**PROJECT REPORT ON**

**“EMPLOYEES WELFARE”**

**At**

**GAGAL CEMENT WORKS, BARMANA (H.P)**

**SUBMITTED TO HP UNIVERSITY SHIMLA**

**In the Partial Fulfillment of the Requirement for the Award of the Degree of**

**BACHELOR OF BUSINESS ADMINISTRATION**

**IN SWAMI VIVEKANANDA GOVT. COLLEGE GHUMARWIN SESSION 2021-22**

**SUPERVISION: SUBMITTED BY:**

**MISS. SWATI THAKUR ANKITA KUMARI**

**ASST. PROF. (BBA) BBA 6th SEM**

**Roll. No. 5190350006**

**ACKNOWLEDGEMENT**

“Acknowledgement is an art, one can write glib stanzas without meaning a word, on the other hand one can make a simple expression of gratitude ”I take the opportunity to express my gratitude to all of them who in some or other way helped me to accomplish this Project at “**ACC GAGAL WORK BARMANA (H.P)”**. No amount of written expression is sufficient to show my deepest sense of gratitude to them. I very sincerely acknowledgement my sense of reference to **Director HEIS Mr. Ram Krishan Bharti , Coordinator BBA Asst Prof. Rajender Kumar**, **Asst Prof. Swati Thakur** of **Swami Vivekananda Government College Ghumarwin .** I also express deepest gratitude to my family for their blessings and good wishes.

**Date:-**

**Place:- Ghumarwin Sign Of Student**

**DECLARATION**

This is to certify that the Project Report entitled **“Employee Welfare”** Of **“ACC CEMENT WORK BARMANA (H.P)”** has been prepared by **ANKITA KUMARI** in partial of the requirement of the degree of **BACHELOR OF BUSINESS ADMINISTRATION**.

I hereby declare that all the information and fact produced here on based on my own findings of studies at **“Employee Welfare”** of **“ACC CEMENT WORK BARMANA (H.P)”**are original in nature. The content of report is true expression of my efforts on this topic. Any resemblance of earlier project report is purely co- incidental.

**Date:-**

**Place:- Ghumarwin Sign. of Student**

**CERTIFICATE**

This is a certify that the Project Report entitled **“Employee Welfare”** for the award of the degree of **BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)** From **HP UNIVERSITY SHIMLA,** is a record of Project report carried out by **ANKITA KUMARI** a student of **SWAMI VIVEKANANDA GOVERNMENT COLLEGE GHUMARWIN** in **BBA 6thSem** .Roll

no.**5190350006** under my supervision and guidance, no part of this report has been submitted to any other degree/diploma and this report may be taken for evaluation.

**Sign of Candidate Sign. of Guide**

**Sign of Co-ordinator (BBA)**

**Date:-**

**Place:- Ghumarwin**

**TABLE OF CONTENT**

|  |  |  |
| --- | --- | --- |
| **Sr.No** | **Particulars** | **Page.No** |
| **1.** | **Chapter-1**   * 1. Company Introduction   2. Introduction To The Employee Welfare | 01-14  02-05  06-14 |
| **2.** | **Chapter-2**   * 1. Review Of Literature   2. Need And Literature   3. Scope of Study 2.4Reasearch Methodology | 15-23  16-17  18  19  20-23 |
| **3.** | **Chapter-3**   * 1. Data Analysis And Interpretation   2. Limitation of Study | 24-41  2540  41 |
| **4.** | **Chapter-4**   * 1. Finding And Suggestions   2. Conclusion of Study | 42-45  43-44  45 |
| **5.** | **BIBLIOGRAPHY** | 46 |
| **6.** | **QUESTIONNAIRE** | 47-50 |

## CHAPTER-1

COMPANY PROFILE:



ACC Limited

Commissioned on 12th March 1984, Gagal Cement Works (GCW) is part of India’s largest cement company, ACC Ltd. It is located near Barmana in Bilaspur district of Himachal Pradesh, on the National Highway NH 21, connecting Ambala and Manali. Installed with a capacity of 5.6 Lakh tones of cement per annum, it has modernized and expanded to a total capacity of 4.64 million tones of cement per annum. GCW is a market leader in the northern region and maintains its market share in all strategic markets.

