

A Project Report on

**“A Study of Various Employee Welfare Schemes at
BHEL- Bharat Heavy Electrical Limited”**

Submitted to
Department of Management Sciences & Research (DMSR)
G. S. College of Commerce and Economics, Nagpur
(An Autonomous Institution)

Affiliated to:
Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

In partial fulfilment for the award of the degree of
Master of Business Administration

Submitted by
Ishita M. Ghadge

Under the Guidance of
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Accredited “A” Grade Institution



Academic Year 2023-24

Department of Management Sciences and Research
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Academic Year 2023-24

CERTIFICATE

This is to certify that **Ms. Ishita Ghadge** has submitted the project report titled, "**A Study of Various Employee Welfare Schemes at BHEL**", under the guidance of **Dr. Madhuri V. Purohit** towards the partial fulfilment of **MASTER OF BUSINESS ADMINISTRATION** degree examination.

It is certified that she has ingeniously completed his/her project as prescribed by **DMSR, G. S. College of Commerce and Economics, Nagpur, (NAAC Accredited "A" Grade Autonomous Institution)** affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur.

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(Dr. Madhuri V. Purohit)

Dr. Madhuri V. Purohit
(MBA Co-ordinator)

Place: Nagpur

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Department of Management Sciences and Research
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Academic Year 2023-24

DECLARATION

I, **Ms Ishita M. Ghadge**-by declare that the project with title “**A Study of various Employee Welfare Schemes at BHEL**” has been completed by me under the guidance of **Dr. Madhuri V. Purohit** in partial fulfilment of **MASTER OF BUSINESS ADMINISTRATION** degree examination as prescribed by **DMSR, G. S. College of Commerce and Economics, Nagpur, (NAAC Accredited "A" Grade Autonomous Institution)** affiliated to **Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur.**

This project was undertaken as a part of academic curriculum and has not been submitted for any other examination and does not form the part of any other course undertaken by me.

Place: Nagpur

Date:

Department of Management Sciences and Research

G. S. College of Commerce & Economics, Nagpur

NAAC Accredited “A” Grade Institution



Academic Year 2023-24

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Place: Nagpur

Ms Ishita M. Ghadge

Date:

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CHAPTER-1

INTRODUCTION

INTRODUCTION

This project was undertaken in BHEL- EPD. This project tells the importance of “Employee welfare measures”. The idea of employee well-being is dynamic. Its perspective and content are subjected to change because of the socio-economic changes that will be occurring in the society. The economic prosperity as well as the country’s well-being depends on the productivity and contribution of the workforce to the wealth of the society. Employee welfare involves setting of diverse amenities and services at work place to enhance the life of employees. It should be noted that workers' social spending is a viable long-term investment because it encourages workers to be more productive. (Micheal,2001). The study covers statutory and non-statutory provisions pertaining to labour welfare which includes leave facilities, medical facility, training, transport facility, housing facilities, canteen, recreation, uniform facilities, safety measures given by the company (Micheal,2001)

Industrial progress of a country depends on its committed labour force. In this regard the importance of labour welfare was recognized as early as 1931 when the Royal commission on Labour stated that the benefits which undergo this nomenclature are of great importance to the worker who is unable to secure by themselves. The schemes of labour welfare may be regarded as a wise investment which usually brings a profitable return in the form of greater efficiency.

Employee welfare means “the efforts to make life worth living for workmen.” According to **Todd** “*employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.*”

Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment. It generally includes those items of welfare that is provided by statutory provisions or required by the customs of the industry or the expectations of employees from the contract of service from the employers.

The basic purpose is to improve the life of the working class. The purpose of providing welfare amenities is to bring about the development of the whole personality of the worker-

his social, psychological, economic, moral, cultural and intellectual development to make him a good worker, a good citizen and a good member of the family.

Employee welfare is a dynamic concept. These facilities may be provided voluntarily by progressive and enlightened entrepreneurs from their own side out of their realization of social responsibility towards labour, or statutory provisions may compel them to make these facilities available; or these may be undertaken by the government or trade unions, if they have the necessary funds for the purpose.

Employee welfare measures are also known as fringe benefits and services. 'Labour Welfare' is a very broad term, covering social security and such other activities as medical aid, crèches, canteens, recreation, housing, adult education, arrangements for the transport of labour to and from the workplace.

Employee welfare, also known as staff welfare, refers to the services and benefits provided by an employer for well-being of employees. It includes healthcare, paid time off, and amenities. These services extend from physical to mental health among employees, helping create an efficient and satisfied workforce. The main objective of employee welfare is to improve employee morale, develop a better image of the company, develop efficiency, and create a satisfied workforce.

Staff welfare is one of the critical factors of employee retention. The higher the salary for a position, the higher the costs to rehire and retrain a new employee. There is also a correlation between employee welfare and higher productivity. For example, Google discovered this correlation and provided numerous perks, taking a lead on its competitors.

CONCEPTUAL AND BAGROUND

Features

Employee welfare covers anything that is done for the well-being, comfort, and improvement of employees – whether in terms of social or intellectual. The productivity of employees depends on the environment of the organization and the welfare measures undertaken. Some key features of employee welfare are:

1. It is dynamic in nature and varies from region to region.
2. It is flexible as new welfare measures are added from time to time.
3. It may be introduced by the company, charitable organizations, government, and employees.
4. These measures improve the physical, intellectual, and moral wellness of employees.
5. It is a continuous process.
6. It includes anything that is done over and above the wages paid, for the betterment of employees.

Types

Employee welfare can be divided into two:

1. Statutory

These measures are obligatory which are necessary to provide by Industry without which the sector has no right to exist. They must specify despite of the size of the industry. Its measures include the following:

1. Water facilities: A healthy and hygienic water supply for drinking should be provided at the work place.
2. Sitting facilities: Proper arrangements for sitting at workplace.

3. Restrooms: A sufficient number of restrooms should be provided and maintained at workplace.

4. First aid box: It should be made available to each worker's, in case minor accident, the preliminary treatment can be given to employees.

5. Canteen facilities: Employees should be provided with hygienic food.

6. Spittoons: In each workplace, as in supply centres, authority buildings, spittoons should be kept at proper places and it must be maintained in sterilized condition.

7. Lighting: Adequate and appropriate lighting must be provided at workplace so that employees can work safely and comfortably.

2. Voluntary

These welfare measures are not compliance by law and they are voluntary in nature. These measures vary from one business to another & from one industry to another industry. It includes the following:

1. Regular medical examinations: several companies offer complete medical examinations.

2. Flexi-time: The major purpose of flexible schedule is that employees can work in flexible hours. Flexible working time are put in place for employees which is approved by higher authority to fulfil companies' commitments, mean while supporting worker's personal life requirements.

3. Employee assistance programs: Various assistance are provided as external consulting services so that employees or their family members will be counselled on different issues.

4. Harassment policy: The policy helps to protect the employees from any kind harassment in the organization.

Benefits

- It improves the physical and psychological health of employees & therefore promotes the better working conditions.
- Facilities such as housing programs, medical services, education & recreational facilities for employee's families to facilitate them in improving the standards of living.
- Welfare measure motivates the employees to pay extra interest to their work so that productivity rises.
- Company obtains constant work force through welfare services.

Government schemes

Apart from the benefits provided by the company, there are a few government schemes initiated in employee welfare programs. For example, vocational training, maternity benefit, gratuity, provident fund, ESI (Employee State Insurance), and so on.

Resources

Employee welfare programs should have the right tools, equipment, materials, and services to ensure safety in the workplace.

Examples

An employee welfare policy discusses the purpose, applicability, and scope of employee welfare initiatives. It also includes the initiatives undertaken by the company to promote employee well-being. Some examples of employee welfare policies are:

- Sick leave policy
- Insurance policy
- Healthcare policy
- Skill development policy
- Employee wellness policy
- Childcare policy

- Flexible work arrangement polices.

Labour Welfare Schemes Under Different Act -:

The Payment of Bonus Act, 1965

The Payment of Bonus Act applies to every factory which employs 20 or more persons on any day during the accounting year. It provides for the payment of bonus to persons employed in certain establishments on the basis of profits or on the basis of production or productivity. It includes all remuneration, other than overtime, DA and retention allowance; it does not include gratuity, commissions, incentives, travelling allowance and value of house accommodation. The beneficiaries of the Act include employees other than apprentice who have worked for more than 30 days in a year and have a salary wage of less than 3,500 increased to ₹10,000 recently. Bonus must be paid in cash and within a period of eight months from the close of the accounting year.

The Factories Act, 1948

The working conditions in factories are regulated by this Act, it provides for health, safety welfare, and precautions to be taken in case of hazardous processes. Minimum standards of lighting, ventilation, health, safety and welfare service, which the

Employee Relations and Employment Law 225

The Factories Act, 1948, regulates the working conditions in factories in terms of health, safety and welfare less than five years. In case of death or they have a part thereof completed five years of service. The gratuity calculation is at the rate of 15 days wages based last drawn rate by the employee for every completed year of service or months. Hence, every employer also has to take insurance for its liability for exceeding payment was later increased gratuity under this Act, from the Life Insurance Corporation of India or any other prescribed The maximum gratuity payable under the Act is ₹3.50 lakhs (the ceiling was ₹100,000 which increased to

2.50 lakhs on 24 September 1997 by an ordinance which while converting the ordinance into Act). In case where higher benefit of gratuity is available under any gratuity scheme, award of agreement, the employee will be entitled to higher benefits. Grant received up to 150 lakhs is exempt from income tax. In May 2010, the gratuity is now increased to ₹10 lakhs. Gratuity paid above that limit is taxable. Non-payment of gratuity payable by the employer under the Act is punishable.

