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**“SAFETY AND WELFARE MEASURES FOR WORKMEN”
AT “HBL POWER SYSTEMS LTD, HYDERABAD**

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ABSTRACT

Welfare measures play an important role in the workman's dedication towards work. The satisfied worker regarding safety and welfare can play his attention on his job. Labor welfare implies that the setting up of minimum desirable standards and the provisions like health, food, clothing, medical assistance, education, insurance, job security etc., such facilities enable the workers to give the productivity. Labor welfare measures also operate work life, life and social life. Labor welfare is important fact of industrial Relations, the extra dimension, giving satisfaction to the worker in a way which evens a good wage cannot. It is a comprehensive term including various services, benefits & facilities offered to Employees by the employer. Health and medical care are broad terms embracing the economic, social and emotional life of a man. Industrial or organizational Health is essentially meant for prevention of diseases and maintenance of positive health. In the above context the researchers intended to study about the health and Welfare measure. Thus the objective of this research paper is to identify the Satisfaction levels of the Employees and Employers, Satisfaction level of percentage of Hyderabad Batteries Limited (HBL) at Shameerpet, Hyderabad.

KEYWORDS: *Employee Satisfaction, Levels of Satisfaction, Welfare Measures.*



I. INTRODUCTION

Welfare includes anything that is done for the comfort and improvement of workers and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the workers high so as to retain them for longer duration.

The welfare measures need not be in monetary terms only but in any kind/forms. Workmen 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.

II. SCOPE OF THE STUDY

Welfare measures play an important role in the workman's dedication towards work. The satisfied worker regarding safety and welfare can play his attention on his job.

Labor welfare or health implies that the setting up of minimum desirable standards and the provisions like health, food insurance, job security etc., and such facilities enable the workers to give the productivity. Labour welfare measures also operate work life, life and social life.

III. OBJECTIVES OF THE STUDY

- ❖ To study the existing safety and welfare measures followed by HBL power systems ltd.
- ❖ To know the satisfaction of workmen towards the safety and welfare measures provided by HBL power systems ltd.

IV. NEED FOR THE PROJECT

The need for the study is to understand the welfare activities provided by the company to the workmen in order to enhance the productivity and motivate the workers.

V. HYPOTHESIS

- **NULL HYPOTHESIS:** There is no significance difference in the perception of safety and welfare measures provided among workmen.
- **ALTERNATIVE HYPOTHESIS:** There is a significant difference in the perception of safety and welfare measures provided among workmen

VI. METHODOLOGY

DATA SOURCE

PRIMARY DATA



The primary data collected through a structured questionnaire, which contains open and closed questionnaire. And personal interview.

SECONDARY DATA

Secondary sources are the other important sources through which the data will collect. Through internet, websites, journals, articles and the reports maintained by the company.

RESEARCH INSTRUMENT

The questionnaire is fully structured. The field work was carries for a period of 2 months. The approximate time taken to fill a questionnaire is two to three days. To study the opinion of the respondents towards engagement in organizational policies, a five-point scale (Strongly agree, Agree, Neither agree or nor disagree, Disagree, Strongly disagree) is adopted to study the relationship and variation of respondents.

SAMPLING PROCEDURE AND SAMPLE SIZE

The sampling procedure chosen for the study is simple random sampling. A sample of 60 respondents was taken for the study.

STATISTICAL TECHNIQUES USED FOR ANALYSIS

The data is analyzed by using Mean, Standard Deviation, T-test of Variation and Coefficient of correlation. The methodology adopted for collecting the primary data is through questionnaire method. Questionnaire is designed using objective type questions mostly of multiple choices, keeping in view the time availability at the disposal of the decision maker. Questions designed are simple and specific, to generate response according to the objectives. Questionnaire is arranged in a logical order, logical to the respondent and proper care has been taken to avoid ambiguity in responses and at the same time enabling the respondents to answer the questions easily and quickly with the time available at their disposal.

VII. LIMITATIONS OF THE STUDY

- ❖ Time factor is the main constraint for the study.
- ❖ Some of the workers being illiterate could not express their ideas properly with regard to any improvements whenever necessary.
- ❖ The sample size is low; whole of facts could not be collected.