Located in the eco‐sensitive zone of the Himalayas, the company has been pro‐active in working towards environmental conservation and pollution control. It has reportedly planted more than 1 million trees over a period of 12 years, in and around the factory premises. As part of the environment management system, GCW has been regularly investing in technological up‐gradation to achieve both economic and environmental efficiency.

Mines

The total mining area with GCW is 231.25 hectares comprising Barmana Hill and

Gagal Hill. Of this, 52 hectares is the active mining area and forms part of the Gagal Hill. From an initial height of 947m, the hill has been mined down to 650m and the company plans to mine down further up to 500 m. It is expected that this level would be reached over the next 25 years, after which, further reconnaissance would be carried out to assess more potential for extraction. If not found viable, the company plans to use the crater created post mining for harvesting of water.

The Gagal mine has a belt length of 1.5km. Limestone is blasted by using a benching process i.e dividing the hill into benches. Blasting is carried out 3‐4 days in a week and usually between and 3pm. About 20,000 tones are mined in each blast.

In 2001, ACC adopted the Non‐electric Bottom Initiation Detonator technique over the conventional detonating fuse technology for blasting. More sophisticated detonators are used today in order to minimize the impact of the blast on the surrounding areas.

The vibrations and noise levels are measured at the closest monitoring

i.e. at the mining office. According to ACC, the vibration limits are well within prescribed limits. The IUCN team had a chance to witness one blast. The vibrations and noise generated were muffled and the dust emissions appeared to be minimal and localized. The team was informed that the throw of the blasted material is about 20 m to 30 m.

The villages surrounding the mines are at a distance of more than 500 m from the blasting site. In later interactions with local communities, the team was informed that several houses had developed cracks. They attributed these to the vibrations caused due to the blasting. ACC officials maintain that the cracks, if any, are due to faulty constructions and that, the company has conducted studies in the past

to demonstrate to villagers that there are minimal vibrations to cause cracks.

**ACC Limited** is India's foremost manufacturer of cement and

Mixed with 17 modern cement factories, more than 50 ready Mixed concrete plants,a vast distribution network of over 9,000 dealers and a countrywide spread of sales offices.

The company has been a trendsetter and noted benchmark in cement and concrete technology since it was established in 1936. ACC has a unique track record of innovative research, product development and specialized consultancy services. The name ACC is synonymous with cement and enjoys a high level of equity in the Indian market.

The company continuously explores ways to make its business more planet-friendly and this concern is integrated into all activities of the value chain from mining to sales. It has among the lowest carbon footprints in its class. ACC had installed sophisticated pollution control equipment as far back as 1966, long before pollution control laws came into existence. It was among the first Indian companies to include commitment to environmental protection as one of its corporate objectives. Today each cement plant has state-of- the art pollution control equipment. ACC plants, mines and townships visibly demonstrate successful endeavours in quarry rehabilitation, water management techniques and ‘greening’ activities. The company actively promotes the use of alternative fuels and resources and offers effective solutions for waste management including testing and co- processing.

ACC’s commitment to sustainable development and its on- going efforts in community welfare programme have won it acclaim as a responsible corporate citizen. Recently the CII- ITC Centre of Excellence in Sustainable Development cited ACC as a role model in conducting business sustainably**,**

felicitating it with India’s most coveted honor in this field:

* “India’s Most Sustainable 2015”
* Sustainable Plus Platinum label of CII-ITC

**INTRODUCTON OF EMPLOYEE WELFARE**



**EMPLOYEE WELFARE:-**

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 be in monetary terms only but in any kind/forms.

## MEANING OF EMPLOYEES WELFARE:-

Employee welfare means “the efforts to make life worth living for workmen. According to Tood **“Employee Welfare” means** anything done for the comfort and improvement, intellectual or social, of the employees over the above the wages paid which is not a necessity of the industry.

## DEFINITION OF EMPLOYEES WELFARE:-

According to the labour investigation committee (1946), “Employee welfare means anything divine for intellectual, physical, moral and economic betterment of the workers, whether by employers, government or by other agencies, over and above what is laid down by law or what is normally expected on the part of the tacted benefits for which workers may have bargained.”

## According to Oxford Dictionary:-

**“Labour welfare as efforts to make life worth living for workmen.”**

## Features of Labour Welfare

The basic features of labor welfare measure are as follows: -

* Labour 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
* Labour welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
* Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
* The purpose of labour welfare is to bring about the development of the whole personality of the workers to make a better workforce.