The Minimum Wages Act, 1948

The Minimum Wages Act aims at making provisions for statutory fixation of wages in a whole lot of industries. It aims to prevent the exploitation of labour by payment which are necessary for normal and reasonable need of worker and their family.

Minimum wages have to be paid to all the employees in employments described in the Act. The Minimum Wages Act aims at making provision for statutory fixation of minimum rates of wages in certain employments.

The appropriate government fixes the minimum rates of wages for all employments specified in the Schedule of the Act. The minimum wages are fixed by the appropriate government as it may deem fit. These could be for different wage periods such as by the hour, by the day or by the month too. Normal day prescribed under the Act is nine hours. Non-adherence on the side of the employer is being charged penalty. It includes all remuneration being expressed in terms of money including HRA, but does not include the value of house accommodation, any other amenity or service, travelling allowance. It includes the person who directly or through beneficiaries includes any person who is employed for hire/reward to do any work.

The Workmen's Compensation Act, 1923

The general principle is that this Act was the first piece of legislation towards the social security of workmen. It deals with workers who are injured during the course of their employment who suffer an injury in the course of their employment which compensation for workers who results in a disablement should be entitled to compensation and in the case of a fatal accident, their dependants should be compensated. This act includes any

privilege or benefit which can be estimated money, other than travelling allowance or the employers contribution

Workmen's Compensation Act deals with compensation for workers who injured during the course of duty. Are towards pension or PF. The beneficiaries under this Act include arhoheis injured by accident arising out of and in the course of employment or any workman who is injured by accident notice book is arsing out of and in the course of employment. It includes any person whether incorporated or and any agent of the employer even if the services are temporarily lent. A and a statement report and a return are to be filed when applicable. Any contract warning their right to be compensated under this Act is null and void. The compensation should be paid early, delay beyond one month attracts an interest and penalty.

The Maternity Benefit Act, 1961

The women employee should have worked for The objective of the Act was to provide maternity benefit to women in establishments at least 80 days in the 12 months immediately preceding the date of her certain expected delivery. The maximum period permitted is 12 weeks in sil uken either before or after childbirth. However, she cannot avail of the benefir six weeks before her expected delivery. Women are also entitled to benefit in case of miscarriage. This Act is not applicable Employees State Insurance Act, 1948

The objective of the Mate Benefit Act to provide mater benefit to women.

Six weeks maternity to those establishments/factories where required to pay the maternity benefit equal to Basic+DA+Cash Allowances Incentive Bonus for the period of absence to the women employee. The woman employee is eligible get maternity benefit for 84 days (Le.. 12 weeks). Out of the 84 days, the period before delivery should be maximum 42 days. The dismissal of female employees for absence due to maternity by the employer is liable to attract a penalty.

CHAPTER-2

COMPANY PROFILE

Company profile

BHARAT HEAVY ELECTRICAL LIMITED



Bharat Heavy Electrical Limited was founded in 1964. It leads India in achieving the indigenous Heavy Electrical Equipment. It is the largest power generation equipment manufacturer in India. The company is involved in designing, manufacturing, engineering, construction, testing, servicing and commissioning a wide range of products and services for the core sector of the economy (BHEL-EPD, 2019). BHEL's greatest strength is that it employs approximately 40,000 highly skilled and dedicated workers. It also engages in society through social initiatives focused on neighbourhood development and wellbeing, education, environmental safety, talent development, skills development, etc (BHEL-EPD,2019). It has a vast network of seventeen factories, two repair units, four regional centres, eight overseas offices, fifteen regional centres, seven joint ventures and infrastructures, allowing more than one hundred and fifty projects to be carried out on Indian and foreign sites. The company serves national and international markets. It had developed the ability to produce various electrical, electronic, mechanical equipment for all sectors. BHEL has presence in the following core sectors:

1. Power
2. Telecommunication
3. Transportation
4. Oil and Gas
5. Defense and Aerospace
6. Industry
7. Transmission
8. Water

Industry Name:	Heavy electrical equipment
Name of the company:	Bharat Heavy Electrical Limited.
Year of establishment:	1964
Registered address:	BHEL house, siri fort, New Delhi-110049.
CIN of company:	L74899DL1964G0I004281
Registration number:	4281
Website:	www.bhel.com
E-mail ID:	companysecretary@bhel.in
Listing on stock exchange:	Bombay Stock Exchange Limited, National Stock Exchange Limited.

Origin and Growth of BHEL-EPD

Bharat Heavy Electricals Limited-Electro Porcelains Division (EPD) is engaged in manufacturing high tension insulators. It is pioneer in production of ceramics competing in the global market. EPD was established in 1933 as Government Porcelain Factory (GPF) under the guidance of Sir Mizar Ismail (Dewan of Mysore State). At that time it was engaged in manufacturing of low tension insulators. During 1937, it was engaged in production of high tension insulators under the guidance of Sir Visveswaraya. Over a period, many eminent personalities such as Sri Jayachamarajendra Wodeyar visited during the year 1954, Pt. Jawaharlal Nehru, the Prime Minister of India during the year 1957, to unveil the foundation stone for up gradation to increase production and to achieve greater quality. Mysore Porcelain Limited transformed from Government Porcelain Factory. It entered into technical collaboration with NGK (Nippon Geisha Kabushiki Geisha) which is a Japanese ceramic company. With the series of innovations and developments, the company got merged Industry Name: Heavy electrical equipment. Name of the company: Bharat Heavy Electrical Limited. Year of establishment:1964 Registered address: BHEL house, Siri fort, New Delhi-110049. CIN of company: L74899DL1964G0I004281 Registration number: 4281 E-mail ID: companysecretary@bhel.in Listing on stock exchange: Bombay Stock Exchange Limited, National Stock Exchange Limited. 5 with BHEL, which was leading Engineering industry during 1976. It became full-fledged BHEL during the year 1978. Over the period of 75 years,

the company has grown up to the international reputation and became the fastest of its kind in the country to manufacture high tension insulators with high quality that is tested at international laboratory. Now the company is leading in exporting the high quality porcelain insulators to many countries abroad (BHEL-EPD,2019).

In the year 2000, a new strategic unit called Ceramic Business Unit was formed to meet the growing needs of Ceramic Business. EPD Bangalore, CTI Bangalore and IP Jagdishpur were the constituent parts of this CBU. From a small coal fired Pin and strain Insulators in 1932, to the heaviest, gas fired 420 KN HVDC Insulators, 400KV Hollow and Station Post Insulators, Ceralin for Power Plant, Cement and other industries, Industrial ceramics, Composite Insulators, Membranes for water filtration and Control Panels (BHEL-EPD,2019).

PROMOTERS

Promoter is the President of India & the nominees of President of India. They are the major promoters as the company is government and managed by Central government as the decisions taken by central govt. The President of India holds 23,15,178,000 shares as on 30/9/2018 holding 63.06% of the total shares of the company (BHEL, 2019).

1.5 VISION, MISSION AND QUALITY POLICY

The Vision Statement:

A global engineering enterprise providing solutions for a better tomorrow.

The Mission statement:

Providing sustainable business solutions in the fields of Energy, Industry & Infrastructure.

Quality policy of BHEL:

“In its quest to be Global Engineering Enterprise, BHEL pursues continual improvement in the quality of its products, performance and services leading to customer happiness through, innovation, cooperation and commitment of all employees.

BHEL has earned coveted ISO 9001 certification of quality in the year 1994, to maintain position as a supplier of quality, product conforming to relevant standards and build a high level of customer confidence on a continuous basis. In its quest of world class, BHEL strives for services and performance that contribute to total customer satisfaction and company growth

through the dedication, environment and teamwork of all employees. The company has also earned ISO 14001 certification of environmental, in its endeavour to adopt and implement the environment act (www.bhelisg.com).

PRODUCTS AND SERVICES

- Disc insulators.
- Ceramic insulators.
- Hollow insulators.
- Post and pin insulators.
- Premium solar photo voltaic modules.
- Composite insulators.
- Control panels.
- Solid core insulators.
- Ceralin.

Insulators- Insulators are used flexible coating on electric wire and cable. It is used in transmission of power lines, Railway lines and locomotives, transformers and power stations. Hollow insulators or bush cylinders are used in transformers while disc type insulators are used in high voltage transmission wires. Insulators are of different types. They are as follows:

- **Disc insulators:** Disc insulators are different majorly in the shapes which are in the forms of a plate. There can be provisions for pin sand holes at the disc. Their applications are mainly found in transmission lines.
- **Ceramic insulators:** Today, after more than 100 years of electrical power transmission, wet process porcelain insulators are still the most widely used from of electric insulator.
- **Solid core insulators:** Solid core insulators are particular type of product that refers to the core of the insulator being solid. The shape to such type of insulator is only given by external turning. These insulators are used in traction, CBU manufactures all post insulators from 11 kV to 400 kV for insulators and bus support applications. Solid core 7 insulators for outdoor

applications with metal fittings are manufactured in accordance with IEC 60273 and 2544. Special customer requirements can be provided upon request.

