

Research Project Report

**“A study on employee safety and welfare measures
provided at Concrete company”**

FOR THE PARTIAL FULFILLMENT OF THE REQUIREMENT

FOR THE AWARD OF

BACHELOR OF COMMERCE

UNDER THE GUIDANCE OF

Ms. VIVEKA ROHILLA

**Submitted By
RITWIK
17GSFC101020**

**Bcom (hons)
2019-2020**

**School of finance
and commerce**

Galgotias University

May, 2020

ACKNOWLEDGEMENT

All praise to the almighty with whose auspicious blessings i have been able to accomplish my research project report successfully. Equal credit goes to my parents and teachers who made me what i am today by their hard labor, devotion, support & prayer.

My special thanks to my parents for generic cooperation coordination and valuable support. I must not forget to render my deep feelings of gratitude and thanks to all the respondents of the survey for valuable information, co-operation, advice and suggestion to make this Endeavour a great success.

I am grateful to my guide **PROFESSOR VIVEKA ROHILLA** for her efforts during my project work. My sincere thanks to all other who were associated with the project directly or indirectly for providing me the excellent guidance during the project.

DECLARATION

I, **RITWIK**, Admission no. **17GSFC101020**, student of School of finance and commerce, Galgotias University, Greater Noida, hereby declare that the project report on “**A study on employee safety and welfare measures provided at Concrete company**” is an original and authenticated work done by me.

I further declare that it has not been submitted elsewhere by any other person in any of the institutes for the award of any degree or diploma.

Name and Signature of the Student:

RITWIK

CERTIFICATE

This is to certify that the project report “**A study on employee safety and welfare measures provided at Concrete company**” has been prepared by **RITWIK** under my supervision and guidance. The project report is submitted towards the partial fulfillment of 3-year full time Bachelor of Commerce.

Name & Signature of Faculty:
PROF. VIVEKA ROHILLA

INTRODUCTION

Prosperity and Welfare is the important compassion for the agents. Minor disregards may in like manner achieve irreversible dangers. Subsequently, the breakdowns in ordinary activities should be checked in every limit. A space should be made with the ultimate objective that the agents work fearlessly, focusing on their work rather than prosperity issues. Government assistance measures should be gotten by the relationship in a way to deal with taking the most outrageous consideration of the agent and its family, in case anything occurs. Affiliation should make an undertaking to make its accomplices aware of all the related issues. This along these lines will upgrade agent gainfulness and viability. Progressive focus on laborer security can suit higher confirmation and productivity in the workplace. This is a direct result of the perception

that the association really ponders the prosperity and success of its agents, thusly making a sentiment of pride for the affiliation. Extended productivity as it interfaces with prosperity and resolve is an irksome measurement to check, notwithstanding, pivotal affiliations comprehend that it does exist and can along these lines legitimize the costs of their security programs when stood out from the effectiveness benefits that they give. Rather than estimating gainfulness as it relates to prosperity, the winding costs of delegate wounds are fundamentally increasingly quantifiable. For example, passing or outrageous damage at the worksite can shut down an endeavor for extended time periods while it is under investigation, and lost time meets lost money. Likewise, there is the expense of lost gainfulness of the impacted delegate, extended insurance premiums, cost of replacing the hurt authority, cost of setting up the new worker and potential fines. These costs can be serious to the point that they may make it difficult to run a productive affiliation. The recently referenced centers stay as motivation components to endeavor the current audit. In like manner, reasonable targets are limited and thought about using basic and assistant data. This paper features the government assistance measures are taken in the Concrete organization, the agents' satisfaction level, and to perceive the general idea of work-life of the delegates. The Data gathering was done through a schedule. From time to time the individual gathering was required at the period of garnish off the study. To inspect the accumulated data we used essential rate examination, one way ANOVA and Chi-Square test. Assorted outlines and diagrams were pulled in to translate the accumulated data.

