

A Study on Labour Welfare Measures at Abhishek Rolling Mills India Pvt. Ltd.

Amtul Wahab¹, Dr. Mohd Waheeduddin², Battu Sindhuja³, Benalla Navya Sri⁴, Bhagavathula Jyothi⁵, Bhavana⁶

^{1,2}Asst. Professor, IPGDCW(A), Nampally, Hyderabad, Telangana, India.

^{3,4,5,6}Student, IPGDCW(A), Nampally, Hyderabad, Telangana, India.

Email Id: amtwahab@gmail.com¹

Abstract

This research focuses on assessing the labor welfare measures implemented at Abhishek Rolling Mills India Pvt. Ltd., recognizing the significance of employee well-being in the industrial setting. The study employs a comprehensive research design incorporating surveys, interviews, and organizational evaluations to gauge the effectiveness and impact of existing welfare measures on the workforce. Key areas of investigation include health and safety initiatives, employee benefits, working conditions, and overall job satisfaction. The primary objective is to understand the extent to which the company's labor welfare initiatives contribute to employee satisfaction, retention, and overall organizational productivity. Additionally, the research aims to identify potential areas for enhancement in the existing welfare framework. The findings of this study have practical implications for Abhishek Rolling Mills India Pvt. Ltd. and offer insights for other industrial organizations seeking to optimize labor welfare strategies.

Keywords: Labour Welfare Measures, Abhishek Rolling Mills India Pvt. Ltd., Employee Well-being, Industrial Setting, Job Satisfaction, Employee Benefits, Health and Safety, Organizational Productivity, Human Resource Management.

1. Introduction

Labour welfare work aim at providing such service facilities and amenities which enables the work employed in industrial or factories to perform their work in healthy. Surrounding conducive to good health and high morale. The aim or objective of welfare of activities is partly humanistic to enable the workers to enjoy a richer life. Welfare is a corporate attitude are commitment reflected in the expressed care for the workers at all level welfare is a commitment to the employers for their own sake of workers labour welfare is a comprehensive term including various services benefits and facility offered by the employers to the workers the welfare amenities are extended in additional to normal wages on other economic rewards available to workers and as per the legal provision [1].

The objectives of the study are,

- To study the labour welfare measures provided at Abhishek re-rolling Mills India private limited.
- To analyse the opinion of the workers on labour welfare measures provided at Abhishek re rolling Mills India private limited

1.2 Importance of the Study

Labour welfare measures improves the standard of living of workers, housing wages and other benefits which are born to create a feeling of satisfaction among the workers. These factors more help in reducing the extent of labour turnover. Labor welfare in India has a special significance as constitute provides for the promotion of welfare of the labor for human condition of work and securing to all works. The various welfare measures provided by the employee will have immediate impact on the

1.1 Objectives of the Study

health, physical and mental efficiency alternate morale and overall efficiency of the workers and there by contributing to the highest productivity [2].

1.3 Statements of the Problem

If the employees are satisfied with the provided welfare measures the production will increase. The welfare measures of is essential because of the nature of industrial system. Today workers are an essential element contributing to the growth of the organization.

1.4 Scope of the Study

The scopes of the study are,

- To understand the welfare measures adopted at Abhishek re rolling Mills India private limited
- The study covers all the statutory welfare measures namely canteen washing facility resting facility and drinking water facility etc.

1.5 Research Methodology

- **DATA SOURCES-** Data is collected through primary and secondary sources.
- **PRIMARY DATA-** primary data is collected from 60 employees through a structured questionnaire administrated personally during the weekends.
- Selection of employee is based on random sample at convenience.
- To draw inference, the data has been tabulated and analyzed by using a tally bar percentages and pie charts.
- **SECONDARY DATA-** The secondary data has been collected from various books internet and company profile general newspapers and the company Abhishek re rolling Mills Indian private document.
- **STATISTICAL TOOL TO BE APPLIED-** Simple statistical techniques like simple percentage and pie charts may be applied on data collected for study.

