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## Research Article

# UTILIZATION OF WELFARE FACILITIES PROVIDED BY THE STEEL PRODUCING ORGANIZATION TO THE EMPLOYEES

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### ABSTRACT

By 2020, the steel production capacity in India is expected to touch 275 million tonnes. The health, physical and mental efficiency alertness, morale and overall efficiency of the worker. This paper aims to study about the utilization of the welfare measures by the employees in the steel producing company for this study sample size of 110 employees was chosen as a random sample the tool used for this study is percentage analysis and chi-square for the study. The result interprets that significant relationship between income and improvements between income and working environment age and services provided

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## INTRODUCTION

Going forward, growth in India is projected to be higher than the world average, as the per capita consumption of steel in India, at around 46 kg, is well below the world average (150 kg) and that of developed countries (400 kg). Indian demand is projected to rise to 200 million tons by 2015. Given the strong demand scenario, most global steel players are into a massive capacity expansion mode, either through brown field or green field route. While green field projects are slated to add 28.7 million tonnes, brown field expansions are estimated to add 40.5 million tons to the existing capacity of 55 million tons.

Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on there are by contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation.

## REVIEW OF LITRATURE

Divya.D (2016), aims to study the welfare measures provided by an ARFA creation and also measured the satisfaction level of the employee towards the measures. The survey was conducted among the employee of ARFA Creations. The sample size taken for the study is 100. It also helps in analyzing the working conditions that is provided to the employee and

also its impact in the morale of the employees. Majority of the employees are not satisfied with the medical facilities, and they were not aware of pension schemes.

Nithyavathi.K (2016), As per her study, Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. 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.

Uttam kumar Das, & PandaJ.K.(2015), the main aim of this study is to analyze the welfare system of coal mines employees. Personal interviews and asking related questions have been used in this study to measure the employee welfare. The study shows that that 63% of the sample are satisfied with the welfare system in MCL still 27% aren’t satisfied by the effort made by MCL toward welfare facilities. The organization may give importance to the dissatisfaction of employees behind welfare activities should be identified and improved by the welfare department MCL.

Vinotha.P, *et.al.* (2015), A study on industrial health and safety measures. The importance of the study highlighted the health and safety measures which imply to improve the performance of the employees. The research was conducted with the sample of 150, on the basis of dis- proportionate stratified random sampling. The primary data was collected by means of a

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structured questionnaire which is filled by the respondents. The collected data were analyzed for interpretation by simple percentage analysis and Weighted Average Method. The study also focuses what are the safety equipment is necessary and how it protect the employees from the accident at the work spot. This study is very useful for the organization & future to make use of it for their development.

Lalitha.K & Priyanka.T (2014), study is to identify the employee welfare measures adopted in IT industry. The result implies 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.

Usha Tiwari (2014), Health, safety and welfare are the measures of promoting the efficiency of employee. In the present study an attempt has been made to study the employee welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd. Rewa Madhya Pradesh. The study show the Employees welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd. Rewa appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%).It can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

Logasakthi.K & Rajagopal.K (2013), Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. This paper highlights the welfare measures taken in the chemical industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through schedule. In some cases personal interview was needed at the time of filling up of questionnaire. To analyze, the collected data the researcher used simple percentage analysis, one way ANOVA and Chi-Square test. Different charts and graphs were drawn to interpret the collected data.

## RESEARCH METHODOLOGY

### Objectives of the study

- To find out the utilization of welfare facilities by the employees.
- To study about the protection measures of the employees in the work spot.

### Sources of Data

Primary data was collected directly from the respondents thorough the questionnaires. Secondary data was collected from journals, magazine and websites.

### Sampling Size

The sample size selected for the study is 110 employees. The respondents are selected by random sampling.

### Tool Used

The tools used for analyzing the data collected for this study are:

- Percentage analysis
- Chi-square test

### Percentage analysis

The percentage analysis is usually employed in any study relating to social science to assess the distribution of respondents under each classification. The distributions of the respondents are expressed in percentage, to facilitate comparison.

$$\text{Percentage} = \frac{\text{Number of the respondents (n)}}{\text{Total number of respondents (N)}} \times 100$$

### Chi- square test

Chi – square is a statistical measure used in the context of sampling analysis. It is applied to test the goodness of fit, to verify the distribution of observed data with assumed theoretical distribution. The quantity of chi – square describes the magnitude of discrepancy between theory and observation.

### Formula

$$\text{Expected frequency} = \frac{(\text{Row total for the row of that cell}) * (\text{Column total for the column of that cell})}{\text{Grand total}}$$

### Hypothesis

#### Alternate hypothesis H1

There is a significant relationship between the dependent and independent variable.

#### Null hypothesis H0

There is no significant relationship between the dependent and independent variable.

### Health Benefits

Health benefits	No of Employees	Percent
Excellent	12	10.91
Very good	41	37.27
Good	36	32.73
Satisfied	11	10.00
dissatisfied	10	9.09
Total	110	100

The above table 10.91% of the Respondents is excellent with health benefits; 37.27% of the Respondents are very good with health benefits; 32.73% of the Respondents are good if their health benefits, 10.00% of the Respondents are satisfied with health benefits, and 9.09% of the Respondents are dissatisfied with health benefits.