WELFARE MEASURES FOR WORKERS

1. Fixed work hours
2. Adequate or sufficient wages
3. Avoiding overcrowding for workspace
4. Proper lighting and ventilation

5. Employee complain should be considered

6. Saving deposit

7. Pension scheme

8. Provident fund

TOPIC CHOSEN FOR THE STUDY

My theme for study is "An examination on representative wellbeing and government assistance measures gave at Concrete organization". Laborer government assistance suggests anything achieved for the comfort and change of the delegates a long ways past the wages paid which isn't a need of the business. The fundamental inspiration driving delegate government assistance is to propel the life of laborers and keep them happy. Agents contribute at any rate an enormous part of their vitality at work or getting to it, or relinquishing it. They understand that they add to the affiliation when they are reasonably liberated from pressure and they feel that when they are stuck in a shocking circumstance/issues, they are relied upon to get something by and by from the affiliation. People are equipped for be managed as full individuals with singular needs, trusts and pressures. I thought that it was intriguing to check what estimates Concrete organization takes to guarantee their worker wellbeing and government assistance. Thus, I picked this subject.

NEED FOR THE STUDY

Security and Welfare is the basic compassion for the agents in any affiliation. Minor excuses may in like manner achieve irreversible dangers. Consequently, the glitches in ordinary activities should be checked in every limit. A circumstance should be made with the ultimate objective that the delegates work fearlessly, focusing on their work as opposed to prosperity issues. Government assistance measures should be gotten by the relationship in a way to deal with take the most extraordinary consideration of the agent and its family, if anything occurs. Affiliation should make an undertaking to make its accomplices aware of all the related issues. This in this way will upgrade agent productivity and capability. Definitive focus on agent prosperity can oblige more cheerful mood and effectiveness in the workplace. This is a result of the acumen that the association truly considers the prosperity and flourishing of its agents, thusly making a sentiment of pride for the affiliation. Extended productivity as it partners to prosperity and certainty is a problematic measurement to evaluate, in any case, noteworthy affiliations comprehend that it does exist and can along these lines legitimize the costs of their security programs when appeared differently in relation to the effectiveness benefits that they give. Instead of estimating effectiveness as it relates to prosperity, the abnormal costs of specialist wounds are extensively increasingly quantifiable. For

example, passing or outrageous harm at the work site can shut down an endeavor for extended time allotments while it is under investigation, and lost time matches lost money. Moreover, there is the expense of lost productivity of the impacted agent, extended security premiums, cost of displacing the hurt worker, cost of setting up the new authority and potential fines. These costs can be serious to the point that they may make it difficult to run a beneficial affiliation. The recently referenced centers stay as motivation parts to endeavor the current audit. In like way fitting objectives are encompassed and considered using fundamental and discretionary data. Furthermore, to acknowledge whether government assistance workplaces accept an essential part in the working of agents. Delegates expect a basic part in the mechanical age of the country. Accordingly, affiliations need to make sure about the interest of laborers in order to grow the age and to obtain higher advantages. The support of delegates is possible exactly when they are totally content with their supervisor and the working conditions at work. Beforehand, industrialists and the organizations believed that their solitary commitment towards their laborers was to pay them pleasant wages and pay.

OBJECTIVES OF THE STUDY

1. To comprehend the consciousness of wellbeing and welfare offices among the workers given by the association.
2. To discover the use of welfare offices by the workers
3. To discover the level of fulfilment of workers concerning work welfare offices.

SCOPE OF THE STUDY

This survey arranges to find the satisfaction of the delegates, whether the association is giving basic prosperity, security and welfare measures in Concrete company. The

degree of the present audit named "Employee Safety and Welfare Measures" is restricted to Concrete companies.