1.6 Period of the Study

The period of the study is one year that is 2020-2021.

1.7 Profile of the Respondent

The profile of the respondents reflects the following findings-

- From this study it is found that 60% of the sample respondents are Male
- From the study it is found that 65% of the sample respondents are Married.
- From the study it is found that 28% of the sample respondents are in age group of 36-40 Years and followed by 18% are in age group of 31-35 Years.

1.8 Chapterization

- **CHAPTER I** This chapter presents the introduction, objectives of the study, Importance of the study, statement of the problem, period of the study, chapterization, literature review and limitations of the study.
- **CHAPTER II** This chapter presents the presents the profile of the Abhishek re-rolling private limited.
- **CHAPTER III** This chapter presents the theoretical background of the labour welfare Measures.
- **CHAPTER IV** This chapter presents the data analysis and interpretation of the Study.
- **CHAPTER V** This chapter presents the Summary, Findings, Conclusions and Suggestions.

1.9 Review of the Literature

A number of researchers has been concluded on employee health, safety and welfare. Due to shortage of time and resource a review of all past researches done could not be mentioned in the research project. So some of the review is being presented [3-6].

- **JOHNSON AND PARANES (2002)** Concluded that works have organized in trade union and parties to strengthen their efforts at improving workplace health and safety job conditions working hours we just job contract and social security.
- **SHAWTAL (2004)** Concluded that after work place injuries, supervisors can play an important role in aiding workers, accessing health care services and providing reasonable accommodation.

- HASLE AND LIMBORG (2005) Concluded that small enterprises have special problems with the work environment the risk is higher and the ability to control the risk is lower. The scientific literature regarding preventive occupational health and safety activities in small enterprises in order to identify effective preventive approaches.
- MCEWEN AND RITCHIE (2008) Indicated that management has the responsibility for employee and welfare at work and that an appropriate management structure to address safety issues should be accessible, previous studies in employee health, safety and welfare activities in an organization.
- LALITHA AND PRIYANKA (2014) Indicated that welfare measures need not be in monetary terms only but in any kind of forms employee welfare indicates monitoring of working condition creation of industrial harmony through infrastructure for healthiness developed relations and insurance against illness, accidents.
- DR. P. BHUJANGA RAO (2017) Concluded that welfare measures are a process of recognizing the unique place of workers in a society and doing good for them relating and motivating the workers and building up the local reputation of the company.

1.10 Limitations of the Study

The major limitations of the study are as follows.

- The period of the study is limited to one year.
- There may be chance of bias information for the workers.
- It is registered to 60 samples only.
- This study is related to labour welfare measures at Abhishek re-rolling private limited only.
- No comparison is made with other companies.

1.11 Summary

This above chapter presents introduction of the Study, Objectives of study, Importance of the study, Statement of the problem, Scope of the study, Research and Methodology, Profile of the

respondents, Period of the study, Chapterization, Literature Review and Limitations of the study [7]. Abhishek Re-Rolling Mills (India) Pvt Ltd, an ISO 9001:2015 approved company, is a leading manufacturer of structural steel in Hyderabad, Telangana, with a market presence spanning decades. Over the years, we've produced a range of cutting-edge structural steel products that meet all kinds of customer specifications. All our products are approved by the Bureau of Indian Standards. We are also approved vendors for TSTRANSCO for supply of MS Angles of size ISA 45x45x4mm to ISA 75x75x8mm required for erection of 220KV and 132Kv lines and substations of TSTRANSCO projects. Moreover, we carry out stringent quality tests to ensure that our customers receive only the best possible end products. We also understand that customers may face losses due to project delays. That's why we always deliver our products on time without fail. At ARM, we have a state-of-the-art facility for steel production. Our manufacturing mill is located in the Mahboobnagar Industrial Belt. ARM's production unit is integrated with quality testing facilities, an RnD unit and a warehouse for product storage. Guided by a philosophy to produce safe and sustainable steel, we are a pioneer in manufacturing quality steel products, operating with cutting-edge technology in order to meet the stringent requirements of our reputed customers. Moreover, we carry out stringent quality tests to ensure that our customers receive only the best possible end products. ARM's production unit is integrated with quality testing facilities, an R&D unit and a warehouse for product storage. The products of the company are manufactured at its state-of-the-art integrated steel plant in Rangareddy and marketed under the brand ARM. ARM Structural Steel has a wide market presence across various infrastructure segments including rail, roads, bridges, ports, airports, defence, and energy. Our range of structural steel meets the stringent demand of the engineering sector and has wide acceptance in power, telecom, allied industries,

