

## **A STUDY ON EMPLOYEE WELFARE MEASURES AT KALLAHALLI IRON ORE MINES, SANDUR**

<sup>1</sup>Jyoti chendu, student

<sup>2</sup>Dr. B. Anupama, Associate professor,  
Ballari Institute of Technology & Management, Ballari, Karnataka, India

### **Abstract**

Employee Welfare is a comprehensive term which includes all the elements that enrich the quality of work life of the employees in the organizations. Every organization involve in providing statutory and non statutory or voluntary welfare measures to enhance the satisfaction levels which in turn leads to employees' productivity. Mining industry plays a significant role for the economic and social development of the nation. The present study is conducted in the, Kallahalli Iron ore mining company to understand the importance of welfare measures implemented in the organizations. Descriptive statistics and percentage method is applied to analyze the primary data collected from the employees of the company. Suggestions are provided on the basis of analysis conducted to improve the quality of welfare measures which helps to improve the employee satisfaction levels.

**Keywords:** Employee welfare measures, Statutory & Voluntary welfare measures, Iron ore Mining Industry, Employee satisfaction

### **Introduction**

Industrial development of any nation depends on growth of mining industry as this industry supplies essential raw materials. Indian mining Industry has potential influence towards growth of GDP, foreign exchange earnings. Many industries are gaining competitive edge by gaining sufficient amount of raw materials. India holds one of the top positions in Iron ore and coal production. This sector provides highest amount of employment in which more than 55 million people got their livelihood. The cumulative growth in the mining sector when compared to last year of the period April-July is 7.3%. These figures reveal sector's role as a vital component of economic growth of the nation.

In the index of mining production, Iron ore mining stands at top level. India stands at 4th rank in Iron ore production globally. From April 2021- January 2022, iron ore production in India stood at 204 million tones (MT). 98% of Iron ore is used in steel production, so it is crucial to note that iron ore growth implied directly to the growth of steel demands. Strong growth expectations in residential and commercial building industry. Apart from the prospectively, Iron ore mining industry is facing some set of challenges. Important one among them is providing statutory &

sustainable Employee welfare measure which helps organizations to retain man power in the companies.

### **Employee Welfare**

The concept of Employee welfare has more significance in the Human Resource Management. Employee Welfare measures can be any facilities and amenities provided by the Employers voluntarily or as statutory provisions to the employees. ILO suggest that employee welfares should be in such a way that persons employed in that particular undertaking can able work in hygiene, healthy and peaceful surroundings which improves employees physical, psychological health and in turn boost their morale. In other words it can be termed as efforts made to make work life as worth living in the workplace. Some of the meanings of Employee welfare states that it's the totality of welfare elements which enhances employees' physical, mental, moral and emotional well being. The main objective of Employee welfare is to get holistic development among employee group which leads towards the interest of employees, employers and society as whole.

Employers, trade unions, governmental and non-governmental institutions and agencies are all responsible for the well- being of their workers. Anything done for the enhancement of workers that is supplied in addition to their hires is considered welfare. Employee welfare helps to maintain strong morale and provocation, which helps to retain workers for longer ages of time. Welfare comprises, covering working conditions; establishing harmony via structure for health, relations; and insurance for workers and their families against sickness, accident, and severance. Employee welfare helps to maintain employee morale and motivation, allowing them to stay on for extended periods of time. Welfare measures do not have to be monetary, but can take any shape or form. Employee welfare comprises monitoring working conditions, fostering industrial harmony via infrastructure for health, industrial relations, and insurance for workers and their families against sickness, accident, and unemployment. Employer-provided benefits and services, in addition to earnings and salary, are referred to as Employee welfare. Better working circumstances, such as adequate lighting, cleanliness, and low noise, as well as amenities such as entertainment, housing, and education, are all examples of Employee welfare.

### **Need of the study**

Human resources are most dominant resources for any organization. The management's responsibility here is to ensure that the employees' wellbeing is taken care of. Production will grow if the employees are satisfied with the available benefits. Because of the industrial system's nature, employee welfare measures are vital. Workers are now a critical component of a company's success. Employee Welfare is a very penetrating factor in employees' life as it covers every dimension of work including economic reward, security, working conditions and interpersonal relationship. The present study is involved to study on welfare measures provided in Kalahalli Iron ore mines and satisfaction level of employees as Welfare measures plays vital role for motivation of employees which in turn increases the productivity.