### Present Grievance Redressed Procedure

Present grievance redressed procedure	No of Employees	Percent
Highly satisfied	8	7.27
satisfied	36	32.73
Average	35	31.82
dissatisfied	19	17.27
Highly dissatisfied	12	10.91
Total	110	100

The above table 7.27% of the Respondents are highly satisfied with the Present grievance redressed procedure; 32.73% of the Respondents are satisfied with the Present grievance redressed procedure; 31.82% of the Respondents are average Present grievance redressed procedure, 17.27% of the Respondents are dissatisfied with the Present grievance redressed procedure and 10.91% of the Respondents are highly dissatisfied with the Present grievance redressed procedure.

**Medical Facility Provided**

Medical facility provided	No of Employees	Percent
Excellent	11	10.00
Very good	13	11.82
Good	37	33.64
Satisfied	37	33.64
dissatisfied	12	10.91
Total	110	100

The above table 10% of the Respondents is excellent with medical facility provided; 11.82% of the Respondents are very good with medical facility provided; 33.64% of the Respondents are good if their medical facility provided, 33.64% of the Respondents are satisfied with medical facility provided, and 10.91% of the Respondents are dissatisfied with medical facility provided.

**Policy of Aware**

Policy of aware	No of Employees	Percent
Highly aware	14	12.73
Aware	31	28.18
Moderately aware	40	36.36
Unaware	15	13.64
Highly unaware	10	9.09
Total	110	100

The above table inferred that 12.73 percent of the respondents gave their policy as high aware about the organization, 28.18 percent of the respondents policy as aware, 36.36 percent of the respondents gave their policy as moderately aware, 13.64 percent of the respondents policy as unaware, and 9.09 percent of the respondents policy as highly unaware.

**Aware of Hazards**

Aware of hazards	No of Employees	Percent
Highly aware	10	9.09
aware	30	27.27
Moderately aware	34	30.91
unaware	26	23.64
Highly unaware	10	9.09
Total	110	100

The above table inferred that 9.09 percent of the respondents gave their aware of hazards as highly aware about the organization, 27.27 percent of the respondents aware of hazards as aware, 30.91 percent of the respondents gave their aware of hazards as moderately aware, 23.64 percent of the respondents aware of hazards as unaware, and 9.09 percent of the respondents aware of hazards as highly unaware.

**Aware of First-Aid Treatment**

Aware of first-aid treatment	No of Employees	Percent
Highly aware	23	20.91
Aware	35	31.82
Moderately aware	30	27.27

Unaware	12	10.91
Highly unaware	10	9.09
Total	110	100

The above table inferred that 20.91 percent of the respondents gave their aware of first-aid treatment as highly aware about the organization, 31.82 percent of the respondents aware of first-aid treatment as aware, 27.27 percent of the respondents gave their aware of first-aid treatment as Moderately aware, 10.91 percent of the respondents aware of first-aid treatment as unaware, and 9.09 percent of the respondents aware of first-aid treatment as highly unaware.

**Handle Emergency Situation**

Handle emergency situation	No of Employees	Percent
Excellent	12	10.91
Good	45	40.91
average	28	25.45
Poor	14	12.73
Very poor	11	10.00
Total	110	100

The above table 10.91% of the Respondents is excellent with handle emergency situation; 40.91% of the Respondents are good with handle emergency situation; 25.45% of the Respondents are average if their handle emergency situation, 12.73% of the Respondents are poor with handle emergency situation, and 10% of the Respondents are very poor with handle emergency situation.

**Relationship between Income and Improvement For Your Betterment**

$H_0$ : There is significant relationship between income and improvements for your betterment.

Degree of freedom	Calculated value	Table value	Level of significant	Accepted/ Rejected
4	14.73	9.488	5%	Accepted

The table value is greater than the calculate value. So the null hypothesis is accepted. Hence, there is no relationship between income and improvements for your betterment.

**Relationship between Income and Working Environment of Organization**

$H_0$ : There is significant relationship between income and working environment of organization.

Degree of freedom	Calculated value	Table value	Level of significant	Accepted/ Rejected
6	9.543	12.592	5%	Rejected

The table value is less than the calculate value. So the null hypothesis is rejected. Hence, there is no relationship between income and working environment of organization.

**Relationship between Age and Loan Provided To Organization**

$H_0$ : There is significant relationship between age and loan provided to organization.

Degree of freedom	Calculated value	Table value	Level of significant	Accepted/ Rejected
1	15.78	9.488	5%	Rejected

The table value is less than the calculate value. So the null hypothesis is rejected. Hence, there is no relationship between age and loan provided to organization.

## CONCLUSION AND FINDINGS

### Percentage

- The majority 37.27% of the respondents are health benefits.
- The majority 32.73% of the respondents are Present grievance redressed procedure.
- The majority 33.64% of the respondents are medical facility provided.
- The majority 36.36% of the respondents are policy of aware.
- The majority 30.91% of the respondents are aware of hazards.
- The majority 31.82% of the respondents are Aware of first-aid treatment.
- The majority 40.91 % of the respondents are handle emergency situation.

### CHI – Square Table

- The chi – square table shows there is no significant relationship between income and improvements for your betterment of 5% Accepted.
- The chi – square table shows there is no significant relationship between income and working environment of organization of 5% Rejected.
- The chi – square table shows there is no significant relationship between age and services provided to the employees of 5% Accepted.

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