precision engineering. The rolled section is highly bendable, ductile, and easily weldable [8, 9].

The following contains Company profile,

FACT SHEET:

- CIN: U27320TG2017PTC119708
- Company Name: ABHISHEK RE ROLLING MILLS (INDIA) PRIVATE LIMITED
- Company Status: Active
- RoC: RoC-Hyderabad
- Registration Number: 119708
- Company Category: Company limited by Shares
- Company Sub Category: Non-government company
- Class of Company: Private
- Date of Incorporation: 22 September 2017
- Age of Company: 3 years, 9 months, 13 days
- Activity: Casting of metals [This group includes casting finished or semi-finished products producing a variety of goods, all characteristic of other activity classes]

2. Quality and Food Safety Policy

The following are the Quality and Food Safety Policy,

- At ARM, we make sure that our products exceed customer expectations. All our products are subjected to a series of stringent internal quality tests. Quality checks are carried out during the Preproduction and post-production phases in the following ways
- Chemical Testing of Billets - In the initial stage, we maintain the best possible chemical composition using advanced equipment to achieve the desired end results.
- Physical Testing of Finishing Products - Our end products are tested comprehensively for strength, ductility, weld ability, etc. Only those sections that pass all tests are dispatched to our customers.
- Quality Management
- The entire Quality Management passes through four levels: Inspection
- Control

- Assurance
- Total Quality Management (TQM) ARM Structural Steel Advantages
- Higher strength, greater ductility, superior weld ability and precise straightness Easier to fabricate as opposed to other structural steel brands
- ARM engineers use a unique method to produce steel with a lower section weight and greater strength. This results in cost savings for the end user
- We produce structural steel customized to our customer's desired shape, weight, length and other specifications using cutting-edge techniques
- At ARM, every section is processed in a straightening machine
- Our unique colour coating/coding system not only helps in easy identification but also prevents surface corrosion
- An accurate one-tonne bundling system ensures that you get exactly what

2.1 Mission of the Company

The Missions of the Company are,

- To inspire moments of joy and happiness along with safety and health is our prime motto
- To sweeten up the world and remove bitterness

2.2 Vision of the Company

The Vision serves as the frame work for our road map and every aspect of our business by describing what we need to accomplish in order to continue achieving sustainable quality growth.

- **People:** Be a great place to work where people are inspired to be best they can be
- **Portfolio:** Bring to the world a portfolio of quality food brands that anticipate and satisfy people.

2.3 Strengths of the Company

The Company has achieved a remarkable position in the industry, due to its ability of supplying products according to the set industrial parameters and specific demands of the clients, The Production facility efficiently caters to the manufacturing of

soft-boiled product. Which ranges from center filled ell airs to toffeus of all the varieties.

2.4 Summary

The above chapter presents the introduction of the company, Quality and food safety policy, Mission of the Company, Vision of the Company and Strengths of the Company.

3. Theoretical Background

This Chapter presents the theoretical background towards Introduction of labour welfare Measures, Principles of labour welfare, Objectives of labour welfare, Types of welfare activities, Health of workers, Counselling services, Measures in regard to health and Safety of the Labour. Labour Welfare Measures labour welfare in IT providing service facilities and amenities which any enables the workers employed in industrial at for factories to perform their work in healthy congeal surrounding conducive to good health high morale. The aim or objectives of welfare of activities in partly human stick to enable to the workers to enjoy richer life.