METHODOLOGY

.Research is a standard talk that proposes a solicitation of learning. It very well may be depicted as reliable and organized yield for related data on a particular task. Truth be told, inquire about is a claim to fame of intelligent assessment. The moved student is a register of to and fro development English which sets out the hugeness of research as a cautious assessment or request particularly through yield for new sure nesses in ones pinned for in the part of information. Investigate theory is a way to deal with proficiently deal with an assessment issue. It may be understood as an investigation of pondering how research is done sensibly. In look into, it is the obligation of the examiners to reveal the investigation decisions and to survey them before they are completed. The researcher has shown doubtlessly and certainly, what decisions are and why the decision is made, so others can survey it

RESEARCH DESIGN

An investigation arrangement is the game-plan of conditions for social event and examination of data in a manner that hopes to join relevance to the assessment reasonwith the economy in approach. The examiner has grasped an unquestionable sort of research, It depicts the characteristics of masses or introduction of reaction in due request in regards to the requests like where, when and how relating to a particular field. The survey will display the circumstance as it exists. This sort of study, generally, knows the past and to foresee what's to come.

METHODS

The study was conducted with 80 samples identified through stratified random sampling out of 400 employees working in cement industry. These respondents represent the departments like human resource management, production, finance, purchase, packing, quality etc. The self-prepared questionnaire was used to collect the data from the samples. The questionnaire consists of 17 questions in the relativity check of questionnaire the alpha value found is given below

RESULTS

The result of correlation between the Age of the respondents and their opinion on the Medical facility, Canteen facility, Health & Safety, Working Condition and Environment, Allowances and Recreational facilities provided by the organisation

	VARIABLES	AGE	MEDICAL	CANTEEN	HEALTH & SAFETY	WORKING CONDITION	ALLOWANCES
	AGE	1					
	MEDICAL	0.49	1				
	CANTEEN	0.151	0.409	1			
	HEALTH & SAFETY	0.108	0.251	0.433	1		
	WORKING CONDITIONS	0.322	0.252	0.08	0.425	1	
	ALLOWANCES	0.088	-0.028	-0.012	0.023	0.245	1
	RECREATION	0.259	-0.004	0.1	0.061	0.141	0.308

It is found that there is a significant correlation between the age of the respondents and their opinion on the Medical facility, Canteen facility, Health & Safety, Working Condition and Environment, Allowances, Recreational facility. The above table shows the relationship between significant among Age and working condition and recreation facility since the organization provides the well comfortable working condition and effective employee engagement programmes the respondents with higher age. The significant correlation with working condition and recreation facility. There is a significant correlation among Medical facility, canteen facility,

VARIABLES	EXPERIENCE	MEAN	S.D	F	STATISTICAL RESULT
ALLOWANCES	upto 7 years	13.53	13.53	1.119	0.345
	8-14 years	13.44	13.44		
	15-21 years	13.1	13.1		
	22and above	12.33	12.33		
	TOTAL	13.37	13.37		

Health and safety measures and working condition. The organization provides good medical policy and good quality of food, which makes the employees feel satisfied.

It is found that there is a significant difference among the respondents belongs to various years of Experience category and their opinion on allowances. There is a significant difference between the years of experience category and their opinion on allowances. The mean score of the respondents shows that the employees who have up to years of experience (m = 13.53) are having a higher opinion on allowances.

FINDINGS

24.3 % of the respondents are working in the Hr and Purchase department.

The vast majority (90.7%) of the respondents are married employees.

More than half (50.5%) of the respondents are having 8-14 years of work experience.

