
Dissatisfied	10	10
Highly Dissatisfied	10	10
Total	100	100

[Chart4.13]RESPONDENT'SOPINIONONADVANCEPAYMENTFACILITY



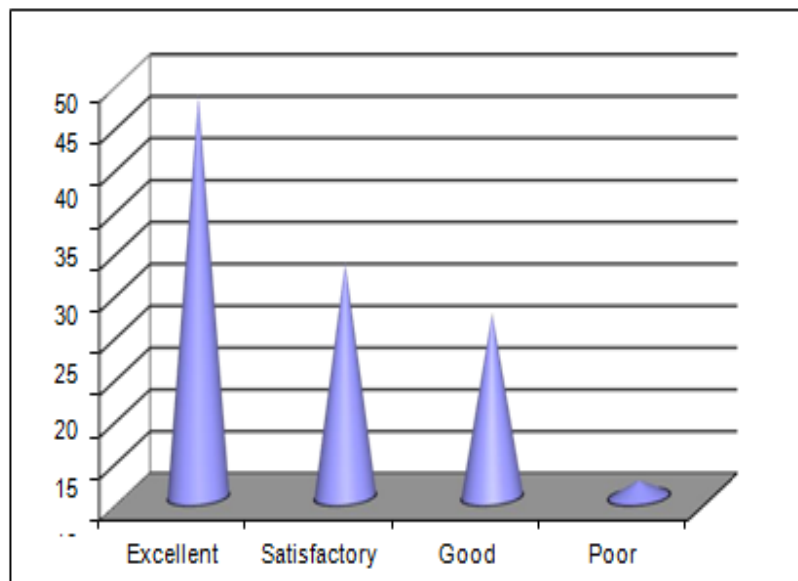
INTERPRETATION

From the above table it is interpreted that 30% of the respondents are satisfied by the advance payment facilities, 28% of the respondents are moderately satisfied by advance payment facilities provided, 22% are highly satisfied and 10% are dissatisfied and 10% are highly dissatisfied by the advance payment facilities.

[Table4.14]RESPONDENT'S OPINION ON RELATIONSHIP WITH SUPERIORS

Relationship with Superior	No. Of Respondents	Percentage
Excellent	48	48
Satisfactory	28	28
Good	22	22
Poor	2	2
Total	100	100

[Chart4.14] RESPONDENT'S OPINION ON RELATIONSHIP WITH SUPERIORS



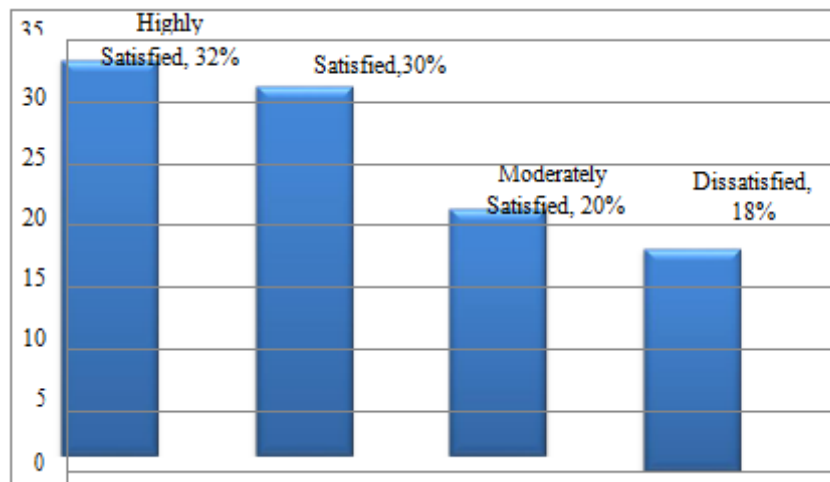
INTERPRETATION

From the above table it is interpreted that 48% of the respondents feel excellent in case of relationship with the superior, 28% feel satisfactory, 22% feel good and the least 2% feel poor relationship with superior.