3.1 Introduction

Welfare is a corporate attitude are commitment reflected in the expressed care for the workers at all level welfare is a commitment to the employers for their own sake of workers labour welfare is a comprehensive term including various services benefits and facility offered by the employers to the workers the welfare amenities are extended in additional to normal wages on other economic rewards available to workers and as per the legal provision.

3.2 Principle of Labour Welfare

Following are the principles of labour welfare,

- **Principle of Adequacy of Wages:** Labour has a right to adequate wages. But high wages and lone cannot create healthy environment. At the same time welfare measures cannot be substituted or wages. A contribution of both wages and welfare measures would improve their worker's satisfaction moral and motivation.
- **Principle of Social Responsibility of Industry:** According to the principal industry has an obligation or a duty towards its employees to look after their welfare Labour welfare is also highlighted as a state policy in the directive principle of India constitution.
- **Principle of Efficiency:** Employee accept the responsibility for implementing such labour welfare measures which they can wider will increase their efficiency.
- **People of Re-personalization:** This is principal emphasize the development of human of personality as the aim of welfare measures. Hence necessary to implement labour welfare service both inside and outside the factory via intra-mutual and extra welfare service.
- **Principle of Totality of Welfare:** According the principal, the necessity of labour welfare must be felt and convinced by all the level of management. This requires deduction, retaining and re-orientation of manager at all levels.
- **Principle of Integration and Coordination:** The co-ordinate approach is essential throughout the organization, so that full benefit is derived out of welfare measured, this come out of system approach where organization consists of sub-system integrated together as whole system.
- **Principle of Participation:** This underlying principal is the Welfare measure must have support and constantof workers. In other words, it highlights the democratic principle of mutual l constitution and mutual argument. Example are committees for canteen, sports etc.
- **Principle of Responsibility:** Both employees are responsible for labourwelfare. No one can share his responsibilities. Trade union leader as the workers represent a team must play a positive role in the in this accept they must co-operate measures without hampering the economy visibility of establishment
- **Principle of Timelines:** Welfare measures must be provided in time and when needed most untimely assistance is not only wasteful but antagonize the workers. This requires proper planning and control.

3.3 Objectives of the Labour Welfare

The following are the Objectives of Labour Welfare,

- To give expression to philanthropies and paternalistic feelings.
- Win Over employee's loyalty and increase their morale. To combine trade unionism and socialist Ideas.
- To build up stable labour force to reduce labour turnover and absenteeism.
- To developed efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profit.

3.4 Types of Welfare Activities

The meaning of labour welfare may be made clearly by the activities which are referred to as welfare. A comprehensive list of welfare activities is given by "MORRTHY" in this monumental work on labour welfare he divides welfare measures into two broad groups namely:

- Welfare measures inside the work place
- Welfare measures outside the work place

3.5 Health of Workers

The important segment is the employee's general health, both physical and mental. The factors, which influence the general health of the worker, can be divided in to two broad groups namely,

- Those which are associated with his working environment
- Those which he shares with the rest of the community

As regards the second, it seems reasonable to hold that the workers should have the facilities for health protection that the state provides for the general population, but as regards the factors in the working environment, which tend to produce ill health, the worker has the right to demand special measures for his protection. Every employer should protect his employees against health hazards:

- By substituting a less toxic substance for the hazardous one
- By providing protective clothing, storing, handling, and warning services

- By devoting adequate attention to working conditions such as proper lighting, temperature, ventilation, noise, etc.

3.6 Counselling Services

An employee very often comes across problems, which have emotional content. In all such cases the employee needs to be counseled by some body. Counseling may be done by anybody in which the employee has confidence and trust. It is not limited exclusively to professionally trained individuals. Counseling is a discussion of a problem with the employee to help him cope with it better.