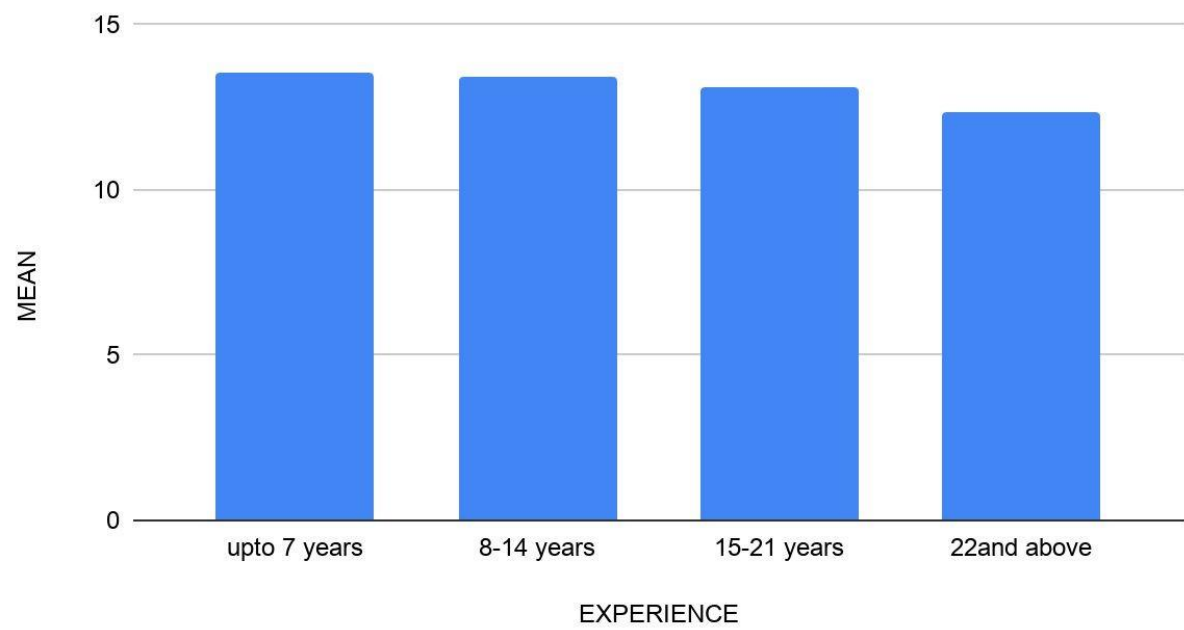
The majority (99.1%) of the respondents are aware of the welfare measures provided in the Factories.

99.1 % of the respondents agreed that the hospital occupied with sufficient no of doctors.

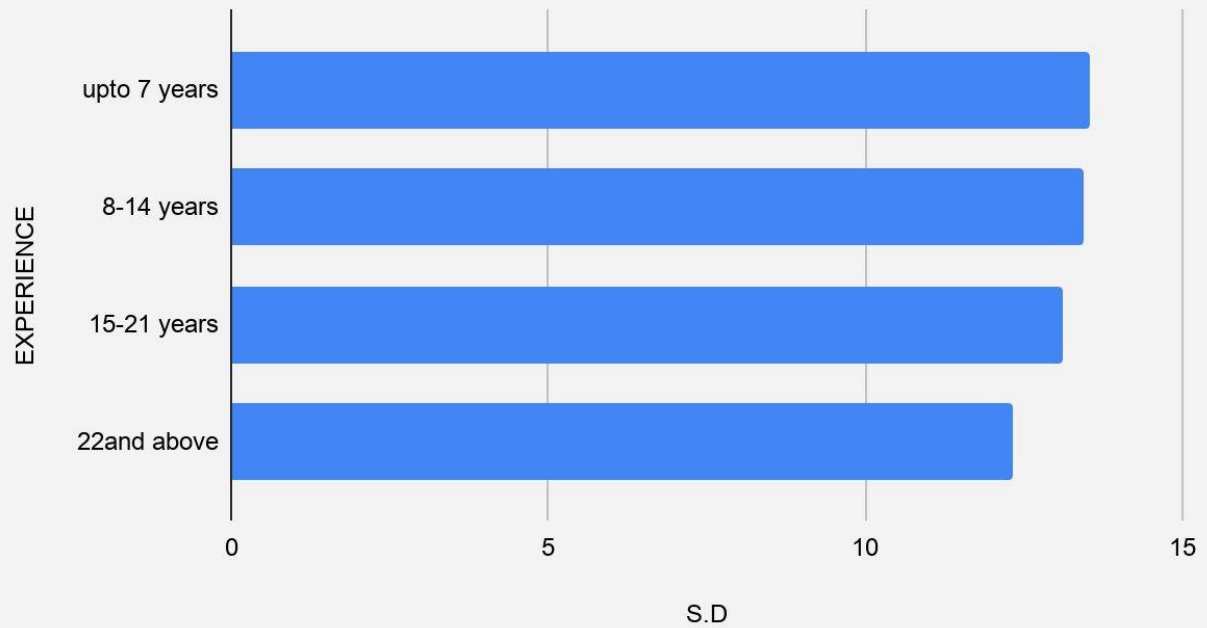
99.1 % of the respondents have strongly agreed that the company supports employees to acquire higher educational qualification and enrich their knowledge.