[Table4.15]RESPONDENT'S OPINION ON SOCIAL SECURITY

Social security Facility	No. Of Respondents	Percentage
Highly Satisfied	32	32
Satisfied	30	30
Moderately Satisfied	20	20
Dissatisfied	18	18
Total	100	100

[Chart4.15]RESPONDENT'S OPINION ON SOCIAL SECURITY



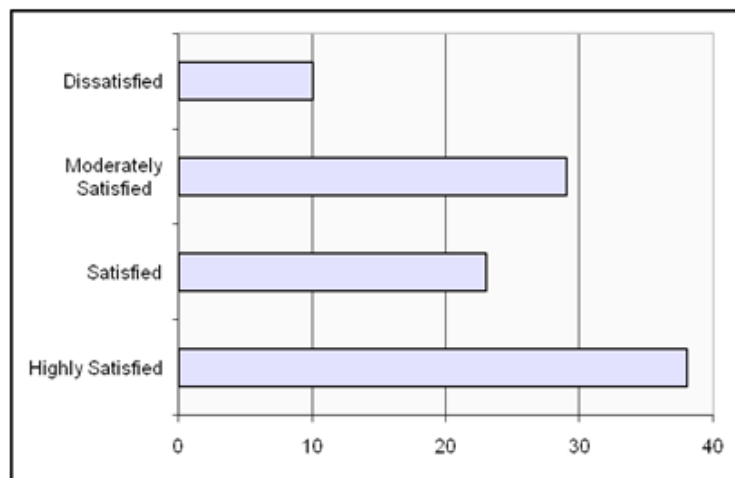
INTERPRETATION

From the above table it is interpreted that 32% of the respondents are highly satisfied by the social security's, 30% of the respondents are satisfied by the social securities provided, 20% are moderately satisfied & 18% are dissatisfied and 10% are dissatisfied by the social security's provided.

[Table4.16]RESPONDENT'S OPINION ON WORKING OF TRADE UNION

Working of Trade union	No. Of Respondents	Percentage
Highly Satisfied	38	38
Satisfied	25	25
Moderately Satisfied	28	28
Dissatisfied	12	12
Total	100	100

[Chart4.16]RESPONDENT'S OPINION ON WORKING OF TRADEUNION



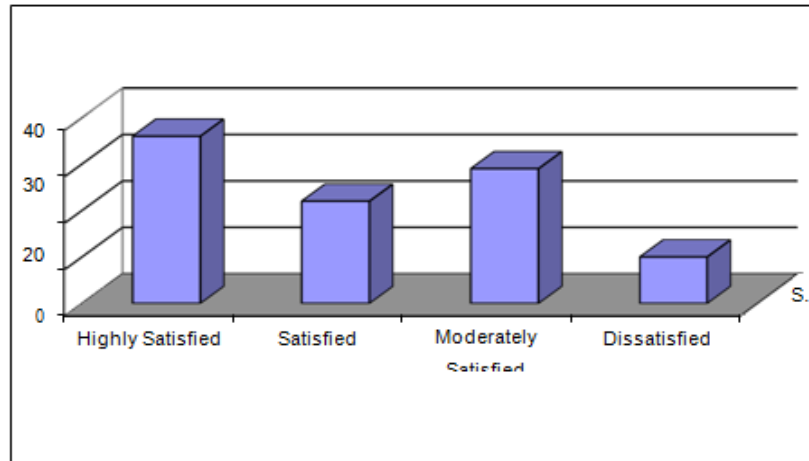
INTERPRETATION

From the above table it is interpreted that 38% of the respondents are highly satisfied by the working of Trade union, 28% of the respondents are moderately satisfied by the working of Trade union, 25% are satisfied, 12% are dissatisfied.

[Table4.17]RESPONDENT'S OPINION ON POLICY AND ADMINISTRATION

Policy and Administration	No. Of Respondents	Percentage
Highly Satisfied	36	36
Satisfied	22	22
Moderately Satisfied	29	29
Dissatisfied	10	10
Total	100	100