3.7 Measures in Regard to Health

The Factories Act, 1948 under its chapter III contains various provisions regarding the measures to be adopted by the occupier of the factory to maintain proper environment of work in Factory. Following measures are required to be adopted in regards to health:

- Cleanliness (sec 11)
- Disposal of waste and Effluents (sec 12)
- Ventilation and Temperature (sec 13)
- Dust and Fume (sec 14)
- Artificial humidification (sec 15)
- Overcrowding (sec 16)
- Lighting (sec 17)
- Drinking water (sec 18)
- Latrine and Urinals (sec 19)
- Spittoons (sec 20)

Ballarpur Industries Ltd, Unit-kamalapuram has been strictly implementing the above provisions according to the Factories Act 1948.

3.8 Safety of the Labour

Prevention of accidents is an objective, which requires no explanation. This is one area in which there is complete identity of employer-employee interest. The employee doesn't want to be injured and the employer doesn't want to incur the cost of injuring him. The cost of accidents is enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal cost, in lost time, filling in report and attending to enquires and in spoilage of

materials, equipment and tools to management. According to I.L.O report, despite program in recent years, the price for livelihood paid in lives, limbs, and health remains unbelievably high.

4. Findings

The Findings of the study are,

- The study finds 60% of the labours are Male. The study finds 52% of the labours are Married.
- The study finds 43% of labours are in the age group of 25-35yrs.
- The study finds 47% of number of labours earn income Rs 12000-14000.
- The study finds 48% of the labours earn Income Above Rs 12000.
- The study finds 52% of labours are working in the organization since 5-10 years.
- The study finds 65% of labours take the measures of labour safety.
- The study finds 60% of the labours gives feeling of security while working in the organization.
- The study finds 76% of labours are satisfied with the safety equipments provided by organization.
- The study finds 63% of labour provides excellent first aid services within the organization.
- The study finds 63% of the labour are satisfied regarding the bonus provided by the company.
- The study finds 82% of the labours get regular increment.
- The study finds 42% of the labours are satisfied about the Hygienic satisfaction, 83% of the labours are highly satisfied with the canteen facilities provided by the company, 50% of the labours are highly satisfied with the Rest room facilities provided by the company, 48% of the labours are highly satisfied with Lighting facilities provided by the company and 57% of the labours are highly satisfied with Drinking water facilities provided by the company.
- The study finds 67% of the labours the company does not provide maternity leave for the Female workers.

- The study finds 77% of the labour rates good working environment in the company.
- The study finds 58% of labours sitting light working activities.
- The study finds 50% of the labour work in more challenging way.
- The study finds 58% of the labours receive proper appreciation of their work.
- The study finds 75% of the labours feel comfortable with working environment.
- The study finds 92% of the labours concerns for social welfare.
- The study finds 77% of the labour shift timings are flexible.
- The study finds 70% of the labours are satisfied interpersonal relationship with sub ordinates.
- The study finds 66% of the labours always solved the problem by welfare measures.
- The study finds 67% of the labours are aware of ESIC benefits given by the Organization.

Conclusions

The following are the Conclusions of the Study,

- From the study it can be concluded that maximum number of the labours are Male.
- From the study it can be concluded that maximum number of the labours are Married.
- From the study it can be concluded that majority of the labour are in the age group of 35yr - 45yr.
- From the study it can be concluded that maximum number of labour earn monthly income is Rs 12000 -14000.
- From the study it can be concluded that maximum number of labours earn monthly income Above Rs 12000.
- From the study it can be concluded that majority of the labours are working in the organization since 5 to 10 years.
- From the study it can be concluded that majority labour take the measures for labour safety.