97.2 % of the respondents have strongly agreed that the company gives due weight to promoting sports and cultural activities among the employees and their dependents.

MEAN vs. EXPERIENCE

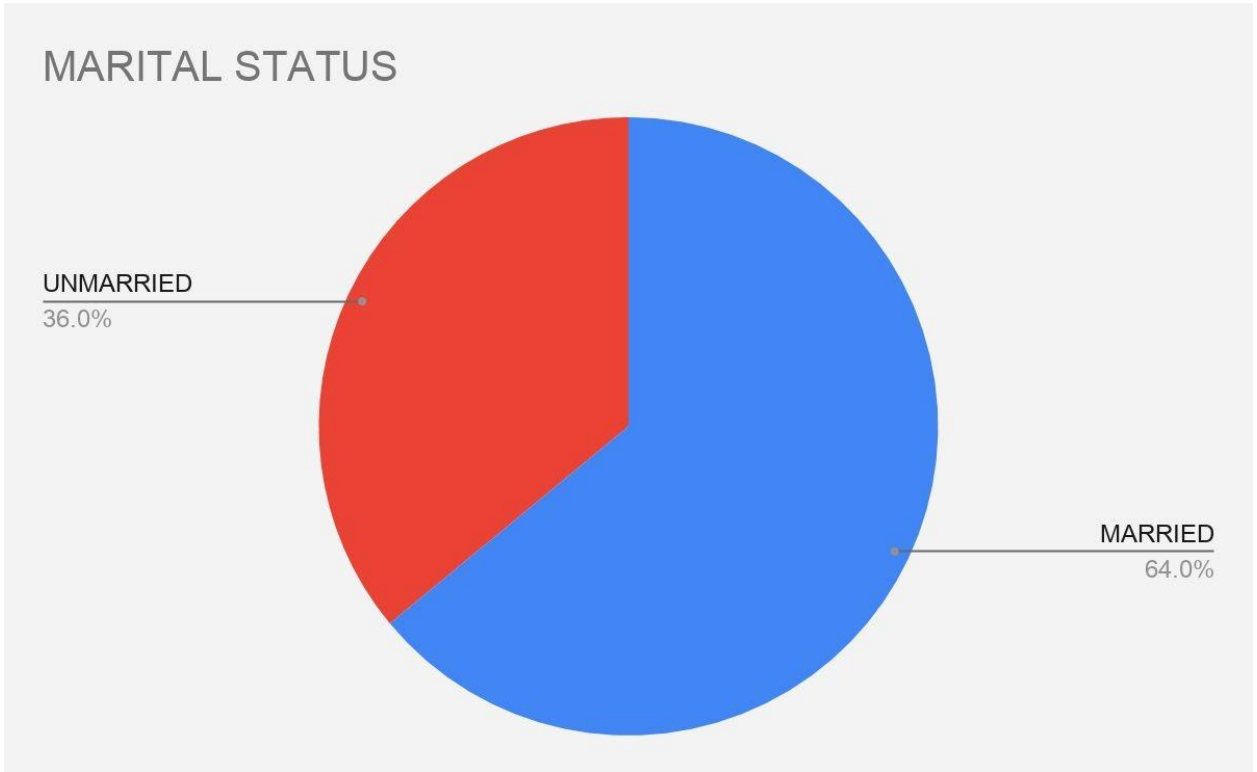