[Chart4.17]RESPONDENT'S OPINION ON POLICY AND ADMINISTRATION



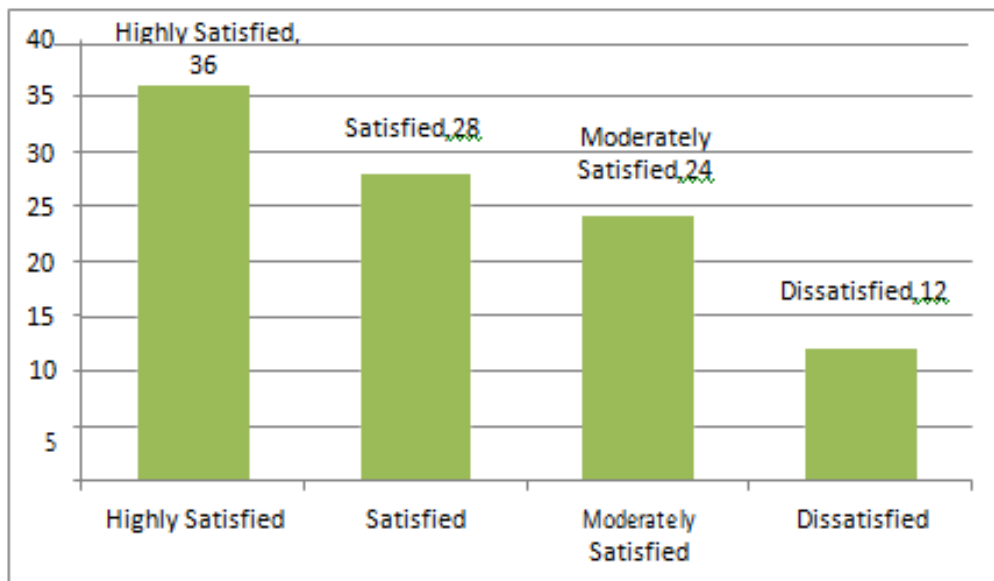
INTERPRETATION

From the above table it is interpreted that 36% of the respondents are highly satisfied by the policy and administration of the company, 29% of the respondents are moderately satisfied by the policy and administration of the company, 22% are satisfied, 10% are dissatisfied.

[Table4.18]RESPONDENT'S OPINION ON BONUS

Bonus	No. Of Respondents	Percentage
Highly Satisfied	36	36
Satisfied	28	28
Moderately Satisfied	24	24
Dissatisfied	12	12
Total	100	100

[Chart4.18]RESPONDENT'S OPINION ON BONUS



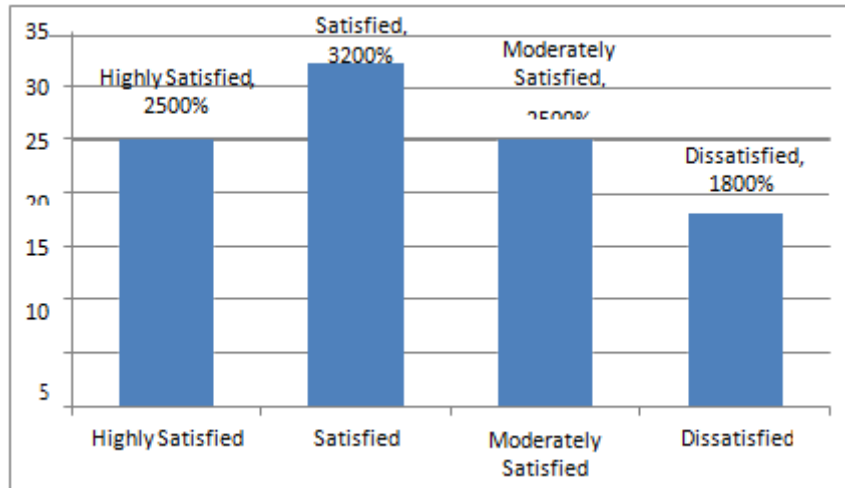
INTERPRETATION

From the above table it is interpreted that 36% of the respondents are highly satisfied by the bonus payment of the company, 28% of the respondents are satisfied, 24% are moderately satisfied, 12% are dissatisfied by the bonus payment.

[Table4.19] RESPONDENT'S OPINION ON PROVIDENT FUND PAYMENT

PF	No. Of Respondents	Percentage
Highly Satisfied	25	25
Satisfied	32	32
Moderately Satisfied	25	25
Dissatisfied	18	18
Total	100	100