- **Hollow insulators:** Hollow insulation is main part of the power system. The company manufactures every type of insulators from 11 Kilovolt to 800 Kilovolt for diverse applications. For example: transducers, circuit breakers, capacitors, wall penetrations, top .These insulators are used in power transformers, instrument transformers, electrostatic precipitators and circuit breakers.

- **Composite insulators:** These insulators had a core consisting of a fiberglass rod covered with screens of polymer material and material attached to the core in different ways.

- **Post and pin insulators:** Post and pin insulator refers to the shape of the insulators as the name itself suggests. These insulators are used as post and pin for various intersections of connections. These types of insulators find their application in bus support in substation for switches and isolates ranging from 11 KV to 220KV.

- **Premium solar photo voltaic modules:** It is used for the grid-independent or grid-connect PV applications ranging starting kilowatt to Megawatt size systems, space solar modules and space batteries.

- **Control panels:** BHEL manufactures a complete range of control panels and relays and control panels for control, protection, alarm, display, measurement and synchronization functions, etc.

- **Ceralin:** It is resistant lining material. This is used to combat wear from erosion (BHELEPD, 2019).

AREAS OF OPERATION

BHEL operates at global, national and regional levels. The customers of BHEL are spread all over the world. The major production at EPD is long range insulators and electricity related products. The major customers of EPD are power generation, transmission and distribution bodies. To provide a strong orientation, BHEL's operations are organized into the following sectors: (BHEL annual Report, 2018)

1. Power sector
2. Industry sector

3. International business

Power sector:

BHEL is one company in the world able to produce the full range of power plant equipment with proven capabilities in the implementation of energy, gas, hydroelectric and nuclear projects. It includes:

- Gas turbines and generators up to 297 Megawatt.
- Steam turbines, generators, boilers and their auxiliary equipment for applications using fossil fuels up to 1000 MW.
- 220/235/540/550/700 MWe generators for nuclear turbines.
- Improves plant performance through restructuring, upgrading, sanitation diagnostics & equipment's life extension (BHEL Annual report-2018).

Industry sector:

BHEL manufactures various products for the main sectors of economy. It includes:

- Transportation: IGBT related propulsion equipment's such as traction converters, auxiliary converter, electric locomotives equal to 6000 HP, diesel locomotives equal to 3000 hp.
- Water: Water management solutions for power plants, industrial and municipal applications such as pre-treatment of plants, plants for sewage treatment, plants of reverse osmosis for treatment of seawater, tertiary treatment plants.
- Transmission: UHV substations ranging from 132 kV to 765 kV and HVDC converters equal to ± 800 kV, transformers, SF6 distribution boards, ceramic insulators and flexible alternating current transmission devices, etc.
- Captive Power projects: Captive power plants based on steam and gas turbines. (BHEL Annual report, 2018).

International business:

Over the years BHEL has established its presence in 83 countries. BHEL has finalized the orders for 11GW equipment plant and is presently executing about 6 GW projects in twelve

countries. The Company provides after sales service to international customers(BHEL Annual report,

INFRASTRUCTURE FACILITIES

BHEL provides the following infrastructure facilities:

- 1.HRD centre.
2. Canteen facilities.
- 3.Learning centre (library).
- 4.Security and fire-fighting facility.
- 5.Medical facility.
- 6.Production plant and Machinery.
- 7.Testing and R&D equipment.
8. Loading and unloading and material handling facilities.
- 9.Workshop and maintenance.

COMPETITORS INFORMATION

Shanghai Electric Company is one of the closest competitors for BHEL. Shanghai delivers equipment with much shorter lag than BHEL. The company is experienced in producing BTG (Boiler Turbine Generator) whereas BHEL has just mastering the technology. General Electric Company is least competitor as compared to BHEL in terms of cost of production, advance technology used.

SWOT ANALYSIS:

It aims to identify the main internal and external factors that are important to achieve the objective. There are divided into two categories:

- Internal Factor: The strength and weakness are internal to the organization.
- External Factor: The opportunity and threats are external to the organization. 1.10.1

STRENGTH

1. BHEL's strength is that it has high experienced and dedicated employees.
2. Strong engineering base and stable industrial relationship has been making continuous profits.
3. BHEL is targeting for its quality products of disk, hollow insulator and Ceralin.
4. Capability to deliver high superiority products at a cutthroat price.
5. More than 190 products and 30 plus key products group.

WEAKNESS:

1. The procurement process in the company is complex and is subjected to auditing.
2. Low dependence on the needs and dynamics of the distribution sector.
3. Clarity regarding the equipment supplier role.
4. Private objectives leading to the strongest growth and employment growth.

OPPORTUNITY

1. Demand for electricity is high and as a result, the demand for plant requirement is executed to develop.
2. The Private sectors power plants to offer expanded market as utilities suffer from resource crunch.
3. Growth of existing products and markets, volume growth, increased profits, increased market share for hollow insulators.

4. To make the public sector more efficient, the government has decided to give the profitable public company more autonomy and power.

THREATS

1. Increased national and international competition.
2. They have threat of low-priced Chinese insulators entering the marketing in India.
3. Collaborations are increasingly restricted in export territory under license agreement in order to protect their market share in territories outside India.
4. Stringent delivery conditions.
5. Raising customer expectations.

1 PRESENT GROWTH OF BHEL

- The first air-conditioned alternating current EMU Indian train is equipped with BHEL's high-tech propulsion equipment that is been effectively deployed in Mumbai, opening the door to such opportunities.
- Indian power sector market which is highly competitive and shrunken, BHEL holds management position by securing most of the orders for packaging.
- The entire number of orders received in the year (2017-18) is Rs. 40,932 crores, which is 74% higher than the last year.
- The company's diversification efforts were rewarded with the receipt of the highest solar energy orders and the breakthrough of the public segment for the construction of 6 plants for sewage treatment in Raipur (BHEL Annual Report, 2018).

1.12 FUTURE GROWTH AND PROSPECTS

- The Government of India is targeting to achieve 100 percent electrification in rural areas to 100 percent electrification of households. The development in accessibility of electricity is the major change in the energy sector in India, where BHEL is the leading companies.

- BHEL is ready to respond to the new opportunities arising from the emission standards communicated by the Indian government by proposing tailor-made solutions for emission control.
- BHEL is constantly strives for achieving efficiency through technological improvements. 13
- BHEL will be introducing the high-tech CFBC technology suitable for variety of fuels such as petroleum coke, washer-reject lignite etc. In addition, railways, ports and fundamental materials such as steel & petrochemicals are expected to be massively invested in the coming years in order to advance India's growth aspirations (BHEL Annual report, 2018)

This data can be easily copy pasted into a Microsoft Excel sheet

[PRINT](#)

Bharat Heavy Electricals
Standalone Balance Sheet

Previous Years »

	----- in Rs. Cr. -----				
	Mar 20	Mar 19	Mar 18	Mar 17	Mar 16
	12 mths	12 mths	12 mths	12 mths	12 mths
EQUITIES AND LIABILITIES					
SHAREHOLDER'S FUNDS					
Equity Share Capital	696.41	696.41	734.28	489.52	489.52
Total Share Capital	696.41	696.41	734.28	489.52	489.52
Reserves and Surplus	28,484.80	30,735.39	31,866.80	31,804.92	31,691.56
Total Reserves and Surplus	28,484.80	30,735.39	31,866.80	31,804.92	31,691.56
Total Shareholders Funds	29,181.21	31,431.80	32,601.08	32,294.44	32,181.08
NON-CURRENT LIABILITIES					
Long Term Borrowings	75.37	95.45	57.18	89.55	126.29
Other Long Term Liabilities	4,119.54	4,410.39	3,957.55	3,719.19	4,507.51
Long Term Provisions	5,247.89	5,463.14	4,923.11	5,001.35	7,624.50
Total Non-Current Liabilities	9,442.80	9,968.98	8,937.84	8,810.09	12,258.30
CURRENT LIABILITIES					
Short Term Borrowings	4,933.39	2,431.74	0.00	0.00	0.00
Trade Payables	8,891.98	11,375.11	10,586.86	8,709.16	8,698.34
Other Current Liabilities	5,740.26	6,737.91	7,880.60	7,224.95	8,689.32
Short Term Provisions	3,081.78	2,485.51	3,782.77	4,191.56	3,335.90
Total Current Liabilities	22,647.41	23,030.27	22,250.23	20,125.67	20,723.56
Total Capital And Liabilities	61,271.42	64,431.05	63,789.15	61,230.20	65,162.94
ASSETS					
NON-CURRENT ASSETS					
Tangible Assets	2,735.47	2,883.92	2,977.53	3,491.12	3,825.12
Intangible Assets	78.61	83.07	91.31	104.76	137.36
Capital Work-In-Progress	306.74	223.21	194.53	159.51	309.50
Intangible Assets Under Development	7.26	12.23	8.23	8.83	8.38
Fixed Assets	3,128.08	3,202.43	3,271.60	3,764.22	4,280.36
Non-Current Investments	669.51	669.36	690.74	661.42	664.16
Deferred Tax Assets [Net]	2,756.21	3,497.37	3,625.88	3,841.37	3,659.23
Long Term Loans And Advances	83.17	82.82	84.28	78.04	65.62
Other Non-Current Assets	21,930.92	18,606.98	12,928.26	9,991.19	11,368.29
Total Non-Current Assets	28,567.89	26,058.96	20,600.76	18,336.24	20,037.66
CURRENT ASSETS					
Inventories	8,905.46	7,797.29	6,258.76	7,372.38	9,602.15
Trade Receivables	7,107.62	11,860.80	22,771.49	22,075.56	22,430.12
Cash And Cash Equivalents	6,418.56	7,503.34	11,291.18	10,491.79	10,085.99
Short Term Loans And Advances	134.99	157.45	147.12	138.88	176.61
OtherCurrentAssets	10,136.90	11,053.21	2,719.84	2,815.35	2,830.41
Total Current Assets	32,703.53	38,372.09	43,188.39	42,893.96	45,125.28
Total Assets	61,271.42	64,431.05	63,789.15	61,230.20	65,162.94
OTHER ADDITIONAL INFORMATION					
CONTINGENT LIABILITIES, COMMITMENTS					

FINANCIAL STATEMENT : BALANCE SHEET

CHAPTER-3
LITERATURE REVEIW

LITERATURE REVIEW

The literature review has been split into the following areas, so as to facilitate easy reading and understanding: 1. Indian research studies 2. Western research studies .