## Objectives of Employees welfare

Employees welfare serves the primary objective of the organization, i.e, it enhance the relationship of the employer and employees.

Some of the other major objective of it are as follows : -

### Providing Motivation:

Employees working in the organization are precious assets, who need to be motivated from time to time.

The company can adopt various measures to motivate them; one of the measures amongst them is providing welfare facilities as described above, i.e., Statutory and voluntary services or facilities.

### Retaining Employees:

Companies which knows the value of the talented and experienced employees provides various facilities to their employees.

So that the employee will remain in the company for a longer period of time as if an employee will not be satisfied with the organization he/she may switch the organization.



### Retaining Employees:

Companies which knows the value of the talented and experienced employees provides various facilities to their employees.

So that the employee will remain in the company for a longer period of time as if an employee will not be satisfied with the organization he/she may switch the organization.

### Increases Productivity:

Motivated employees always serve better productivity to the organization, which enhances the companies as well his personal career growth day by day.

It is one of the long-term objectives of providing welfare measures to the employees.

### Creating Goodwill:

Companies try to create and maintain their goodwill in the market full of completion by providing relevant employee benefits to their employees. It also helps them to attract talented employees to join their company.

### Creates Strong employer-employee:

Providing employee welfare benefits acts as a give and take relationship amongst the employer and the employees.

## Conclusion:

Employee Welfare is nothing but an effort made by the employer to enhance the lifestyle of the employees working for their organization.It has become an essential factor for every organization who wants growth in the future; therefore, companies adopt various measures for providing the employee welfare benefits to their employees for providing them comfort."

## Benefits of Employees Welfare: -

* They provide better physical and mental health to workers and thus promotea healthy work environment.
* Facilities like housing schemes, medical benefits, and education and recreation
* Facilities for workers’ families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
* Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
* Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
* The social evils prevalent among the labor such as substance abuse, etc. are reduced to a greater extent by the welfare policies.
* 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 labour force, to reduce labour turnover and absenteeism.
* To develop efficiency and productivity among workers.

## Safety of Employees: -

Fencing of machinery:-All dangerous and moving parts of machinery shall be securely fenced. Screws, bolts and teeth shall be completely encased to prevent danger.

* + Work on or near machinery in motion. Lubrication or other adjusting operation on moving machinery shall be done only by a specially trained adult male worker.
  + Employment of young person’s on dangerous machines. No young person shall be allowed to work on any dangerous machine (so prescribed by the state government) unless he is sufficiently trained or is working under the supervision of knowledgeable person.
  + To provide better life and health to the worker.
  + To make the workers happy and satisfied.
  + To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.
  + The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labour force for the organization.
  + The purpose of providing such facilities is to make their work life better andalso to raise their standard of living.

## Welfare of Employees: -

Chapter V of the factories Act contains provisions about the welfare ofemployees. These are as follows:

* + - There shall be separate and adequately screened washing facilities for the use of male and female employees.
    - There shall be suitable places provided for clothing not worn during working hours and for the dying of wet clothing.
    - There shall be suitable arrangement for all workers to sit for taking rest if they are obliged to work in a standing position.
    - There shall be provided the required number of first-aid boxes or cupboard (at the rate of one for every 150 workers) equipped with the prescribed contents readily available during the working hours of the factory.
    - The State Government may make rules requiring that in any specified factory employing more than 250 employees a canteen shall be provided and maintained by the occupier for the use of the employee.
    - There shall be provided sufficiently lighted and ventilated lunch room if the number of employees employed are above 150.

## Employee Welfare in India: -

The chapter on the Directive Principles of State Policy in our Constitution expresses the need for labour welfare thus:

The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life.

The State shall, in particular, direct its policy towards securing:

That the citizens, men and women equally, have the right to an adequate means of livelihood;

That the ownership and control of the material resources are so distributed as to subservice the common good.

The State shall make provision for securing just and humane conditions of work and for maternity relief.

## Factories Act, 1948: -

The principal Act to provide for various labour welfare measures in India is the Factories Act, 1948. The Act applies to all establishments employing 10 or more workers where power is used and 20 or more workers where power is not used, and where a manufacturing process is being carried on.