## Objectives

- To Study the importance of employee welfare measures in the organization.
- To study the effectiveness of welfare facilities among employees working in Kallahalli Iron ore mines.
- To provide suggestions to improve the satisfaction level towards welfare measures among the employees

## Literature Review

Employee Welfare facilities influences the attitudes and behaviors of the employees. Adequate and appropriate facilities lead to improve in the productivity and enhance positive mindset towards the organization. So organizations should continuously involve in identifying and providing those welfare measures which helps in attaining positive outcomes like lower Employee turnover, retention with major amount of satisfaction among employees.

Employee welfare measures are an aid to employee motivation and it not only increases the workers' efficiency but to solve unique organizational issues that will leads for high performance and increases levels of employee productivity service delivery in a company. A study was conducted on employee welfare schemes in retail stores in the Udaipur region which focused on intra-mural facilities, also extra-mural facilities that leads to attract and retain talented employees over a long period of time(**Mohan & Panwar (2013)**). **Dr. D. Suthamathi (2016) et al** has conducted a study on statutory labour welfare measures at Steel Plants. The purpose of this research is to compare and analyze the degree of satisfaction with labour welfare policies. The research included 512 participants (20% of each stratum's population). Attention to the factors identified in the suggested framework (quality first aid appliances, training and education facilities, adequate leave travel allowance, career advancement facilities, guidance and counselling, and maintenance of rest and lunchroom) is critical for the improvement of labour welfare measures. **Ramamoorthy, Thooyamani, and colleagues (2017)** did a study on the impact of welfare initiatives and employee morale at TV Sundar amiyengar& Sons Limited in Madurai. It was observed in order to analyze the influence of welfare measures on staff morale and establish employee satisfaction with the company's facilities. Employees were happy with the benefits provided by the firm, according to the findings. However, the research did not look into the impact of employee welfare measures on productivity or employee satisfaction. **Naveen and Madhavi (2017)** studied the different dimensions of employee welfare measures and satisfaction levels of workers. This study helps in improvement of the welfare schemes. The data was collected through questionnaire. Percentage analysis and mean square method has been used for data analysis. **Manzini and Gwandure (2018)** conducted study on a staff well-being study that was used by some organizations like an approach to improve employee efficiency particularly in mobile segment industry. **Srinivasa Rao and Vidyanath (2019)** conducted a comparison research to assess the efficiency of statutory welfare measures implementation at sugar mills in Andhra Pradesh's Krishna district. Employees are happy with their cafeteria facilities. The researchers used a hypothesis test to investigate the relationship between age and the fulfillment of statutory welfare standards in the sugar mills studied. The findings show that age has a strong relationship with welfare measure fulfillment, with KCP sugar mills.

**Usha (2020)** presents the welfare measures in the business sector in her article "welfare measures-A research on analysis of workers." Various factors for worker welfare are divided into eight elements in the factor analysis approach. Loans and compensation facilities, education, housing, subsidised food, a better working environment, workforce stability, and so forth are some of them. **Dr.P.Venkatesh et al** ,in his study on Employee Welfare Measures found that welfare services help to ensure long-term efficiency in firms by maintaining excellent industrial relations and suggested that Workers' wellbeing should be well provided for by the business sector. **K.Lalitha & T.Priyanka (2014)** conducted a study on employee welfare measure and the conclusion was that the Human resource plays an important role in any organization , if the employees are happy with welfare facilities then only the productivity can be increased. **Sai Anil Kumar, Dr. K. Anil Kumar (2018)**, discussed on Employees welfare measures, which includes Health and Safety in industry in Coimbatore city ,and the study has identified that some employees are satisfied and some are not satisfied with the present welfare measures. **Srinu & Kumaraswamy (2017)**, studied in Cement Corporation of India Units of Thandur and Adilabad said that the employees welfare facilities provided by the company were satisfactory and it was worthy of praise. **Harikrishnan (2014)** conducted study on Labour Welfare Measures ,in Rubber Board of India, and identified that satisfied worker is an asset to the company. A satisfied worker makes other resources meaningful.