1 Indian literature review

Naveen and Madhavi (2017), analysed the different dimensions of labour welfare measures and satisfaction levels of employees. This study helps to improve the welfare schemes in N.T.P.S brahimpatnam. The data was collected through well-structured questionnaire. Primary and secondary sources have been used as source of data. Percentage analysis and mean square method has been used for data analysis.

Ramya et al., (2016), discussed the factors of employee satisfaction and understanding of various welfare benefits offered by the company to keep workers happy, as well as the affect of welfare facilities on worker satisfaction. Johri and Mehrotra(2014), says that voluntary welfare measure should be given to employees. They examine the level of awareness of various welfare measures by the employees.

Bharti and Kumar (2013), says that there is a link between welfare measures and employee satisfaction. His study also examines on welfare benefits s and employee satisfaction. Mohan & Panwar (2013), conducted a study about employee welfare schemes prevalent in retail stores in the Udaipur region. Their studies not only give information about intra-mural facilities but also extra-mural facilities. Its goal is to explore the retail sector which creates innovative concepts to attract and retain talented employees over a long period of time.

Chaudhary (2011), identifies the employee welfare measures in Indian railways. The study analysed those insufficient financial resources is main reason given by railways for providing welfare measures to customers. From the study, it suggests that railways should reduce the cost of social burden and apply government royalties to improve benefits.

Venugopal & Usha (2011), conducted a study in the Chittoor industry to learn more about the welfare program already implemented by the industry. In doing so, they want to assess the overall level of satisfaction with welfare programs. The study aims to correlate statutory and non-statutory social protection activities in industry and to establish a relationship between the social assistance and their impact.

2 Western Literature review

Manzini and Gwanzura (2018), conducted a staff well-being study that was used by various organizations like an approach to improve employee efficiency. Particularly in mobile segment industry, occupation associated issues will affect the value of life of staff& their work.

Loen (2017), says that it is the duty of an employer to develop compliance and due diligence. Apart from operational risk the employer has legal and financial justification for monitoring welfare. To measure welfare conditions, the use of benchmark methodology has been adopted. The employer is responsible for employee welfare.

Aguilar (2016), who has conducted a study of restaurant management techniques and their operations, explained that managing employees by owning and managing a business restaurant does not mean it has to be done perfectly. As the maximum manager of the institution, the employer must consider all areas where the creation of employers could work effectively. However, the well-being of workers is already very important today, as the employer should never overlook or take for granted by the employer.

Mathew (2011), argued that employee welfare measures are an incentive to employee motivation, it not only increases the workers' efficiency but to solve unique organizational issues that will ultimately leads for high performance and thus increases levels of employee productivity service delivery in an organization.

Menezes and Kelliher (2011), says that flexible programming as a work arrangement that allows employees to plan their working time. Flexibility planning is an advantage for the 20 employees, which contributes to the preservation of a qualified person. It meets the needs of individual's resources which increase their hard work to decrease absenteeism and finally improves employment satisfaction.

White (2005), argues that the influence of trade unions on administration practices is toward lowering the labour overheads, setting up effective work systems and establish employee welfare arrangements. In terms of non-union work, trade unions have practices that are consistent with the results of "mutual gains".

Finger (2005), says that that it is possible to improve the morale and spirit of employees by addressing moral issues. Measures to protect workers includes housing, medical, recreational, library facilities, among others with the hope of making a profit & increases the satisfaction level of an employee.

CHAPTER-4

RESEARCH DESIGN AND RESEARCH METHODOLOGY

RESEARCH DESIGN AND RESEARCH METHODOLOGY

Research design

Research is an art of scientific investigation. It is a movement from the known to unknown. It is a systematic method of findings solution to a problem. Search for knowledge through objective. It comprises of defining and redefining problems, Formulating hypothesis, and suggested solutions. Research is also defined as search for knowledge through objectives and systematic method of finding solutions to a problem

The research design adopted for this study is Descriptive Research. The descriptive method was adopted because it deals with the description of the state of affairs as it exists at present. The technique adopted here is the simple random sampling method. Among the 1500 workers in the organization, a sample of 50 respondents has been taken for the study through simple random sampling.

STATEMENT OF THE PROBLEM:

Human resources are most important resources for any organization. Management is responsible for observing the welfare measures given to the employees. If the employees are satisfied with the welfare measures provided to them, then the production will increase. Today, employees are essential element to contribute to the growth of the organization. In case of BHEL-EPD, more than 500 employees are employed and the

company is responsible for the well-being of these employees. Hence, the purpose of this study is to determine employee satisfaction level towards welfare measures.

DATA COLLECTION

Before we define collection, it's essential to ask the question, "What is data?" The abridged answer is, data is various kinds of information formatted in a particular way. Therefore, data collection is the process of gathering, measuring, and analysing accurate data from a variety of relevant sources to find answers to research problems, answer questions, evaluate outcomes, and forecast trends and probabilities.

During data collection, the researchers must identify the data types, the sources of data, and what methods are being used. We will soon see that there are many different data collection methods. There is heavy reliance on data collection in research, commercial, and government fields

Data is a collection of facts, figures, objects, symbols, and events gathered from different sources. Organizations collect data to make better decisions. Without data, it would be difficult for organizations to make appropriate decisions, and so

data is collected at various points in time from different audiences.

There two methods are:

1.Primary Data

As the name implies, this is original, first-hand data collected by the data researchers. This process is the initial information gathering step, performed before anyone carries out any further or related research. Primary data results are highly accurate provided the researcher collects the information. However, there's a downside, as first-hand research is potentially time-consuming and expensive.

1. Secondary Data

Secondary data is second-hand data collected by other parties and already having undergone statistical analysis. This data is either information that the researcher has tasked other people to collect or information the researcher has looked up. Simply put, its second-hand information. Although it's easier and cheaper to obtain than primary information, secondary information raises concerns regarding accuracy and authenticity. Quantitative data makes up a majority of secondary data

SAMPLE DESIGN:

To choose the samples, Stratified Random sampling method has been used.

1	Senior manager	5
2	Manager	5
3	Deputy manager	5
4	Senior executive	10
5	Executive	10
6	Additional officer	5
7	Deputy officer	5
8	Assistant officer(GR)	10
9	Assistant officer(GR)	15

SAMPLE SIZE:

Sample size 70 has been taken for survey. The samples are collected from levels of executives and supervisors.

OBJECTIVES OF THE STUDY

- To study the selected employee welfare schemes at BHEL.
- To identify the improvement of employees' standard of living and increasing productivity.
- To study whether the employee welfare schemes are providing proper development and efficiency.
- To analyse the improvement in Industrial relations and Industrial peace

NEED OF THE STUDY

- Employers get stable labour force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- The social evils common among the labours such as abusing, teasing, etc are reduced to a greater extent by the welfare policies.
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity

SCOPE OF THE STUDY

- The study has been conducted to analyse the factors, which influence the employees' preference towards the welfare measures followed in BHEL-EPD.
- Scope of Labour Welfare Conditions of Work Environment
- Health Services for Workers
- Labour Welfare Programme
- Economic Welfare Programme for Labours
- General Welfare Work

LIMITATIONS OF THE STUDY

- The time span of the study was very short.
- Due to short span of time the sample size is restricted to 70 respondents only.
- Personal bias or attitude of the respondents may be an obstacle.
- Analysis of the information is done on the suspicion that the respondents have given the Right information.

HYPOTHESIS TESTING

Hypothesis (Ho) –Null hypothesis

- Employee welfare facilities do not have a significant impact on overall improvement industrial relations and peace.

Hypothesis (H1)- Alternative hypothesis

- Welfare schemes have provide a significant improvement in overall industrial relation and peace.

Hypothesis (Ho)-

- The welfare do not have impact on employee's safety and productivity.

Hypothesis (H2)-

- The welfare have positive and effectively improved employee's safety and productivity.