[Table4.19]RESPONDENT'S OPINION ON PROVIDENT FUND PAYMENT



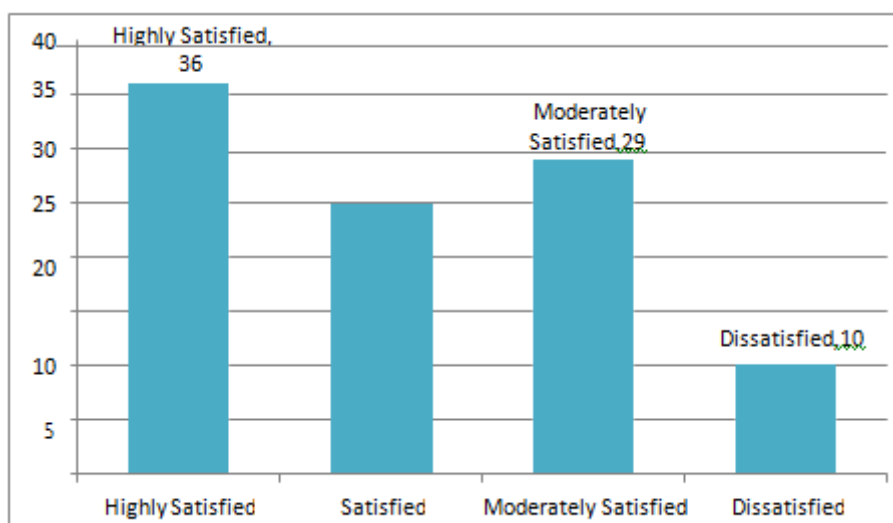
INTERPRETATION

From the above table it is interpreted that 32% of the respondents are satisfied by the PF payment of the company, 25% of the respondents are highly satisfied, 25% are moderately satisfied, 18% are dissatisfied by the PF payment

[Table 4.20] RESPONDENT'S OPINION ON HOUSE RENTAL ALLOWANCE

HRA	No. Of Respondents	Percentage
Highly Satisfied	36	36
Satisfied	25	25
Moderately Satisfied	29	29
Dissatisfied	10	10
Total	100	100

[Table 4.20] RESPONDENT'S OPINION ON HOUSE RENTAL ALLOWANCE



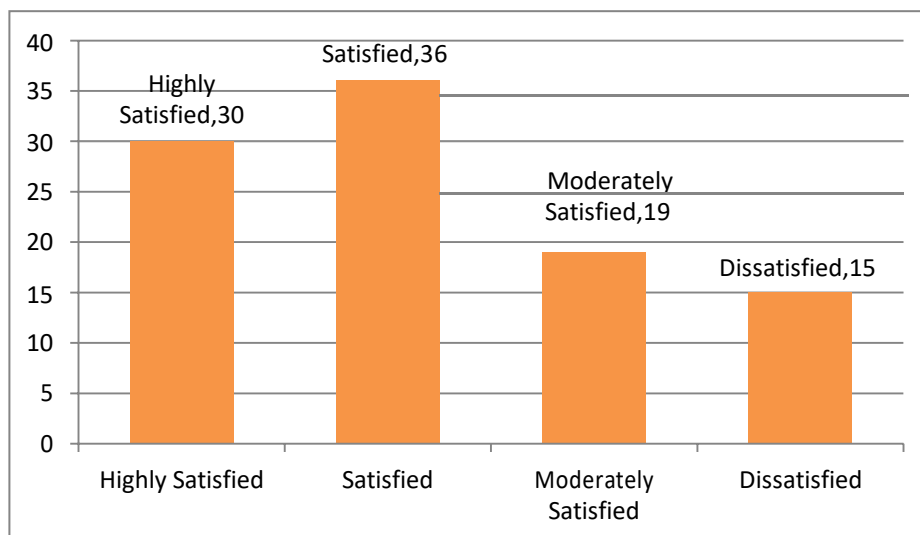
INTERPRETATION

From the above table it is interpreted that 36% of the respondents are highly satisfied by the HRA of the company, 29% of the respondents are moderately satisfied, 25% are satisfied, 10% are dissatisfied by the HRA payment.