**Advantages and Disadvantages of employees’ welfare**

***Advantages or Benefits of Employee Welfare Measures***

***Disadvantages of Employee Welfare Measures***

High efficiency

The welfare schemes become the driving force to work

Boost the morale of employees

The Financial burden for the company

|  |  |
| --- | --- |
| To maintain a competitive edge in the  To build a competitive edge market | |
| To get timely result | Outshines all the old schemes of the company |
|  |  |
| Improved industrial relations | Fear of employees leaving the organization |
|  |  |
| Mental and moral health are also improved | Increases the budget of the company |

**CHAPTER-2**

**REVIEW OF LITERATURE**

* + **REVIEW OF LITERATURE:-**A study was conducted on welfaremeasures by **KIRABAKARAN (1983)** his findings are as follows Dunlop India Ltd, has under taken a number of welfare measures in addition to statutory provision. Majority of the workers and staff are satisfied about the welfare facilities provided by the concern.
  + **S.KUMAR (1993),**“A study on the Labour welfare measures in AFT Ltd Pondy”. The author concluded the objective of the study is to find out the welfare facilities provided on the AFT and the employee’s suggestion and opinion about welfare measures by using structure questionnaire and by concluding personal simple random sample for a sample of 100. The study revealed the welfare measure provided by the company was adequate exceptfor a few systems like housing scheme and pension scheme.
  + **JOHRI C.K AND SHARMA D.I**, “Financing and administration of labour welfare” Sri Ram centres for industrial relation 1968, New Delhi. Analysis on the lines of important aspect to be much more deficient is considered as a favor by the employer to employee in terms of providing facilities like having education and recreation.
  + **R.NAJEED(1996)**,“The main objective of his study is to identify the worker welfare measure and to analysis the problem in the implementation of the welfare measure to identify the need for improved working condition. Labour welfare may be viewed as total concept, as a social conceptand as a relative concept.
  + **K.Srikant – July 2004**, “The productivity of an organization is

dependent on occupational health and employee well being”. He concluded the research addressing occupational health and employee well being concentrates on 4 major areas in organizational psychology, job insecurity, work hours, control at work and managerial style. The heightened pressure can impact their behavior towards employees.

**NEED AND OBJECTIVES OF THE STUDY**

* The objective is to analyze whether the employees are satisfied with thefacilities provided at ACC.
* To find out the employee’s level of satisfaction association with nature ofjob and working atmosphere.
* To study management employee relationship.
* To assess the level of satisfaction of the employee on what type of trainingundergone in the industry.
* To study about the motivation level in ACC.
* To know employee perception about the facilities being provided to them atACC GAGAL.
* Track employee’s workplace climate in ACC GAGAL.

**SCOPE OF THE STUDY**

This project aims on eliciting the **‘EMPLOYESS WELFARE’** facilities of theemployees of **ACC GAGAL CEMENT WORK.** For this purpose a unit was chosen by the industry and the study was confined in that unit of GCW. In these unit 100 employees has been chosen randomly by random sampling method.

The data have been collected through questionnaire. The data analyzed with the help of constructing tables and diagrams & result drawn with the help of percentage method.

The questionnaire was carefully prepared to evaluate the employee’s welfare facilities at the ACC

GAGAL CEMENT WORK.

**RESEARCH METHODOLOGY**

Research methodology comprises of two words that are research and methodology.

**Research** refers to a search for knowledge .Researcher scientific and systematic search for pertinent information on specific topic.

**Research Methodology** is a way to systematically solve the research problem. Research Methodology refers to a back philosophy of research. As an example of methodology in theoretical work, the development of [paradigms](http://en.wikipedia.org/wiki/Paradigm) satisfies most or all of the criteria for methodology. A paradigm, like an algorithm, is a ‘constructive’ framework, meaning that the so-called construction is a logical, rather than a physical, array of connected or intercalated elements. Therefore in order to solve a research problem it is necessary to design a research methodology for the easy and accurate solution of the problem.

There are benefits of research to different parties:

**Benefit to researcher:-** It enhances the practical knowledge of researcher.

**Benefit to employees:-** The problems of employees come in the air.

**Benefit to organization:-**The factors that employees want for job satisfaction come into the eye of management and this helps in reducing turnover.

RESEARCH DESIGN:-

**Research Design** is concerned with turning the research question into a testing project.

The best design depends on your research questions. Every design has its positive and negative sides. The research design has been considered as a "blueprint" for research, dealing with at least four problems: what questions to study, what data are relevant, what data to collect, and how to analyze the results.