CHAPTER-5

DATA ANALYSIS

AND

DATA INTERPRETATION

DATA ANALYSIS AND INTERPRETATION

This chapter has been divided into following sections:

- 4.1. Statutory welfare measures
- 4.2. Non-statutory welfare measures
- 4.3. Social security measures

Statutory welfare measures

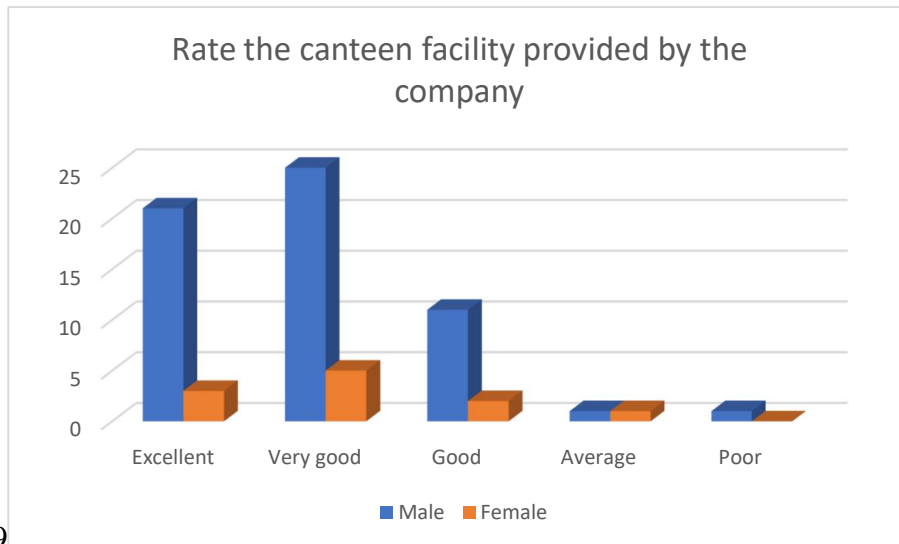
Table1.1: Table showing cross tabulation of age, gender and satisfaction level towards canteen facility.

Rate the canteen facility provided by the company	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Excellent	20-29yrs	n	1(2%)	0 (0%)	1(1%)
	30-39yrs	n	1(2%)	1(9%)	2(3%)
	40-49yrs	n	2(3%)	0 (0%)	2 (3%)
	50yrs-above	n	17(29%)	2(18%)	19(27%)
Very good	30-39yrs	n	5 (8%)	2(18%)	7(10%)
	40-49yrs	n	2 (3%)	3(27%)	5(7%)
	50yrs-above	n	18(31%)	0(0%)	18(25%)
Good	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	2(3%)	2(18%)	4(6%)
	40-49yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	5(8%)	0(0%)	5(7%)
Average	30yrs-39yrs	n	0(0%)	1(9%)	1(1%)
	50yrs-above	n	1(2%)	0(0%)	1(1%)
Poor	20-29yrs	n	1(2%)	0(0%)	1(1%)
	Total	n	59	11	70

Analysis:

From the above table no. 4.1.1, the employees who say excellent about the canteen facility provided by the company are 1% with the age group of 20-29yrs, 3% with the age group of 30-39yrs, 3% with the age group of 40-49yrs and 27% employees with age group of 50yrs and above. The employees who say very good about the canteen facility are 10% with the age group 30-39yrs,

7% with age group 40-49yrs, 25% with age group 50yrs-above . The employees who feel good about the canteen facility are 4% with age group 20-39yrs, 6% with age group 30-39yrs, 1% with age group 40-49yrs,7%with age group of 50yrs&above. The employees who say average about the canteen facility are 1% with age group of 30-39yrs, 1%with age group 50yrs & above. One employee feels poor about the canteen facilities.The employees who say poor about the canteen facility are 1% with age group of



20-29 yrs.

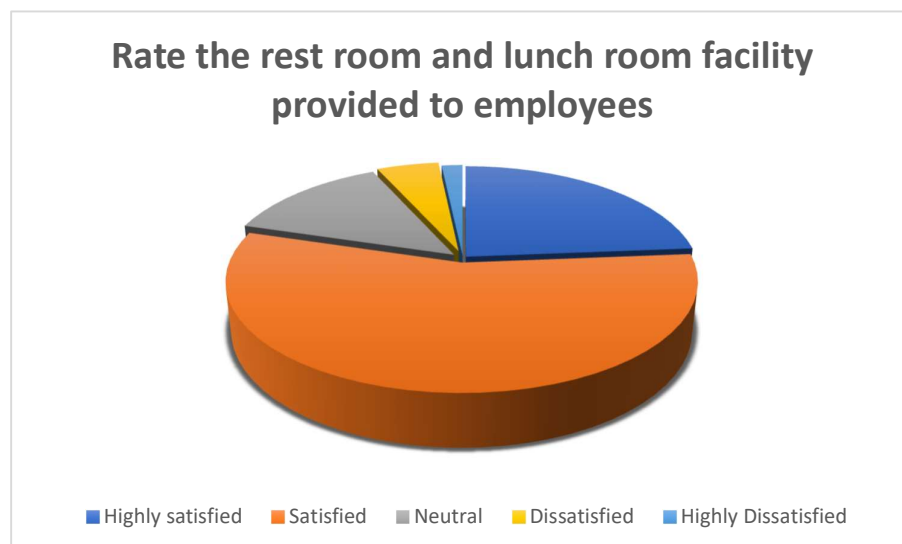
1.2. Table showing cross tabulation of gender, age, and satisfaction level towards rest room and lunch room facilities.

Rate the rest room and lunch room facility provided to employees	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Highly satisfied	40-49yrs	n	2(3%)	0(0%)	2(3%)
	50yrs-above	n	12(20%)	0(0%)	12(17%)
Satisfied	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30-39yrs	n	3(5%)	0(0%)	3(4%)
	40-49yrs	n	3(5%)	0(0%)	3(4%)
	50yrs-above	n	25(42%)	2(18%)	27(39%)

Neutral	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	4(7%)	4(36%)	8(11%)
	40-49yrs	n	0(0%)	0(0%)	1(1%)
	50yrs-above	n	3(5%)	0(0%)	3(4%)
Dissatisfied	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30yrs-39yrs	n	1(2%)	2(18%)	3(4%)

From the above table 4.1.2, the employees with high satisfaction level towards rest room and lunch room facilities are 3% with the age group of 40-49yrs and 11% employees with age group of 50yrs and above. The employees who are satisfied are 3% with the age group 20- 29yrs, 4% with age group 30-39yrs,4% with age group 40-49yrs,39% with age group of 50yrs&above.The employees who are neutral are 1% with age group of 20-29yrs,11% with age group 30-39yrs, 1% with age group 40-49yrs, 4% with age group 50yrs and above. The

employees who are dissatisfied are 3% with age group 20-39yrs, 4% with age group 30-39yrsand 3% with age group 40-49yrs.The employees who are highly dissatisfied are 1% with age group 20-39yrs.

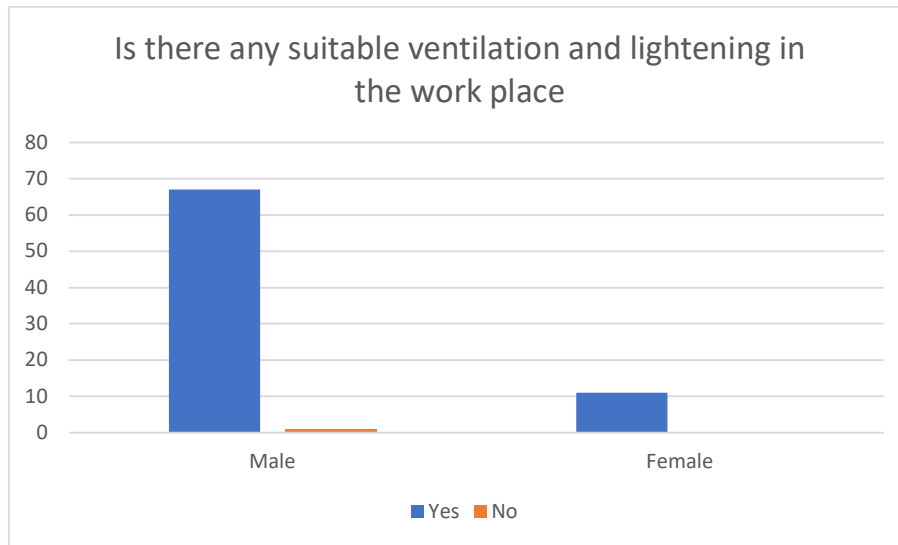


1.3. Table showing cross tabulation of gender, age, and satisfaction level towards drinking water facility.

Are you satisfied with drinking water facility provided by the company	Age	No. of respondents(n)	Gender		Total
			Male	Female	
Highly satisfied	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30-39yrs	n	2(3%)	1(9%)	3(4%)
	40-49yrs	n	2(3%)	2(18%)	4(36%)
	50yrs-above	n	21(36%)	1(9%)	22(31%)
Satisfied	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	5(8%)	3(27%)	8(11%)
	40-49yrs	n	3(5%)	1(9%)	4(36%)
	50yrs-above	n	19(32%)	1(9%)	20(29%)
Neutral	30-39yrs	n	0(0%)	1(9%)	1(1%)
	50yrs-above	n	1(2%)	0(0%)	1(1%)
Dissatisfied	30-39yrs	n	1(2%)	1(9%)	2(3%)
	Total	n	59	11	70

Analysis:

From the above table no. 4.1.4, the employees who say that there is suitable ventilation and lightening at work place are 7% with age group 20-29yrs, 20% with age group 30-39yrs, 8% with age group 40-49yrs, 42% with age group 50yrs and above. The employees who say that there is no suitable ventilation and lightening at work place are 1% with age group 50yrs- above.