[Table4.21]RESPONDENT'S OPINION ON TAX ALLOWANCE

TA	No. Of Respondents	Percentage
Highly Satisfied	30	30
Satisfied	36	36
Moderately Satisfied	19	19
Dissatisfied	15	15
Total	100	100

[Chart4.21]RESPONDENT'S OPINION ON TAX ALLOWANCE



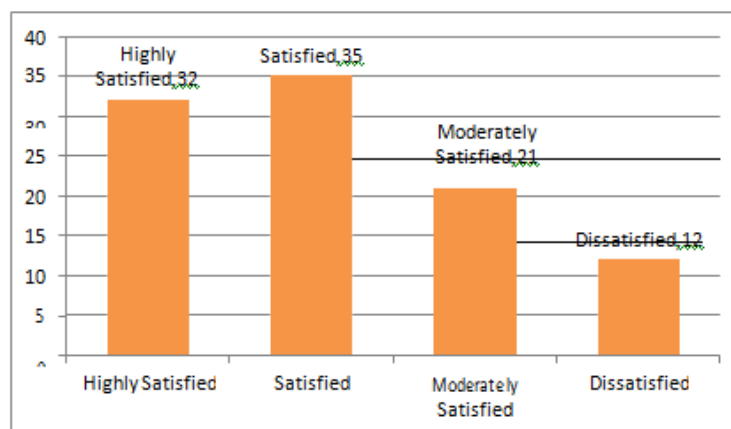
INTERPRETATION

From the above table it is interpreted that 36% of the respondents are satisfied by the TA of the company, 30% of the respondents are highly satisfied, 19% are moderately satisfied, 15% are dissatisfied.

[Table4.22]RESPONDENT'S OPINION ON FESTIVAL ALLOWANCE

Festival Allowance	No. Of Respondents	Percentage
Highly Satisfied	32	32
Satisfied	35	35
Moderately Satisfied	21	21
Dissatisfied	12	12
Total	100	100

[Chart4.22]RESPONDENT'S OPINION ON FESTIVAL ALLOWANCE



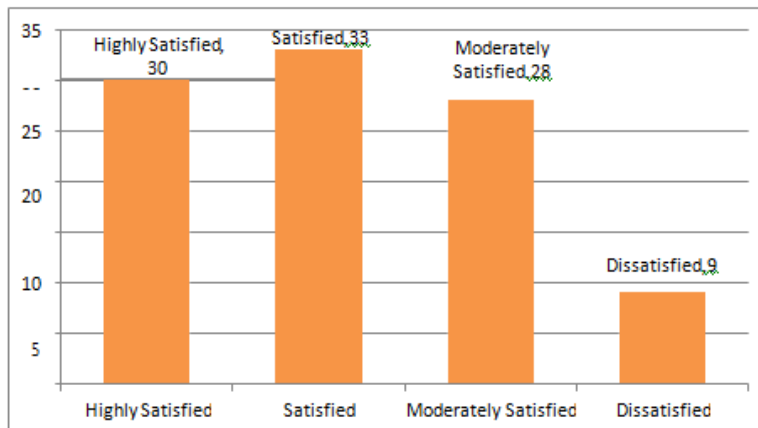
INTERPRETATION

From the above table it is interpreted that 35% of the respondents are satisfied by the Festival allowance, 32% of the respondents are highly satisfied, 21% are moderately satisfied, 12% are dissatisfied by the Festival allowance.

[Table4.23]RESPONDENT'S OPINION ON EMPLOYEE STATE INSURANCE

ESI	No. Of Respondents	Percentage
Highly Satisfied		30
Satisfied	33	33
Moderately Satisfied	28	28
Dissatisfied	9	9
Total	100	100

[Chart4.23]RESPONDENT'S OPINION ON EMPLOYEE STATE INSURANCE



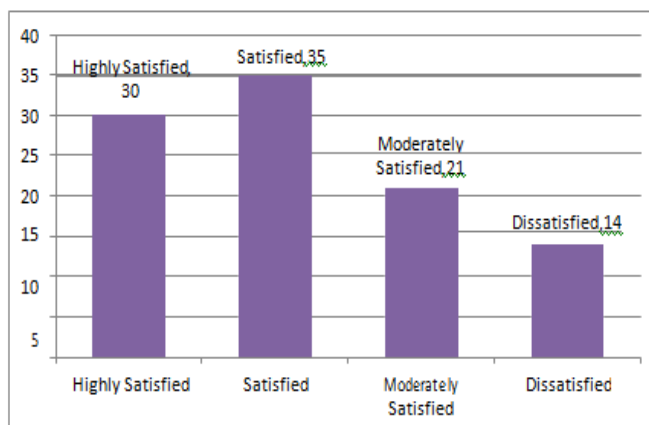
INTERPRETATION

From the above table it is interpreted that 30% of the respondents are highly satisfied by the ESI, 33% of the respondents are satisfied, 28% are moderately satisfied, 9% are dissatisfied by the ESI.