## Measures & Methods

The descriptive research design is used which describes the characteristics of the population or phenomenon being studied. The population considered for the study is all the employees working in Kalahalli Iron ore mines, Sandur, Karnataka. Simple Random sampling technique has been chosen to select the samples of the study and sample size is 100 employees working in the Kalahalli Iron ore mines, Sandur, Karnataka. Primary and secondary data has been collected and primary data is collected through structured questionnaires and responses are collected through 5 point Likert scale in which '1' is 'Highly dissatisfied', '2' is 'Dissatisfied', '3' is 'Neutral', '4' is 'Satisfied' '5' is 'Highly satisfied' . Systematic secondary data analysis is conducted by reviewing different research and conceptual articles in different publications on the topic through various search engines. Percentage analysis has adopted as statistical tool to analyze the collected data.

### Scope of the study:

The present study focuses on understanding the importance of Employee Welfare and measures adopted by the Kallahalli Iron ore mines situated at sandur, Karnataka. It also focuses on determining the effectiveness and the degree of satisfaction towards Welfare measures adopted by the company.

**Limitations of the study:** This study is cross sectional research and conducted only in Kallahalli Iron ore mines located in Sandur taluk, Ballari district ,Karnataka.

Table:1 Demographic characteristics of the sample

DEMOGRAPHIC VARIABLES	No. OF RESPONDENTS	IN (%)
<b>GENDER</b>		
MALE	53	65%
FEMALE	47	47%
<b>AGE</b>		
25-35	40	40%
35-45	27	27%
45-55	25	25%
55 & ABOVE	8	8%
<b>QUALIFICATION</b>		
GRADUATES	44	44%
POST GRADUATES	47	47%
DIPLOMA	6	6%
PUC	3	3%
<b>DESIGNATION</b>		
MANAGERIAL	20	20%
NON-MANAGERIAL	80	80%
<b>YEARS OF EXPERIENCE</b>		
1-5	48	48%
6-10	32	32%
11-15	10	10%
MORE THAN 15	10	10%
<b>TOTAL</b>	<b>100</b>	<b>100</b>

### Analysis & Interpretation

Responses have been collected in satisfaction levels towards the below mentioned factors. Percentage method is adopted to analyze the responses received.

S.No.	STATEMENTS	Response (%)					Mean Response	
		Highly satisfied	Satisfied	N	DS	HDS		In (%)
1	Satisfied with the Work Environment of the Organization	23	22	40	15	-	3.53	70.6
2	Satisfied with Medical benefits provided	10	43	20	27		3.36	67.2
3	Working hours	23	32	40	5		3.73	74.6
4	Seating arrangement in the workplace	26	33	35	6		3.79	75.8
5	Conveyance allowance	28	31	36	5		3.82	6.4

6	Overtime allowance	29	26	38	7		3.77	75.4
7	Leave policy	32	31	33	4		3.91	78.2
8	Canteen services	28	40	27	5		3.91	78.2
9	Lunch Room facilities	30	27	40	3		3.84	76.8
10	Rest Room Facilities	26	33	35	6		3.79	75.8
11	Creche facility		48	52			3.48	69.6
12	Organization provides security towards the job	32	31	33	4		3.91	78.2
13	Safety measures towards Employee safety	29	26	38	7		3.77	75.4
14	Overall satisfaction with Employee welfare activities	24	20	45	11		3.57	71.4

\*N=Neutral; DS=Dissatisfied; HDS=highly dissatisfied\*

### Discussions

From the analysis of above responses, it is observed that 45% of responses are satisfied and 40% are neutral in their responses towards the work environments in the organization. There are so many evidences in the research literature stating the importance of Working conditions and Work environments to boost the satisfaction levels of employee (Eur J Hum Resour Manag Stud. (2018)). so organizations should involve in identifying employees requirements which enhance their positive work experiences at workplace. Considerable number of employees is satisfied by the medical facilities provided by the company. 20% of employees are neutral in their responses and one-fourth of employees are not satisfied. Organizations should conduct timely medical checkups as and when employees are required rather going as one of the statutory provisions. Maximum number of employees are satisfied with the working hours and timing of the company. In the informal discussions with female employees, it is observed that company is providing working timings that are suitable to them. Seating arrangements in the workplace has great influence on the productivity of the employees. Research shows that work environments with appropriate amounts of dimensions and seating spaces with fresh air and ventilation leads to improve psychological health, reduces stress levels and improves concentration at workplace among the employees. (Herzog TR, Kaplan S, Kaplan R 1976, Kaplan R. 1993,Ulrich RS, Simons RF, Losito BD, et al. 1991 , Hellinga H. 2013). More than half of the sample responded positively that they are satisfied towards the transport facilities provided by the company. Some employees are neutral in their responses as they expressed that transport facility sometimes unmatched with their working hours. Employees gave satisfactory responses towards overtime allowances paid by the organization. Over time has become inevitable to meet the market requirements. Mainly, mining companies cannot fulfil their production goals without overtime because of hindrance in the working hours due to climatic changes. If the organizations have appropriate policy towards OT payments, there is maximum possibility of the employees willing to do extend working hours proactively (Wang, J. & Fang, C. (2022). Leave is the work-off taken by the employee to meet his personal and emergency needs. It is observed from the study employees are given with casual leaves from 10-12 per annum and six medical leaves. Maximum employees are satisfied with the leave policy of the company. They expressed that issuing of