1.4. Table showing cross tabulation of gender, age, and satisfaction level towards first aid and dispensary facility.

Are you satisfied with the first aid and dispensary facilities provided in the organization	Age	No. of respondents(n)	Gender		Total
			Male	Female	
Highly satisfied	20-29yrs	n	4(7%)	0(0%)	4(6%)
	30-39yrs	n	4(7%)	1(9%)	5(7%)
	40-49yrs	n	4(7%)	2(18%)	6(9%)
	50yrs-above	n	21(36%)	1(9%)	22(31%)
Satisfied	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	4(7%)	5(45%)	9(13%)
	40-49yrs	n	1(2%)	1(9%)	2(3%)
	50yrs-above	n	20(34%)	1(9%)	21(30%)
	Total	n	59	11	70

Analysis:

From the above, the employees who are highly satisfied with first aid and dispensary facility are 6% with age group 20-29yrs, 7% with age group 30-39yrs, 9% with age group 40-49yrs, 31% with age group 50yrs & above. The employees who are satisfied

are 1% with age group 20-29yrs, 3% with age group 30-39yrs, 2% with age group 40-49yrs, 3% with age group 50yrs and above.



1.5. Table showing cross tabulation of gender, age, and satisfaction level towards seating arrangement.

Rate the seating arrangement of the organization	Age	No. of Respondents(n)	Gender		Total
			Male	Female	
Highly satisfied	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	2(3%)	1(9%)	3(4%)
	40-49yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	12(20%)	1(9%)	13(19%)
Satisfied	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	3(5%)	4(36%)	7(10%)
	40-49yrs	n	3(5%)	3(27%)	6(9%)
	50yrs-above	n	27(46%)	1(9%)	28(40%)
Neutral	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	3(5%)	0(0%)	3(4%)
	40-49yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	2(3%)	0(0%)	2(3%)
Dissatisfied	30-39yrs	n	0(0%)	1(9%)	1(1%)
	Total	n	56	11	70

Analysis:

From the above mentioned table no. 4.1.6, the employees who are highly satisfied with seating arrangement are 15% with age group 20-29yrs, 15% with age group 30-39yrs, 5% with age group 40-49yrs, 65% with age group 50yrs & above. The employees who are satisfied are 2% with age group 20-29yrs, 17% with age group of 30-39yrs, 14% with age group of 40-49yrs and 67% with age group 50yrs&above. The employees who are neutral about the satisfaction level are 14% with age group 20-29yrs, 43% with age group 30-39yrs,

14% with age group 40-49yrs, 29% with age group 50yrs and above. One employee is highly dissatisfied with the seating arrangement of the organization.

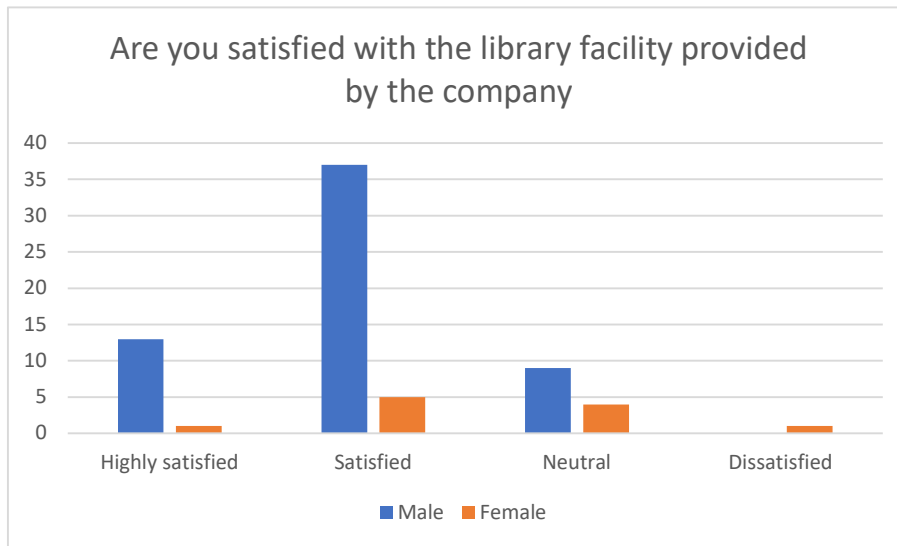


Table 2.1: Table showing cross tabulation of gender, age and medical facility.

Are you satisfied with the medical facility provided by the company	Age	No. of respondents(n)	Gender		Total
			Male	Female	
Highly satisfied	20-29yrs	n	4(7%)	0(0%)	4(6%)
	30-39yrs	n	4(7%)	4(36%)	8(11%)
	40-49yrs	n	4(7%)	3(27%)	7(10%)
	50yrs-above	n	23(39%)	2(18%)	25(36%)
Satisfied	20-29yrs	n	1(2%)	0(0%)	1(2%)
	30-39yrs	n	4(7%)	2(18%)	6(9%)
	40-49yrs	n	1(2%)	0(0%)	1(2%)
	50yrs-above	n	18(31%)	0(0%)	18(26%)
	Total	n	59	11	70

Analysis:

From the above mentioned table no. 4.2.1, the employees who are highly satisfied with medical facility are 4% with age group 20-29yrs, 11% with age group 30-39yrs, 10% with age group 40-49yrs, 36% with age group 50yrs & above. The employees who are satisfied are 2% with age group 20-29yrs, 9% with age group of 30-39yrs, 2% with age group of 40-49yrs, 26% with age group 50yrs&above.

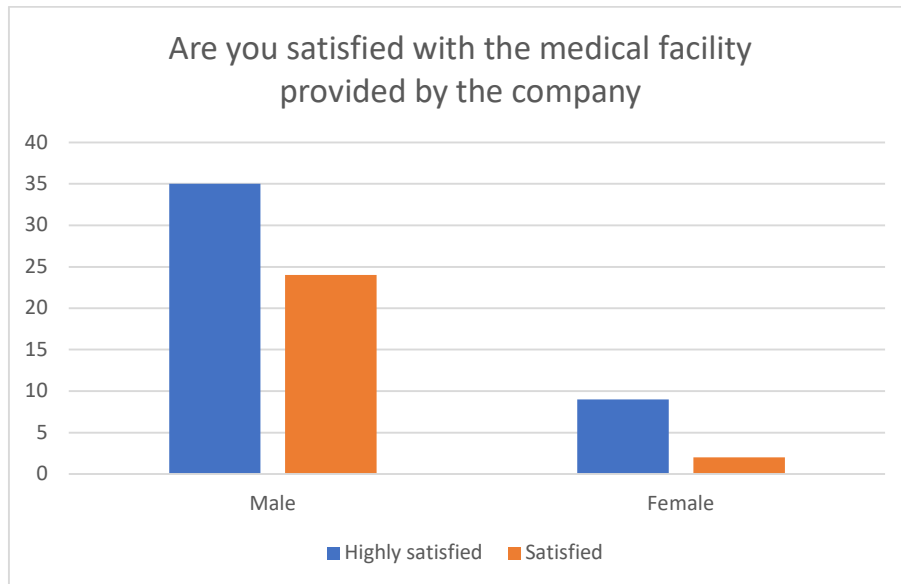


Table 4.2.2: Table showing cross tabulation of gender, age and transportation facility

Are you provided by transportation facilities	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Yes	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	1(2%)	0(0%)	1(1%)
	40-49yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	13(22%)	2(18%)	15(21%)
No	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30-39yrs	n	6(10%)	6(55%)	12(17%)
	40-49yrs	n	4(7%)	3(27%)	7(10%)
	50yrs-above	n	27(46%)	0(0%)	27(39%)
Don't know	30-39yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	1(2%)	0(0%)	1(1%)
	Overall total	n	59	11	70

Analysis:

From the above mentioned table no. 4.2.2, the employees who say that company provides transportation facility are 4% with age group 20-29yrs, 1% with age group 30-39yrs, 1% with age group 40-49yrs, 21% with age

group 50yrs& above. The employees who say that company does not provide transportation facility are 3% with age group 20-29yrs, 17% with age group 30-39yrs, 10% with age group 40-49yrs, 39% with age group 50yrs& above. The employees who say that they don't know about the transportation facility are 1% with age group 30-39yrs, 1% with age group 50yrs& above.