- From the study it can be concluded that majority of labours gives feeling of security while working in the organization.
- From the study it can be concluded that most of the labours are satisfied with safety equipments provided by the organisation.
- From the study it can be concluded majority of the labours provides excellent first aid services within the organisation.
- From the study it can be concluded that majority of the labours are satisfied regarding the bonus provided by the company.
- From the study it can be concluded that most of the labours get regular increment
- From the study it can be concluded that majority of the labours are satisfied with Hygienic, Canteen facilities, Rest room facilities, Lightings facilities and Drinking water facilities provided by the Company.
- From the study it can be concluded that majority of the company does not provide maternity leave to the Female workers.
- From the study it can be concluded that most of the labour rates good working environment in the company.
- From the study it can be concluded that majority labours are sitting light working activities.
- From the study it can be concluded that most of the labours work in more challenging way.
- From the study it can be concluded that majority of labours receive proper appreciation of their work.
- From the study it can be concluded that most of the labours feel comfortable with the working environment.
- From the study it can be concluded that most of the labours concerns for social welfare.
- From the study it can be concluded that most of the labour shift timings are flexible.
- From the study it can be concluded that majority of labourers are satisfied with interpersonal relationships with sub ordinates.

- From the study it can be concluded that majority of the labours always solved the problem by welfare measures.
- From the study it can be concluded that majority of the labours are aware of ESIC benefits given by the Organization.

Suggestions

The followings are the Suggestions provided by the Labours,

- Listen to the ideas and advice of your employees. Encourage them to speak up on different issues that relate to the organization or themselves. Implement their ideas if practical and let people know of their contribution.
- Use mornings to share ideas. Bring in baked goods or provide simple breakfast supplies to kick start the day and bring the team together.
- A management expert believes that short messages should be delivered in person. Today, we live in an era where 40 percent of emails don't have value. Rather than emailing the person who sits two floors down, just go and talk to him/her directly; it strengthens the relationship. Encourage employees to sit in different parts of your office from time to time. This will offer fresh perspectives and provide insights on other parts of the organization and the roles people perform.
- Offer employees advice on how they can strive to make the best of their careers. Reimburse them for continuing education courses, professional seminars, and lectures.
- Run contests and awards programs. You can set a prize for something as simple as the best customer feedback received during the month.
- Maintain a specific budget for entertainment. Arrange a team to decide the fair allocation of the budget for each quarter.
- Keep your workplace working well and reduce unnecessary stress. Make sure office supplies are always available and the kitchen is stocked with provisions.
- Keep your workplace working well and reduce unnecessary stress. Make sure office supplies



are always available and the kitchen is stocked with provisions.

Relations. *Journal of Contemporary Research in Management*, 6(3), 39.

References

- [1]. Rajkuar, B. (2014). A study on labour welfare measures and social security in it industries with reference to Chennai. *International Journal of Enterprise Computing and Business Systems*, 4(1), 1-10.
- [2]. Naveen, K., & Monica, M. (2018). A Study on Employee Welfare Measures Towards an Employee to Enhance Job Satisfaction at JSW Pvt. Ltd, Bellary.
- [3]. Patel, A., Gohil, A., & Shah, H. (2017). A study on labour welfare measures and social security on selected engineering unit of Ahmadabad. *IBMRD's journal of management & research*, 19-26.
- [4]. Chaubey, D. S., & Rawat, B. (2016). Analysis of labour welfare schemes and its impact on job satisfaction: An empirical study. *Management Convergence*, 7(2), 45-53.
- [5]. Gupta, M. (2007). Labour welfare and social security in unorganised sector. Deep and Deep Publications.
- [6]. Jayanthi, K., Kumar, P. A., & Manju, V. (2012). A study on labour welfare measures in Salem steel plant. *Asian Journal of Research in Social Sciences and Humanities*, 2(3), 180-197.
- [7]. Swapna, P. (2011). Employee/Labour Welfare Measures in Singareni Collieries Company Limited. *Global Business and Management Research*, 3(3/4), 369.
- [8]. Mishra, M., & Joshi, A. (2016). A study on labour welfare measures and its effect on employee's job satisfaction in an industry of district Faridabad. *Indian Journal of Preventive & Social Medicine*, 47(1-2), 5-5.
- [9]. Selvan, T. (2011). Labour Welfare Measures- Step Stone of Healthy Industrial