S.D OF EXPERIENCE

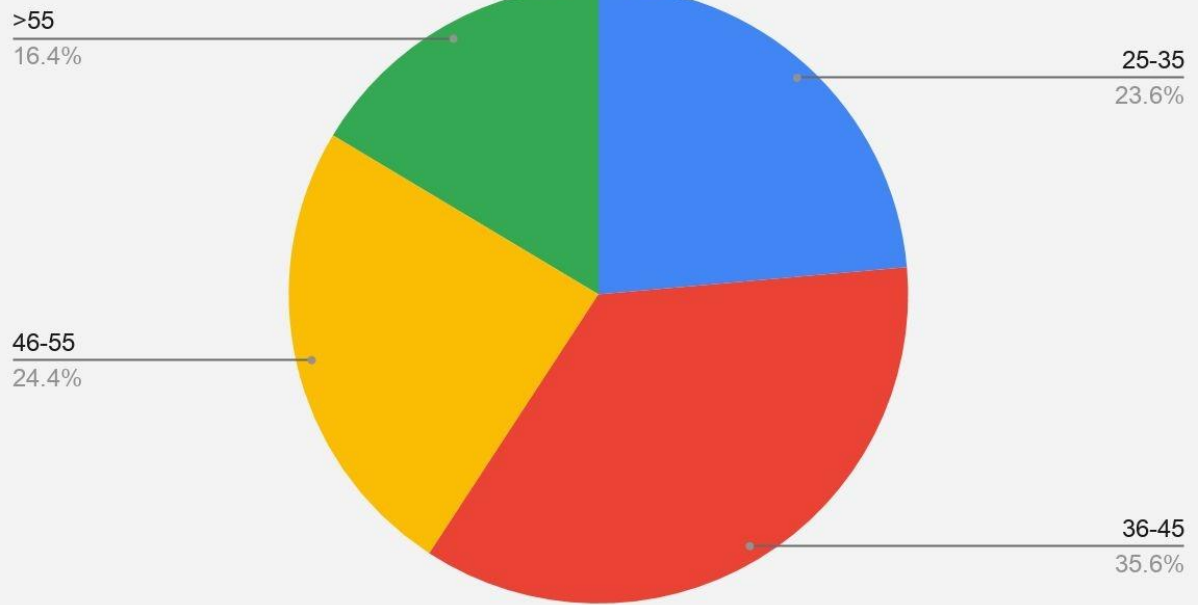


no	DEMOGRAPHIC FACTORS	CLASS		%
1	AGE	25-35	59	23.6
		36-45	89	35.6
		46-55	61	24.4
		>55	41	16.4
2	GENDER	male	118	47.2
		female	132	52.8
3	MARITAL STATUS	MARRIED	160	64