The research is of descriptive in nature, which could provide an accurate picture of marketing procedure conducted in the organization. Descriptive research includes surveys and fact-finding inquiries of different kinds. The research is of Ex post facto nature in which researcher no control over the variables has. Statistical method lay stress on objectivity rather than rely on intuition and judgment and average & percentages can easily be calculated.

The following methodology was adopted in project:-

* + Questionnaire study
  + Analysis of the primary data.

## SAMPLE DESIGN:-

A sample design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure that is adopted in selecting the sampling units from which inferences about the population is drawn. Sampling design is determined before the collection of the data.

* + - **Sampling Unit:-**A decision has to be taken concerning a sampling unit before selecting
    - sample.
    - **Sampling unit:-** Employees of ACC
    - **Source list:-**It contains the names of all items of a universe.
    - **Size of sample:-**It refers to the number of items to be selected from the universe to constitute a sample. It indicates the number of individuals who would be surveyed. Here the sample size is **60 respondents**
    - **Research Design:-**Descriptive
    - **Sampling:-**Simple Random Sampling
    - **Data:-** Primary and Secondary Data
    - **Tools:-**Questionnaire

### Sample Size:-60

**METHODS OF DATA COLLECTION:-**

Broadly the data has been collected through:-

1. Primary Data
2. Secondary Data

**Primary data:-**Primary data are those which are collected for the first time andthus happen to be original in character. Primary data has been collected through:-

**Questionnaire:-**It is considered as the heart of survey operations and therefore should be very carefully constructed. It consists of a number of questions printed or typed in a definite order which is filled by the respondents on their own. A good questionnaire should be comparatively short and simple and the sequence shall be from easy the difficult ones.

### Advantages of questionnaire are:

* They are economical.
* They are free from the biasness of the interviewers.
* Respondents have adequate time to give well thought to their answers.
* Respondents can be reached conveniently.
* Large samples can be used and therefore the results are more dependable.

### Secondary data has been collected through:-

* Magazines
* Websites

## CHAPTER-3

**DATA INTERPRETATION & ANALYSIS**

## Are you aware of the health and safety measures adopted in the company?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr No** | **Range** | **No of**  **respondent** | **Percentage** |
| A | Yes | 60 | 100 |
| B | No | 0 | 0 |
| C | Cant say | 0 | 0 |
| **Total** | | **60** | **100** |

**Table 3.1**

60

yes No cant say

## Graph 3.1

**Interpretation:**

In the survey 100% of the respondents are aware of the health and safety measures that are adopted by the company.

## Do you have effective arrangements for communicating on health and safety matters?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr No** | **Range** | **No of**  **respondents** | **Percentage** |
| A | Yes | 59 | 98.3 |
| B | No | 1 | 1.7 |
| C | Can’t say | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.2**

1

59

Yes No cant say

## Graph3.2

**Interpretation:**

In the survey, only 98.7% of the respondents say

That they have effective arrangements for communicating health and safety matters but nearly 1.7% of the respondents says that they

have no effective arrangements for communicating health safety and security matters in the company.

## Does the company provide medical facility?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No** | **Range** | **No Of**  **respondent** | **Percentage** |
| A | Yes | 58 | 96.3 |
| B | No | 2 | 3.3 |
| C | Can’t say | 0 | O |
| **Total** | | **60** | **100** |

**Table3.3**

3.3 0

96.3

YES NO CAN'T SAY

## Graph3.3

**Interpretation:**

In the survey, 96.3% of the respondents says that

the company is providing medical facilities to the workers but 3.3% of the respondents respond the company does not provide any medical facilities to the workers.

## Have you attended any health and safety training in your company?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Range** | **No of**  **respondent** | **Percentage** |
| A | Yes | 35 | 58.7 |
| B | No | 25 | 41.7 |
| C | Cant’ say | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.4**

25

35

Yes No cant say

## Graph3.4

**Interpretation:**

In the survey 58.3% of the respondents respond

that they attended the health safety and security training programme conducted in the company but 41.7%of respondent says that they have not attended any health and safety training programme conducted in the company**.**

## Do you have proper drinking water facility inside your work place?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr.No.** | **Range** | **NO. Of**  **Respondent** | **Percentage** |
| A | Always | 35 | 58.3 |
| B | Sometime | 10 | 16.6 |
| C | Often | 11 | 18.33 |
| D | Not at all | 4 | 6.66 |
| E | Rarely | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.5**

0

4

11

10

35

always sometimes often not at all rarely

## Graph3.5

**Interpretation:**

In the survey 58.3% of the respondents say that they

have proper drinking water and 16.6% of the respondents respond that only sometimes they have proper drinking. And often respond that 18.33% they have proper drinking water. And some respond that 6.66% not at all they have proper drinking water.