leaves will be denied in the emergency situations of occurrence of accidents at workplaces, meeting with the production targets, in the times of official inspections of Govt. officials etc. Another important factor considered for the study is canteen facilities and Lunch room facilities provided by the company. Employees showed good amount of satisfaction on these facilities provided. It has been observed that company is providing eateries in the form of breakfast, Lunch and refreshments at minimal price. From the research literatures, there are evidences which shows positive association between canteen facilities and employee satisfaction. As mining operations will be carried out in shift systems and employees who works for morning shifts ie from 6am to 2pm cannot carry their eatables from their homes. So they is very much need for the canteen to provide food and employees in afternoon shifts who will be carrying out their working hours between 2pm to 10pm also in need of their refreshments. If company shows concern to fulfil the basic requirements of providing hygiene food, employee morale will increase which inturn leads to maximum productivity. A study describes the working regulations that how food helps in how to spend a happy life at working place by not only providing food to them provide healthy and nutritious food to the employees so that they become more social at workplace which helps them to interact more among themselves and can collaborate-maximum. Along with having food together at same place it increases the working environment of the place (Wanjek C (2015). Restrooms are a very basic need that every organization should provide. Morethan half of the employees shows satisfaction towards maintenance of rest rooms but again neutral responses have been received. As employees work for long 8 hours and sometimes they extend with their timings, organizations should take consistent measures to maintain hygiene in the rest rooms as it is directly linked to the health of the employees. Another important factor analyzed on crèche facility provided and it is observed that half of the sample is satisfied with this respective facility. There are so evidences in the literature which showed effect of childcare and work demands conflict on employee performance. The hurdles encountered by working mothers at their personal life due to childcare have a negative impact on work performance in a conventional organizational structure (Dorio et al., 2008; Mark and Smith, 2008; Haun et al 2011). One more factor of the study is Job security and it is about confidence given by the company towards the continuance of the job in the future. According to the Industrial & Organizational Psychology, Job security leads to job satisfaction and commitment (Thomas et al 2006). In the present study it is observed that nearly 70% of employees feel secured about their jobs. From the very basic studies of like Maslow's hierarchy of needs stated that individuals will be motivated by satisfying the needs of safety and security aspects of the job. Occupational health and safety has a positive effect on job satisfaction of employees (Çınar and Gündoğdu (2019)) and it has been identified that there is a positive association between health and safety practices and job satisfaction of employees(Tatlı, Eği tmiş and Zümrüt (2021)). In the present study, maximum employees are satisfied with safety measures at workplace.

## **Suggestions & Conclusion**

The survey finds that employees are satisfied with the welfare measures provided at Kallahalli iron ore mine. Welfare measures play a vital role for motivation of employees which in turn increases the productivity. Organization should involve in continuous analysis of identifying and implementing welfare measures that improve the satisfaction levels among the employees. Recreation facilities can be improved to increase the morale and reduce the stress of the employees. Training classes should be conducted to improve the efficiency of the employees. Quality of food, canteen facility can be improved according to the employees' preferences. Annual health checkups, employee counseling should be improved by conducting health camps at least in a month.

Welfare also should concentrate on the physical, mental and emotional wellbeing of the individual. In future, the management can well think of concentrating more on the welfare by consulting with employees.

Employee welfare measures help in increasing the productivity by providing the employee welfare facilities, which help the employees to work hard with motivation. There is a higher scope for further development in order to enhance the productivity and efficiency and effectiveness of the employees that would help organization accomplish the organizational goals.

The welfare measures which are provided in Kallahalli iron ore mine are appreciable, as the employees are satisfied with the existing welfare measures.

