

ROLE OF ORGANISATION IN WELFARE MEASURES FOR EMPLOYEES

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ABSTRACT

The outlook to Human Resource Management in India has witnessed sea-change in last two decades. Economic liberalization in 1991 created a hyper-competitive environment. As international firms entered the Indian market bringing with them innovative and fierce competitiveness, Indian companies were forced to adopt and implement innovative changes in their HR practices. Increasing demand for skilled performers forced the companies to shift focus on attracting and retaining high-performing employees in a competitive marketplace. The organisations have realized that their biggest asset is their employees and not the financial resources.

Keywords: Economic liberalization, Hyper-competitive environment.

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INTRODUCTION:

Since 1995's the whole concept of Organisation has been shifted to focus on employees and workers. They are the main asset of any organisation. The organizations which have right workers at right time and in right place rules the business world. The satisfied labour will be converted into faithful and good labour and these acquired skills will help the organisation to survive, grow and capture the new markets and they can provide better customer oriented services and hence can retain their existing customers. Business sector is incorporating the concept of MIS, through which company are generating various kinds of reports, which are then presented and analyzed for the decision making within the organization.

LABOUR WELFARE

The Oxford Dictionary defines Labour Welfare as betterment of work for employees relates to taking care of the well being of workers by employer's trade union govt. and non-govt. agencies. The concept of labour welfare cannot be concisely defined because of the relativity of the concept. However, efforts have been taken by the expert bodies to do each his own way.

Labour Welfare: Anything done for the intellectual, physical, morel and economic betterment of the workers, by employers, by government about what is laid down by law or what is normally expected of the contractual benefits for which workers may have bargained.

Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. The social evils prevalent among the labours such as substance abuse, etc are reduced to a greater extent by the welfare policies.

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non statutory schemes differ from organization to organization and from industry to industry.

We can categorised employee welfare measures in two parts statutory and non statutory schemes.

STATUTORY WELFARE SCHEME

The statutory welfare schemes include the following provisions:

1. Canteen facilities: Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees for their good health.
2. Drinking Water: At all the working places safe, clean and hygienic drinking water should be provided.
3. Lighting: Proper and sufficient lights are to be provided for employees so that they can see and work safely during the night shifts.
4. Facilities for sitting: In every organization, especially factories, suitable seating arrangements are to be provided.
5. Changing rooms: Adequate changing rooms are to be provided for workers to change their cloth and to wear safety equipment in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
6. First aid appliances: First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
7. Latrines and Urinals: A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
8. Washing places: Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
9. Spittoons: In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and some are to be maintained in a hygienic condition.
10. Rest rooms: Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

NON STATUTORY WELFARE SEHEME

Many non statutory welfare schemes may include the following schemes:

1. Personal Health Care (Regular medical check-ups): Some of the companies provide the facility for extensive health check-up
2. Flexi-time: The main objective of the flexitime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs

3. Employee Assistance Programs: Various assistant programs are arranged like external counselling service so that employees or members of their immediate family can get counselling on various matters.
4. Harassment Policy: To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
5. Maternity & Adoption Leave: Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
6. Medi-claim Insurance Scheme: This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
7. Employee Referral Scheme: In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

The implementation of labour welfare provides following objectives

- ✓ To examine the existing labour welfare measures.
- ✓ About to know the level of satisfaction areas among employees.
- ✓ To know the opinions of workers towards labour welfare measures.
- ✓ To point out the drawbacks in the existing policies, methods & procedures meant for providing the welfare facilities to workers.
- ✓ A detailed study about welfare management
- ✓ To understand the concept of employee attitude and how this concept is important in an organizational set up.
- ✓ Certain steps for the improvement or advancement of these facilities.
- ✓ To study the link between employees attitude towards welfare measures and productivity in the organization.
- ✓ Survey about welfare measures management.
- ✓ To study the relevance of labour welfare measures.
- ✓ The contribution of welfare measures to attract, retain and motivate the employee.

CONCLUSION:

Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. Organizations provide welfare facilities to their employees to keep their motivation levels high. Business houses provide many such statutory and non statutory things policies to maintain satisfactory level of their

employee. When they get better canteen facilities, good water to drink, clean restrooms, clean and hygiene washrooms and bathrooms, regular medical checkups, health insurances, Employee assistance programme, grievance handling department, better facilities to sit or good work place gives employee a high level of satisfactory level. This gives an organisation to grow much faster.

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