## Do you have any stress toward work ?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No** | **Range** | **No of**  **respondents** | **Percentage** |
| A | Always | 18 | 30 |
| B | Sometimes | 32 | 53.3 |
| C | Often | 2 | 3.3 |
| D | Rarely | 7 | 11.7 |
| E | Not at all | 1 | 1.7 |
| **Total** | | **60** | **100** |

**Table3.6**

1

2

7

18

32

Always Sometimes often rarely not at all

## Graph3.6

**Interpretation:**

In the survey 30% of the respondents say that always they faces stress and 53.3% say sometimes they faces stress,11.7% says often they faces stress and 1.7 % says rarely they faces stress towards work.

## How do you rate the working environment of the organisation?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No** | **Range** | **No. Of**  **respondents** | **Percentage** |
| A | Highly  satisfactory | 36 | 60 |
| B | Satisfactory | 9 | 15 |
| C | Average | 10 | 16.66 |
| D | Dissatisfactory | 5 | 8.33 |
| E | Highly Dissatisfactory | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.7**

5

10

9

36

H satisfactory

Satisfactory

Average

Dissatisfactory

H Dissatisfactory

## Graph 3.7

**Interpretation:**

In the survey 60% worker say that they have highly

satisfy, 15% say they have satisfy and 16.6 says that they have average satisfy and 5 says that they have dissatisfy with the working environment

## Is the working temperature of an organisation is ok?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr.No** | **Range** | **No of**  **respondent** | **Percentage** |
| A | Ok | 45 | 75 |
| B | Not ok | 15 | 25 |
| C | Cant say | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.8**

15

ok not ok cant say

## Graph3.8

**Interpretation:**

75% respondent says that there environment is safe

for working and 25 % says that there environment is not safe for working. And other says nothing.

## Do you get regular increments in your salaries?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr No** | **Range** | **No of**  **respondent** | **Percentage** |
| A | Yes | 50 | 83.33 |
| B | No | 10 | 16.66 |
| C | Can’t say | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.9**

10

50

yes no

## Graph3.9

**Interpretation:**

In the survey, 83.33% of the respondents say that they

get regular increments in their salaries and 16.66 says that they do not get regular increments in their salary.

## Are the urinals cleaned and maintained properly do you agree or not?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Range** | **No. Of**  **respondents** | **Percentage** |
| A | Strongly agree | 11 | 18.3 |
| B | Agree | 46 | 76.7 |
| C | Neutral | 3 | 5 |
| D | Disagree | 0 | 0 |
| E | Strongly  disagree | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.10**

3

11

46

S agree Agree neutral

Disagree S disagree

## Graph 3.10

**Interpretation:**

In the survey, 18.3% of the respondents strongly agree

that the latrines and urinals are cleaned and maintained properly but 76.7% respondents simply agree that the latrines and urinals are cleaned and maintained properly and 5% of the respondents say that they have no idea about the maintenance of latrines and urinals.

## Do you think that your environment is safe to work?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Range** | **No. Of**  **respondents** | **Percentage** |
| A | Strongly agree | 6 | 10 |
| B | Agree | 47 | 78.3 |
| C | Neutral | 7 | 11.7 |
| D | Disagree | 0 | 0 |
| E | Strongly  disagree | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.11**

7 6

47

S agree Agree neutral Disagree S disagree

## Graph3.11

**Interpretation:**

In the survey, 10% of the respondents strongly agree

that their environment is safe to work but 78.3% of the respondents simply agree that their environment is safe to work and 11.7%

of the respondents say that they have no idea about their environment is safe to work.

## How frequent training regarding health and safety is offered in the company?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sr. No.** | **Range** | | | **No. Of**  **respondents** | **Percentage** |
| A | Once  years | in | 5 | 4 | 6.7 |
| B | Once  years | in | 3 | 4 | 6.7 |
| C | Yearly once | | | 50 | 83.3 |
| D | Rarely | | | 2 | 3.3 |
| E | Not at all | | | 0 | 0 |
| **Total** | | | | **60** | **100** |

**Table3.12**

2 4

4

50

once in 5

once in 3 yearly once rarely not at all

## Graph3.12

**Interpretation:**

In the survey, 6.7% of the respondents say that once in 5.that enough training is given to the workers but 6.7% respondents

say that once in 3that enough training is given to the workers 83.3 say yearly once. And 3.3 says rarely.