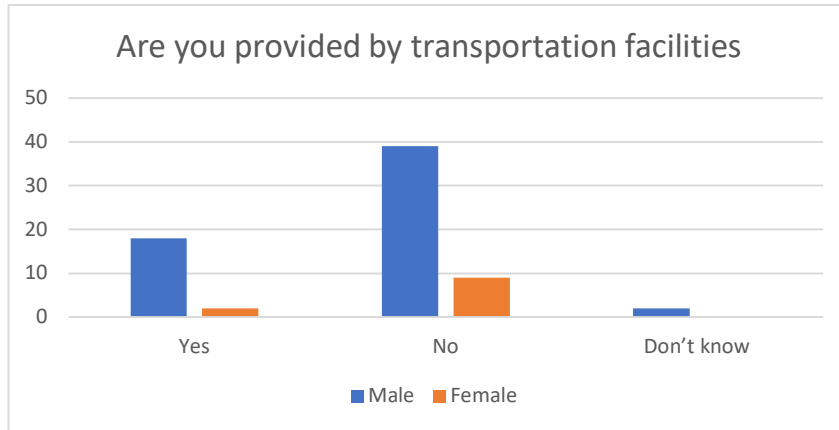


Table 4.2.7: Table showing cross tabulation of gender, age and leave policy

How do you rate the leave policy of the organization	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Highly satisfied	30-39yrs	n	1(2%)	0(0%)	1(1%)
	40-49yrs	n	2(3%)	1(9%)	3(4%)
	50yrs-above	n	11(19%)	2(18%)	13(19%)
Satisfied	20-29yrs	n	4(7%)	0(0%)	4(6%)
	30-39yrs	n	3(5%)	5(45%)	8(11%)
	40-49yrs	n	3(5%)	2(18%)	5(7%)
	50yrs-above	n	30(51%)	0(0%)	30(43%)
Neutral	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	3(5%)	0(0%)	3(4%)
Dissatisfied	30-39yrs	n	1(2%)	1(9%)	2(3%)
	Total	n	59	11	70

Analysis:

From the above mentioned table no. 4.2.7 , the employees who are highly satisfied with leavepolicy are 1% with age group 30-39yrs, 4% with age group 40-49yrs, 19% with age group 50yrs & above. The employees who are satisfied are 6% with age group 20-29yrs, 11% with age group of 30-39yrs, 7% with age group of 40-49yrs, 43% with age group 50yrs&above. The employees who are neutral about the satisfaction level towards leave policy are 1% with age group 20-29yrs, 4% with age group 30-39yrs. The employees who are dissatisfied about the satisfaction level towards leave policy are 3% with age group 30-39yrs.

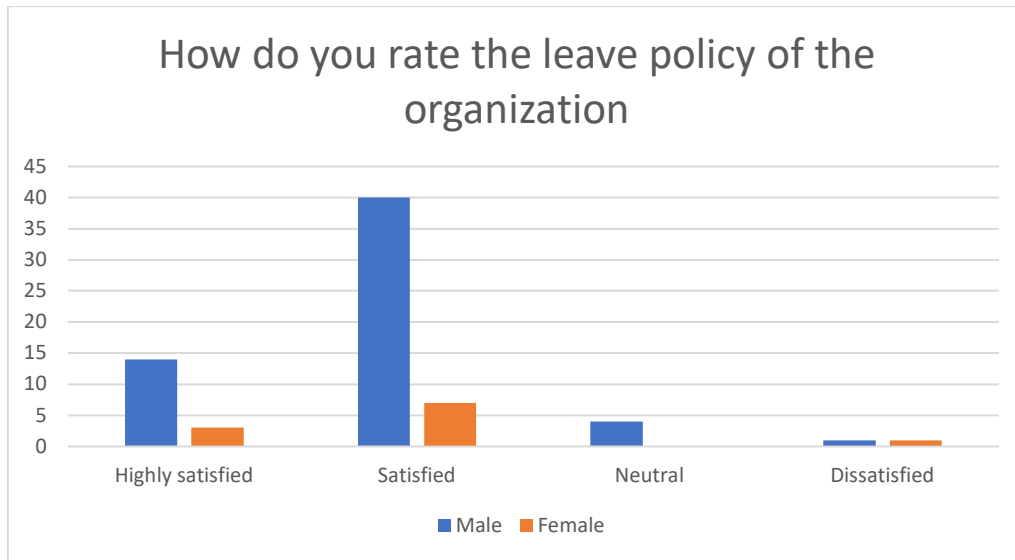


Table 4.2.5: Table showing cross tabulation of gender, agenda education allowance

Is there any education allowance given to employee children	Age	No. of respondents(n)	Gender		Total
			Male	Female	
Yes	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	3(5%)	3(27%)	6(9%)
	40-49yrs	n	3(5%)	1(9%)	4(6%)
	50yrs-above	n	33(56%)	2(18%)	35(50%)
No	30-39yrs	n	5(8%)	3(27%)	8(11%)
	40-49yrs	n	2(3%)	2(18%)	4(6%)
	50yrs-above	n	8(14%)	0(0%)	8(11%)

Don't know	20-29yrs	n	2(3%)	0(0%)	2(3%)
	Total	n	59	11	70

Analysis:

From the above mentioned table no.4.2.5, the employees who says that company provides education allowance are 4% with age group 20-29yrs, 9% with age group 30-39yrs, 6% with age group 40-49yrs, 50% with age group 50yrs& above. The employees who say that company does not provide education allowance are 11% with age group 30-39yrs, 6% with age group 40-49yrs,11% with age group 50yrs & above. The employee who says that they don't know about the with education allowance are 3% with age group 20-29yrs.

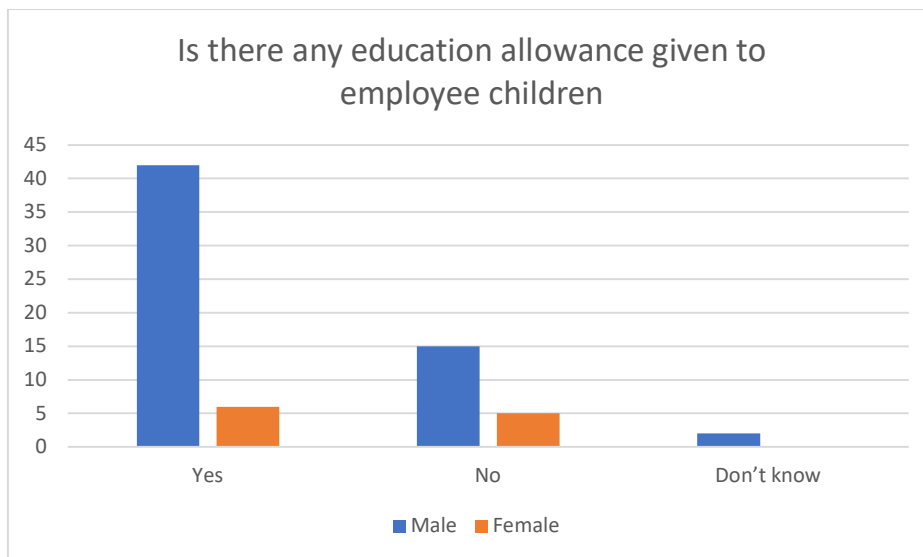


Table 4.2.4: Table showing cross tabulation of gender, age and recreational facility.

Are you satisfied with the recreational facilities provided in the organization	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Highly satisfied	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	2(3%)	0(0%)	2(3%)
	40-49yrs	n	2(3%)	0(0%)	2(3%)

	50yrs-above	n	11(19%)	2(18%)	13(19%)
Satisfied	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	2(3%)	2(18%)	4(6%)
	40-49yrs	n	3(5%)	1(9%)	4(6%)
	50yrs-above	n	22(37%)	0(0%)	22(31%)
Neutral	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30-39yrs	n	2(3%)	2(18%)	4(6%)
	40-49yrs	n	0(0%)	2(18%)	2(3%)
	50yrs-above	n	8(14%)	0(0%)	8(11%)
Dissatisfied	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	2(3%)	2(18%)	4(6%)
	Total	n	59	11	70

Analysis:

From the above mentioned table no. 4.2.4, the employees who are highly satisfied with recreational facilities are 1% with age group 20-29yrs, 3% with age group 30-39yrs, 3% with age group 40-49yrs, 19% with age group 50yrs & above. The employees who are satisfied are 1% with age group 20-29yrs, 6% with age group of 30-39yrs, 6% with age group of 40-49yrs and 31% with age group 50yrs&above. The employees who are neutral about the satisfaction level are 3% with age group 20-29yrs, 6% with age group 30-39yrs, 3% with age group 40-49yrs, 11% with age group 50yrs and above. The employees who are dissatisfied withrecreational facilities are 1% with age group 20-29yrs, 6% with age group 30-39yrs

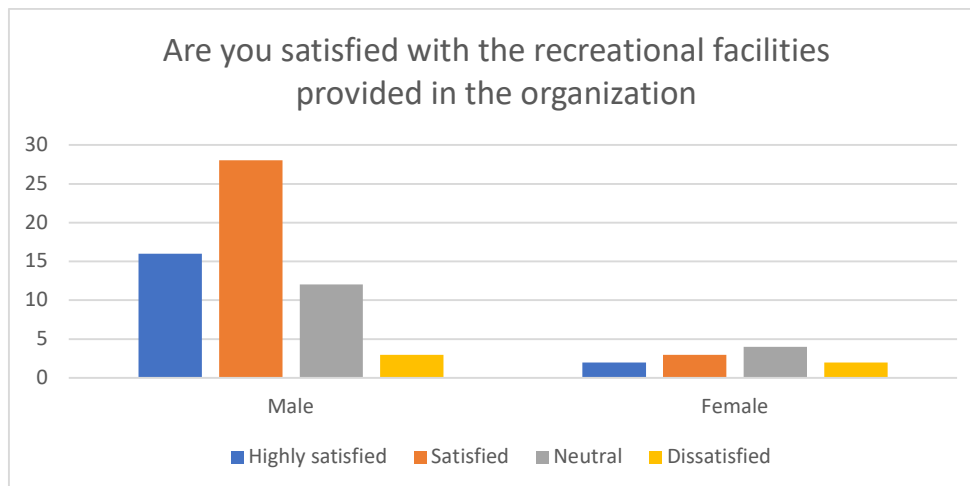


Table 4.2.6: Table showing cross tabulation of gender, age and quality of uniform