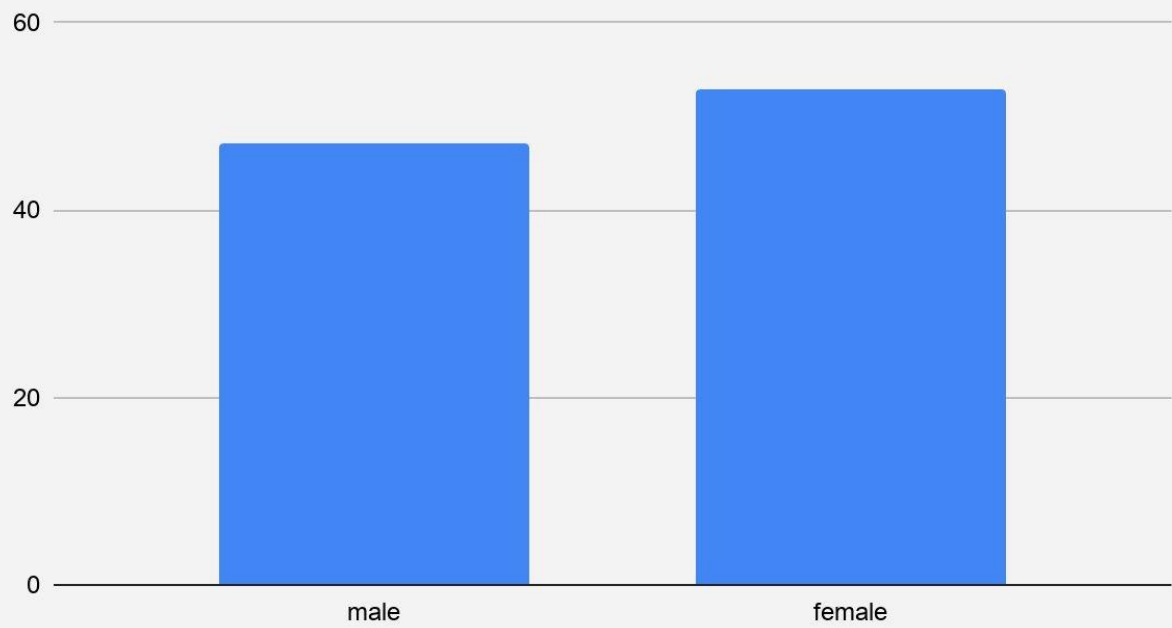
		UNMARRIED	90	36
--	--	-----------	----	----



AGE



GENDER



SUGGESTIONS

company may introduce more welfare measures which will benefit the employees and the company can provide employment opportunities for women in all the departments. The company should also introduce new welfare measures and employee engagement activities. It should create an environment that fosters a good relationship among the employees. The management should offer training and development programmes to enrich employee satisfaction and increase production.

RECOMMENDATION

1. Regarding safety in the organization it must provide smoking zone for the employee.
2. Liveries and PPE should be provided for the working employee by the organization whenever required.
3. Safety training programme for the employee must be conduct by the organization. Safety equipment should be supplied whenever required and supervised to follow safety measures.
4. Improve medical facilities regarding service and treatment.
5. Near or outside the plant, drinking water facilities should be provided.

CONCLUSION

Effective human asset the board adds to ground-breaking work government assistance and smooth modern relations. This causes the business to develop effectively in achieving its objective and further go into society in an undertaking to elevate the network and humankind. The ultimate result of this proposition displays representatives were increasingly happy with their activity and some degree mindful of work government assistance offices offered by the association. It is proposed that administration ought to keep up a similar degree of enhancements and relationship in future moreover. Certain moves to be made to improve the degree of consciousness of government assistance plans, shield from associations and enactment. Effective usage of this recommendation will upgrade the estimation of administration to the representative, in this manner the executives and workers can feel lovely. Worker government assistance measures are supported to keep up reinforce edges like both truly and intellectually.

REFERENCES

ktendreRajeshwarWamanrao. (2014) Examining Determinants of Accident/Injury Rates: A

Micro Level Study in Automobile Industry, Global Journal of Finance and Management.

ISSN 0975-6477

, K lavanthi, PA Kumar, V Manju(2012).A study on labour welfare measures in Salem steel

plant, Asian Journal of Resarch in Social Sciences and Humanities 2 (3), 180-197

Poongavanam.S (2011) A study on labour welfare facility (with reference to AFT, Pondicherry), International Journal of Research in Commerce, Economics & Management.VOL.1.Issue.1.P.(40-44)

1 Theories of Labourwelfare

:<http://hrmpractice.com/theories-of-employee-welfare/>

Google,Wikipedia