## How often the company provide health checkup for workers?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Range** | **No. Of**  **Respondents** | **Percentage** |
| A | Yearly | 52 | 86.7 |
| B | Half yearly | 6 | 10 |
| C | Quarterly | 2 | 3.3 |
| D | Monthly | 0 | 0 |
| E | Rarely | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.13**

6

2

52

yearly half yearly Quartely monthly rarely

## Graph3.13

**Interpretation:**

In the survey, 86.7% of the respondents say that

the company provides health check up half yearly and 10% of the respondents respond that the company provides health check

up quarterly and 3.3% respondents say that the company provides health check up monthly.

## Are the machinery maintained properly ?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Range** | **No. Of**  **respondents** | **Percentage** |
| A | Always | 42 | 70 |
| B | Sometimes | 18 | 30 |
| C | Often | 0 | 0 |
| D | Rarely | 0 | 0 |
| E | Not at all | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.14**

18

42

Always Sometimes often rarely Not at all

## Graph3.14

**Interpretation :**

In the survey, 70% respondents say that always the are maintained the machine properly and 30% of the respondents respond

that sometimes they are maintaining the machines properly and other says that they cannot say anything.

## How often the safety inspection are held in the company?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No.** | **Range** | **No. Of**  **respondents** | **%** |
| A | Yearly | 55 | 91.7 |
| B | Monthly | 4 | 6.7 |
| C | Weakly | 1 | 1.7 |
| D | Daily | 0 | 0 |
| E | Rarely | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.15**

1

4

55

Yearly Monthly Weakly Daily Rarely

## Graph3.15

**Interpretation:**

In the survey, 91.7% respondents says that inspection in

the company are held in yearly.6.7 % says that inspection are held in monthly and 1.7% says that inspection in the company are held in weakly basis.

## Is there any role of management regarding health safety and security requirements? Do you agree or not?

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr. No** | **Range** | **No. Of**  **respondents** | **Percentage** |
| A | Strongly agree | 4 | 6.7 |
| B | Agree | 51 | 85 |
| C | Neutral | 5 | 8.3 |
| D | Disagree | 0 | 0 |
| E | Strongly  disagree | 0 | 0 |
| **Total** | | **60** | **100** |

**Table3.16**

5 4

51

S agree agree neutral Disagree S disagree

## Graph3.16

**Interpretation:**

In the survey, 6.7 employees strongly agree that

the committee of health and safety are good, 85% says agree 8.3% percent are neutral and 0 and 0% are disagree.

**LIMITATIONS OF STUDY**

1. Carrying the survey was a general learning experience for us but we also faced some problems, which are listed here:

2 Time was among the most critical limitation of this study.

1. This whole study is done with in a small time period of 6 weeks.
2. The sample size is small.
3. Generally the respondents were busy in their work.
4. Respondents were reluctant to discover complete and correct information. Due to different shifts of working of employees, whole management staff could not be covered in this study
5. Questionnaires were not returned on time despite several reminders.
6. Omission of replies to certain questions.
7. Due to human behaviour information may be biased.

## CHAPTER-4

**Findings**

* In the survey 100% of the respondents are aware of the health and safety adopted by the company.
* In the survey, 96.3% of the respondents says that the company

is providing medical facility to the workers but 3.3 % of the workers says that the company is not providing any medical facility.

* In the survey 58.3% of the respondents respond that they attended the health safety and security training program conducted in the company but 41.7% of the respondents says that they are not

attended any health and safety programme conducted in the company.

* In the survey 58.3% of the respondents say that they have proper drinking water and 16.6% of the respondents respond that sometimes they have proper drinking water and often respondents 18.33% says that they have proper drinking water.

And someone say that 6.66% not at all they have proper drinking water.