[Table 4.24] RESPONDENT'S SATISFACTION ON VENTILLATION IN THE COMPANY

Ventilation	No. Of Respondents	Percentage
Highly Satisfied	30	30
Satisfied	35	35
Moderately Satisfied	21	21
Dissatisfied	14	14
Total	100	100

[Chart 4.24] RESPONDENT'S SATISFACTION ON VENTILLATION IN THE COMPANY



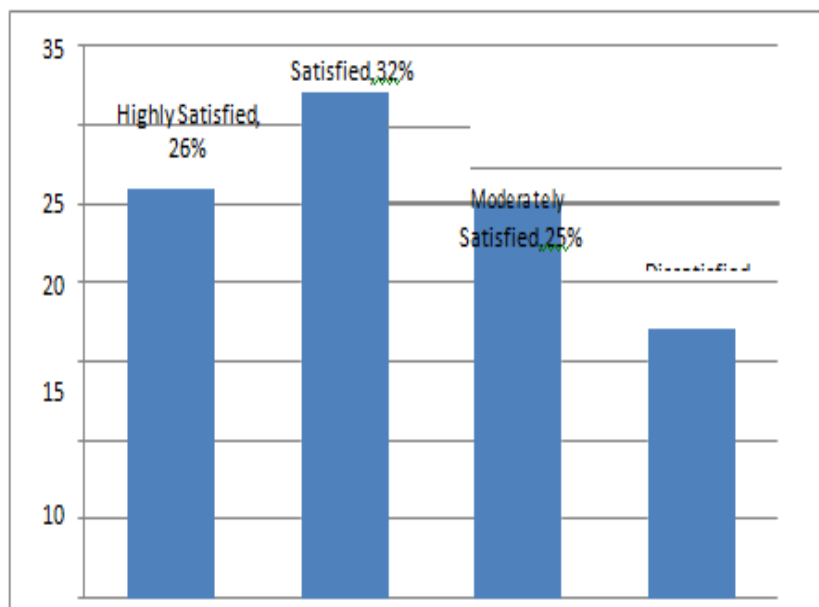
INTERPRETATION

From the above table it is interpreted that 35% of the respondents are satisfied by the ventilation, 30% of the respondents are highly satisfied, 21% are moderately satisfied, and 14% are dissatisfied by the ventilation.

[Table 4.25] RESPONDENT'S SATISFACTION ON TEMPERATURE IN THE COMPANY

Temperature	No. Of Respondents	Percentage
Highly Satisfied	26	26
Satisfied	32	32
Moderately Satisfied	25	25
Dissatisfied	17	17
Total	100	100

**[Chart 4.25] RESPONDENT'S SATISFACTION ON
TEMPERATURE IN
THE COMPANY**



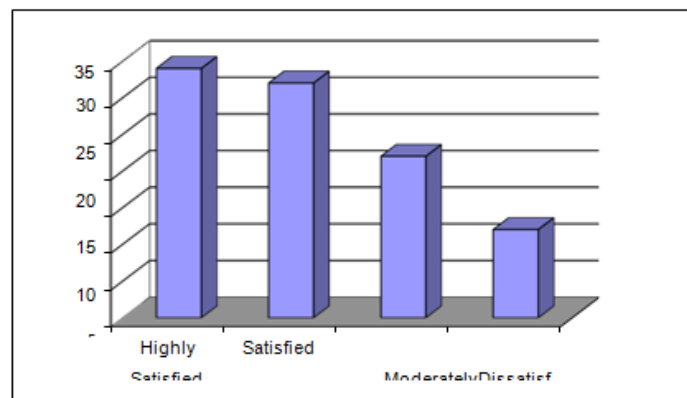
INTERPRETATION

From the above table it is interpreted that 32% of the respondents are satisfied by the Temperature in the company, 26% of the respondents are highly satisfied, 25% are moderately satisfied, and 17% are dissatisfied by the temperature.

[Table4.26]RESPONDENT'S SATISFACTION ON LIGHTING IN THE COMPANY

Lighting	No. Of Respondents	Percentage
Highly Satisfied	34	34
Satisfied	32	32
Moderately Satisfied	22	22
Dissatisfied	12	12
Total	100	100

[Chart4.26]RESPONDENT'S SATISFACTION ON LIGHTING IN THE COMPANY



INTERPRETATION

From the above table it is interpreted that 32% of the respondents are highly satisfied by the lighting, 32% of the respondents are satisfied, 22% are moderately satisfied, and 12% are dissatisfied by the lighting.