VIII. RESULTS AND DISCUSSIONS

Yes(x1)	No(x2)	$(X_1 - \bar{X})^2$	$(X_2 - \bar{X})^2$
38	12	0.0225	0.0226
40	10	3.4225	3.3856
36	14	2.15	4.6656
38	12	0.0225	0.0256
40	10	3.4225	3.3856
32	18	37.8225	37.9456
30	20	66.225	66.5856
40	10	3.4225	3.3856
42	8	14.8225	14.7456
38	12	0.0225	0.0256
42	8	14.8225	14.7456
44	6	34.2225	34.1056
total		185.017	187.6826



T- TEST**T- TEST**

$$t = \frac{X1 - x2}{S} \sqrt{n1n2/n1+n2}$$

$$S = \sqrt{[\Sigma(X1-X1\bar{)}^2 + \Sigma(X2-X2\bar{)}^2] / n1+n2-2}$$

$$\bar{X} 1 = \frac{\Sigma X1}{N}$$

$$= 496/13 = 38.15$$

$$\bar{X} 2 = \frac{\Sigma X2}{N}$$

$$= 154/13 = 11.84$$

$$S = \sqrt{185.017 + 187.682 / 13 + 13 - 2} = 3.940$$

$$t = \frac{X1 - x2}{S} \sqrt{n1n2/n1+n2}$$

$$= (38.15 - 11.84) \sqrt{13 \cdot 13 / 26} / 3.940$$

$$= 17.019$$

RESULT

The calculated value of t is greater than the table value at 1% level of significance 11 degrees of freedom i.e., the table value of $t_{0.05} = 1.711 < 17.019$ the calculated value. Therefore the null hypothesis is rejected.

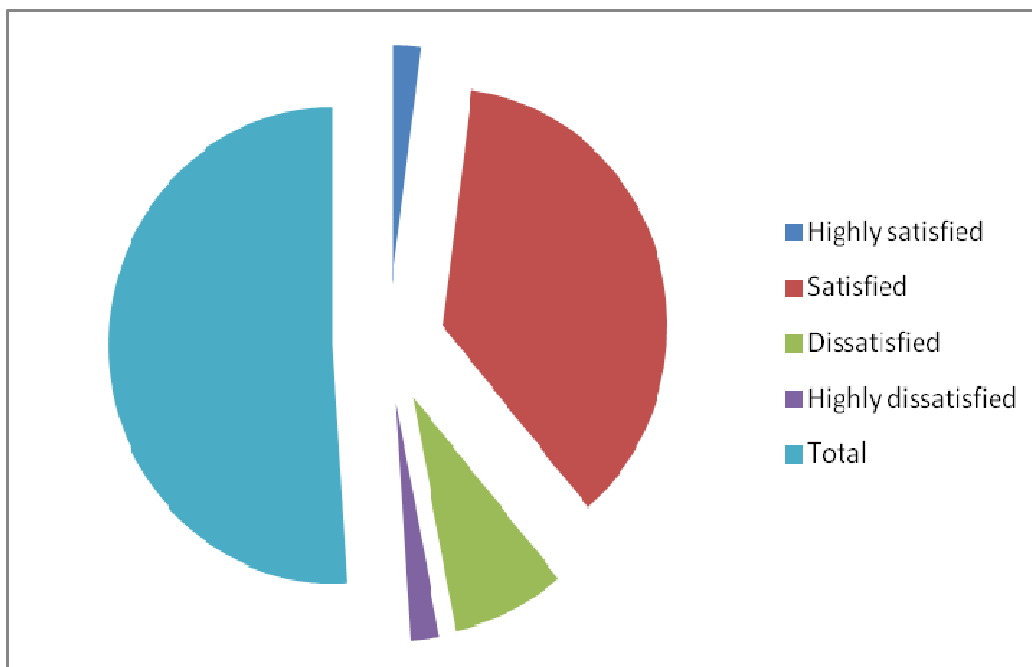
Hence there is a significant difference in the perception of welfare and safety measures provided among workmen.