* In the survey 30% of the respondents say that always they faces stress and 53.3% say sometimes they faces stress and 1.7% says rarely they faces stress toward work.
* In the survey 60% workers say that they have highly satisfy, 15% of the workers say they have satisfy and 16.6% says that they have average satisfy and 5% says that they have dissatisfy with the working environment.
* 75% says that there environment is safe for working and 25% of the respondents says that there environment is not safe for working and other says nothing.
* In the survey, 83.33% of the respondents say that they get regular increments in your salary and 16.66% says that they do not get regular increments in their salary.

**Suggestions**

* The company has create to the awareness for the workers regarding health safety and security.
* They have to provide effective arrangement to the workers for communicating their health safety and security matters.
* It is better to provide frequent health safety and security training atleast once in a year.
* The company has to provide enough drinking water facilities available at all a time.
* The management has to take necessary steps to reduce the stress level of the workers.
* Proper training has to be given to the workers to avoid frequent accidents.
* Safety committee has to be formed to monitor the health safety and security issue.
* The company has to conduct the regular inspection to ensure high level of safety in the work place.

**Conclusion**

It is revealed from the study that the health safety and security measures adopted in ACC private limited company are provided to the workers according to the provision of factories act. It reveales that the awareness of the workers health safety and security in the work place is in adequate.

Also repeated accidents like electric shocks, finger injuries are accured in the work place. Suitable ideas were suggested to avoid those accidents and to improve the health safety and security measures. Most of the workers were satisfied with the heath safety and security measures adopted in the company. If the

company impliments effective disciplinary procedure: it will help the company to go with their policies and also to maintain health safety and security in the organization.

# BIBILIOGRAPHY

Personal management - C.B Mamoria & Gankar Research Methodology - C.R Kothari.

Industrial relation & - P. Tirupati.

Dynamics of industrial relation - C.B Mamoria & Gankar Human resource and

Personal management - K. Aswathappa

# Books

FINANCIAL MANAGEMENT - KALYANI HUMAN RESOURCE DEVELOPMENT -KALYANI HUMAN RESOURCE DEVELOPMENT - V.K

Website- [http://www.acchelp.in](http://www.acchelp.in/)

# Questionnaire

Respected sir/ madam

I Ankita Kumari student of BBA in Human Resource , pursuing a research project on “ Employee Welfare, measures in ACC

Ltd. company.

I will grateful to you if your valuable time & efforts with your valuable views on the subject of this research study.

**Name: Age: Qualification: Experience:**

**Gender:**

* 1. Are you aware of the health safety and security adopted in the company?
     1. Yes
     2. No
     3. Can’t say
  2. Do you have effective arrangements for communicating health safety and security?
     1. Yes
     2. No
     3. Can’t say
  3. Does the company provide medical facility?

1. Yes
2. No
3. Can’t say
   1. Have you attend any health safety and security program?
      1. Yes
      2. No
      3. Can’t say
   2. How frequent training is offered in the company?
      1. Once in 5 year
      2. Once in 3 year
      3. Yearly once
      4. Rarely
   3. Do you have proper drinking water facility inside your work place?
4. Always
5. Sometimes
6. Often
7. Rarely
8. Not at all
   1. Do you have any stress toward work ?
9. Always
10. Sometimes
11. Often
12. Rarely
13. Not at all
    1. Is the working temperature of an organisation is ok to work?
       1. Ok
       2. Not ok
       3. Can’t say
    2. How do you rate the working environment of an organisation?
       1. Satisfy
       2. Highly satisfied
       3. Average
       4. Dissatisfactory
       5. Highly dissatisfactory
    3. Are the urinals or toilets cleaned and maintained properly?
14. Strongly agree
15. Agree
16. Neutral
17. Disagree
18. Strongly disagree
    1. Do you think that your environment is safe to work?
19. Strongly agree
20. Agree
21. Neutral
22. Disagree
23. Strongly disagree
    1. Do you get regular increments in your salary?
24. Yes
25. No
26. Can’t say
    1. How often the company provide health checkup for workers ?
       1. Yearly
       2. Half yearly
       3. Quarterly
       4. Monthly
       5. Rarely
    2. Are the machines maintained properly?
27. Always
28. Sometimes
29. Often
30. Rarely
31. Not at all
    1. How often the safety inspection are held in your company?
32. Yearly
33. Monthly
34. Weakly
35. Daily
36. Rarely
    1. Is there any role of management regarding health safety and security requirement? Do you agree or not?
       1. Strongly agree
       2. Agree
       3. Neutral
       4. Disagree
       5. Strongly disagree

***Thank you for your Time& experience***