To summarize, the study aims to gain access to Kallahalli iron ore mine Employee Welfare, and it is concluded that the company's overall Welfare measures for employees are good. Huge firms with a large employee force have emerged as a result of recent industrial growth. Employee motivation must be maintained through the organization's continual efforts.

## References

- Dr. Usha Tiwari. (2014). A STUDY ON EMPLOYEE WELFARE FACILITIES AND ITS IMPACT ON EMPLOYEES EFFICIENCY AT VINDHA TELELINKS LTD. REWA (M.P.) INDIA. Abhinav International Monthly Refereed Journal of Research in Management & Technology , 1-7.
- Dorio, J.M., Bryant, R.H. and Allen, T.D. (2008), "Work-related outcomes of the work-family interface: why organizations should care", Handbook of Work-Family Integration: Research, Theory, and Best Practices, pp. 157-1
- EXCEL International Journal of Multidisciplinary Management Studies. (2014). EXCEL International Journal of Multidisciplinary Management Studies. epra international journal of economic and business review , 189-197.
- K. logasakthi1 & k. rajagopal2. (2013). a study on employee health, safety and welfare measures of chemical industry in the view of salem region. international journal of research in business , 1-10.



- Mr. T. venkata ramana<sup>1</sup>, dr. e. lokanadha reddy<sup>2</sup>. (2015). a study on employee welfare measures with reference to south central railways in india. zenith international journal of business economics & management research , 1-11.
- Mohan & Reenu et al. et al., IJSRR 2013, 2(2), 45-54
- Reshma.s.\*; dr. m.j.basavaraj\*\* (2013). employee welfare measures in mining industry a study with reference to statutory welfare measures in nmhc, donimalai iron ore mine, bellary district. excel international Journal of Multidisciplinary Management Studies , 157-164.
- Srinivas KT. (2013). A Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore. Research Journal of Management Sciences , 7-11.
- Suthamathi.D [2016], A study on Respondent's level of satisfaction towards statutory labor welfare measures in steel plants at Salem District, International journal of management and commerce innovations, ISSN 2348-7585 (online), vol. 4, issue 1, pp: (747-750), month: April 2016 - September 2016.
- Shobha Mishra & Manju Bhagat(2016) "Principles for Successful Implementation of labor Welfare Activities", Asian Research Journal of Business Management, Issue 3. Vol.3
- Srinu & Kumaraswamy (2017), "A study on employee welfare measures, with special reference to national thermal power corporation limited, Simhadri, Vishkapatnam", Impact Journals, vol.5, issue11.
- Sethuram, S. and S. Shiva Sankari, (2018), Perception of Employees on Labor Welfare Measures and its Impact on Job Performance at Christy Friedgram Industry, Tiruchengode, International Journal of Science and Research (IJSR) Vol. 7(6):1047 – 1050.
- Sai Anil Kumar, Dr. K. Anil Kumar (2018), a study on "Labor Welfare Measures in Singareni Collieries Company Limited.", International Journal of Engineering Technology Science and Research IJETS, Volume 5, Issue 3 March 2018
- Nor AI. Enhancing employee performance through human resource management practices: a review of literature. Eur J Hum Resour Manag Stud. (2018). doi: 10.46827/ejhrms.v0i0.492 [Unpublished].
- Venkatesh.P (2019) "A Study On Job Satisfaction Of Employees With Reference To Titanium Equipment And Anode Manufacturing Company Ltd." Journal Of The Gujarat Research Society, ISSN: 0374-8588, Volume 21 Issue 17, December 2019, PP: 1569-1581.
- Wang, J. & Fang, C. (2022). Higher wages or less overtime? Institutional differences in job satisfaction among contemporary youth. China Youth Studies (01), 21-27. <https://doi.org/10.19633/j.cnki.11-2579/d.2022.0003>.
- Wanjek C (2015), "Food at Work: Workplace solutions for malnutrition, Obesity and Chronic diseases", available at [http://www.ilo.org/wcmsp5/groups/public/-/-dgreports/dcomm/publ/douments/publ\\_cation/wcms\\_publ\\_9221170152\\_en.pdf](http://www.ilo.org/wcmsp5/groups/public/-/-dgreports/dcomm/publ/douments/publ_cation/wcms_publ_9221170152_en.pdf)
- Usha (2020), "A study on employee welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd. Rewa (M.P) India", Abhinav International Monthly Refereed Journal of Research, Vol. 3, issue11