1. TO WHAT EXTENT ARE YOU SATISFIED WITH THE SAFETY PRECAUTIONS IN YOUR COMPANY?

- A] Highly satisfied B] Satisfied
C] Dissatisfied D] Highly dissatisfied

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
Highly satisfied	2	4
Satisfied	36	72
Dissatisfied	8	16
Highly dissatisfied	2	4
Total	50	100



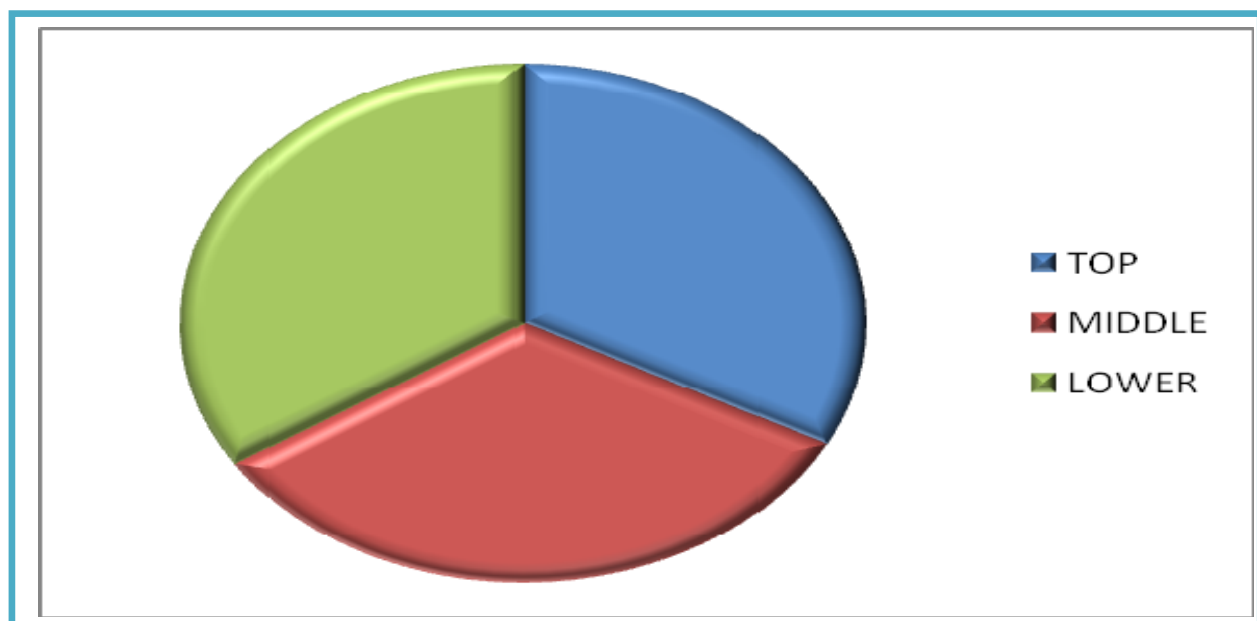
From the above table, it is clear that 4% of the respondents are highly satisfied, 72% of the respondents are satisfied, 16% of the respondents are dissatisfied, 4% are highly dissatisfied with the safety precautions provided in the company.

2. OVER ALL SATISFACTION OF EMPLOYEES, EMPLOYERS AND MANAGEMENT

LEVELS	EMPLOYEES	EMPLOYERS	MANAGEMENT	PERCENTAGE (Overall)
TOP	35%	40%	20%	95%
MIDDLE	30%	36%	30%	96%
LOWER	28%	21%	50%	99%

INTERPRETATION

From the above table and chart is identified Top, Middle and Lower level managements are available, and also the table included three types of people available are there. The satisfaction levels of these three are 95%,96% & 99%.



FINDINGS

- 76% of the respondents are aware of the safety and welfare measures provided by the company.
- 80% of the respondents are comfortable with the working temperature /humidity in the work place.
- 76% of the respondents are satisfied with the medical help provided in emergency situations.
- 76% of the respondents are satisfied with the shift timings and schedules.
- 82% of the respondents are satisfied with the illumination facilities provided by the company in the work place.
- 76% of the respondents said that the company maintains records of accidents.
- 49 % of the respondents have rated that Canteen facilities as good
- 72% of the respondents felt that the welfare measures of the company are useful for improving their performance.

X. CONCLUSION

- Welfare measures play an important role in the workman's dedication towards work. The satisfied worker regarding safety and welfare can play his attention on his job.
- From the overall study it is observed that majority of the workmen are satisfied with the safety and welfare measures provided by HBL Power Systems ltd.

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