Table[4.27]RESPONDENT'S SATISFACTION ON SPACING IN THE COMPANY

Space	No. Of Respondents	Percentage
Highly Satisfied	36	36
Satisfied	28	28
Moderately Satisfied	26	26
Dissatisfied	10	10
Total	100	100

INTERPRETATION

From the above table it is interpreted that 36% of the respondents are highly satisfied by their spacing, 28% of the respondents are satisfied, 26% are moderately satisfied, and 10% are dissatisfied by the spacing in the company.

[TABLE4.28]RESPONDENTSSATISFACTIONONSEATARRANGEMENTIN THE COMPANY

Seating arrangement	No. Of Respondents	Percentage
Highly Satisfied	64	32
Satisfied	60	30
Moderately Satisfied	60	30
Dissatisfied	16	8
Total	200	100

[Chart4.28]RESPONDENTSSATISFACTIONONSEATARRANGEMENTINTHECOMPANY



INTERPRETATION

From the above table it is interpreted that 32% of the respondents are highly satisfied by their seating arrangement, 30% of the respondents are satisfied, 30% are moderately satisfied, and 8% are dissatisfied by their seating arrangement in the company.

FINDINGS:

- It was found that the majority of the respondents are in the age group of 31-40, some belongs to the age group 41-50. The percentage of respondents below 30 and above 50 years constitutes were few only.
- The majority respondents of Ashok Leyland is male and minority are female.
- Most of the respondents of Ashok Leyland is married and some are single.
- It was found that majority of the respondents are having the experience upto 5 years, some of the respondents have the experience of 6-10 years and few of the respondents are having more than 11 and above 15 years of experience.
- It was found that majority of the workers are management professional, some are front office staff, few are accountants, and minority are agents.
- In case of salary majority of the respondents are having the salary below 5000, and some of the respondents have salary between 10000-15000, few have salary above 15000. Minority of the respondents have the salary between 5000 and 10000.

- From the study it was found that majority of the respondents are highly satisfied with the promotion activities, some of the respondents are satisfied by the promotion activities, few are moderately satisfied and the least minority are dissatisfied by the promotion activities.
- Regarding the medical facilities majority of the respondents are highly satisfied with the medical facilities, some of the respondents are satisfied by the medical facilities provided, few are moderately satisfied and the least are dissatisfied and highly dissatisfied.
- The study reveals that majority of the respondents are highly satisfied with the leave facilities, some of the respondents are satisfied by the leave facilities provided, few are moderately satisfied and minority are dissatisfied and highly dissatisfied by the leave facility.

SUGGESTIONS

From the study we can found that few employees are not fully satisfied with the welfare measures provided by the company. The management should consider this and necessary arrangements should be made to provide adequate facilities to improve the efficiency of the workers.

- We can also understand from the findings that there are few employees not being satisfied with the medical facilities available in the organization. The management should pay kind attention in this regard to improve the medical facilities.
- The management shall adopt appropriate communication system to ensure that all the future plans and company policies being reached to all the employees in the organization.
- The management should take appropriate action to improve the transportation facilities as some of the employees are dissatisfied by the transportation facilities provided by the organization.
- The company can also establish a council constituting of members from all the departments to device the welfare measures and to make the employees much more satisfied.
- Library facility should be provided to the employees for improving their knowledge.
- The company should provide necessary lunch room and rest room facilities to all the employees since some employees are highly dissatisfied by the rest room facilities.

Conclusion

The researcher is benefited with the study, because the topic will help the management to get an effective feedback from the employees about the employee welfare measures prevailing in the organization. It also provides researcher an opportunity to expose with functions of the human resource department and able to well versed with statutory and non-statutory welfare measures adopted in the organization. The study provides various suggestions to the management including various welfare measures to enhance level of satisfaction of employees in the “ASHOK LEYLAND”. At the same time employees got opportunity to express their view about various components of the satisfaction level prevailing in “ASHOK LEYLAND”. It is also expected that improvement will be made and appropriate actions will be taken based on the suggestions and opinions given.

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WEBSITES

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