What do feel about the quality of the uniform provided by the company	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Highly satisfied	30-39yrs	n	1(2%)	0(0%)	1(1%)
	40-49yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	14(24%)	1(9%)	15(21%)
Satisfied	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	3(5%)	4(36%)	7(10%)
	40-49yrs	n	3(5%)	2(18%)	5(7%)
	50yrs-above	n	25(42%)	1(9%)	26(37%)
Neutral	30-39yrs	n	2(3%)	0(0%)	2(3%)
	40-49yrs	n	1(2%)	0(0%)	1(1%)
	50yrs-above	n	2(3%)	0(0%)	2(3%)
Dissatisfied	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30-39yrs	n	2(3%)	1(9%)	3(4%)
	40-49yrs	n	0(0%)	1(9%)	1(1%)
Highly Dissatisfied	30-39yrs	n	0(0%)	1(9%)	1(1%)
	Total	n	59	11	70

Analysis:

From the above mentioned table no.4.2.6, the employees who are highly satisfied with quality of uniform are 1% with age group 30-39yrs, 1% with age group 40-49yrs, 21% with age group 50yrs & above. The employees who are satisfied are 4% with age group 20-29yrs, 10% with age group of 30-39yrs, 7% with age group of 40-49yrs, 37% with age group 50yrs & above. The employees who are neutral about the satisfaction level are 3% with age group 30-39yrs, 1% with age group 40-49yrs, 3% with age group 50yrs and above. The employees who are dissatisfied with quality of uniform are 3% with age group 20-29yrs, 4% with age group 30-39yrs, 1% with age group 40-49yrs. The employees who are highly dissatisfied with quality of uniform are 1% with age group 20-29yrs.

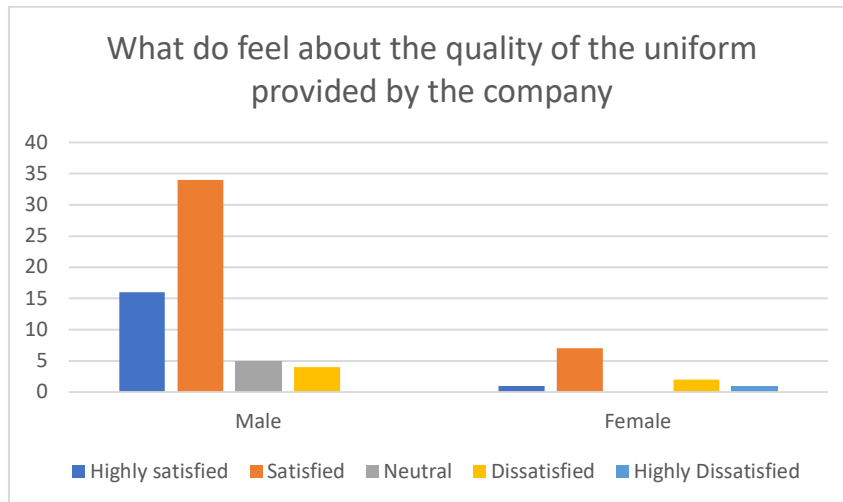


Table 4.2.8: Table showing cross tabulation of gender, age and housing loans.

Are you provided with housing loans	Age	No. of respondents(n)	Gender		Total
			Male	Female	
Yes	20-29yrs	n	1(2%)	0(0%)	1(1%)
	30-39yrs	n	1(2%)	2(18%)	3(4%)
	40-49yrs	n	2(3%)	1(9%)	3(4%)
	50yrs-above	n	32(54%)	2(18%)	34(49%)
No	20-29yrs	n	3(8%)	0(0%)	3(4%)
	30-39yrs	n	7(12%)	4(36%)	11(16%)
	40-49yrs	n	3(5%)	2(18%)	5(7%)
	50yrs-above	n	9(15%)	0(0%)	9(13%)
Don't know	20-29yrs	n	1(2%)	0(0%)	1(1%)
	Total	n	59	11	70

Analysis:

From the above mentioned table no. 4.2.8, the employees who says that company provides housing loans are 1% with age group 20-29yrs, 4% with age group 30-39yrs, 4% with age group 40-49yrs, 49% with age group 50yrs& above. The employees who say that company does not provide housing loans are 4% with age group 20-29yrs, 16% with age group 30- 39yrs, 5% with age group 40-49yrs, 13% with age group 50yrs & above. The employees who say that they don't know about housing loans are 1% with age group 20-29yrs.

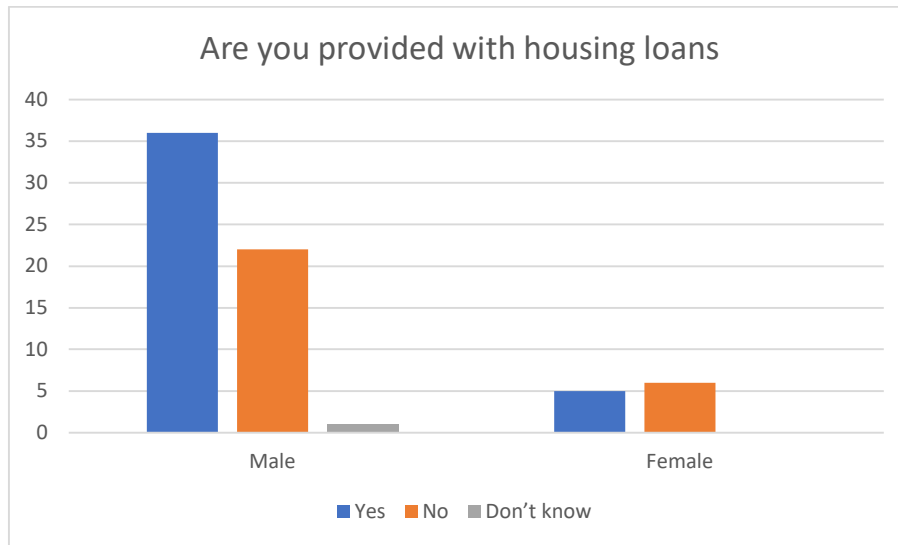


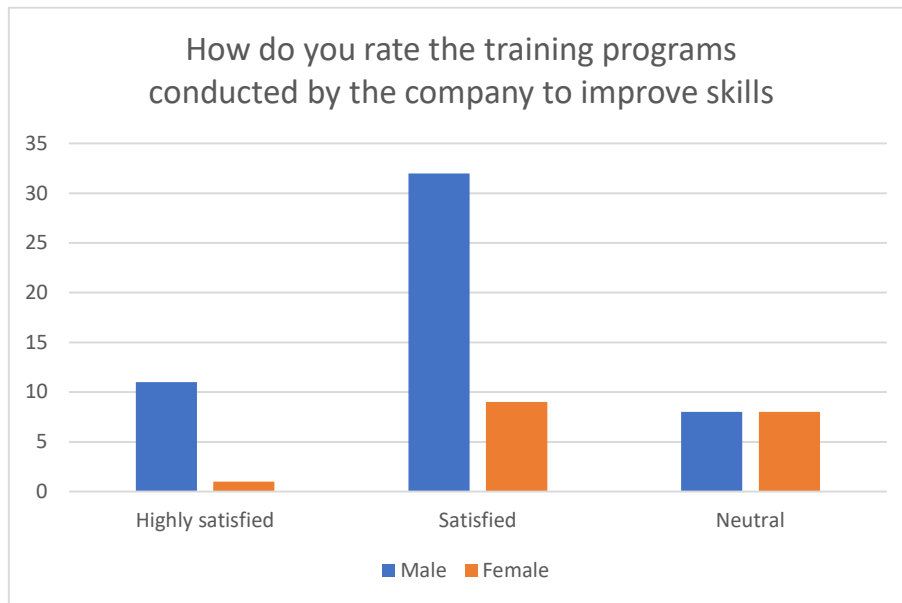
Table 4.2.57: Table showing cross tabulation of gender, age and training programmes.

How do you rate the training programs conducted by the company to improve skills	Age	No. of respondents (n)	Gender		Total
			Male	Female	
Highly satisfied	40-49yrs	n	3(5%)	0(0%)	3(4%)
	50yrs-above	n	11(19%)	1(9%)	12(17%)
Satisfied	20-29yrs	n	3(5%)	0(0%)	3(4%)
	30-39yrs	n	5(8%)	4(36%)	9(13%)
	40-49yrs	n	2(3%)	3(27%)	5(7%)
	50yrs-above	n	25(42%)	1(9%)	26(37%)
Neutral	20-29yrs	n	2(3%)	0(0%)	2(3%)
	30-39yrs	n	3(5%)	2(18%)	5(7%)
	50yrs-above	n	5(8%)	0(0%)	5(7%)
	Total	n	59	11	70

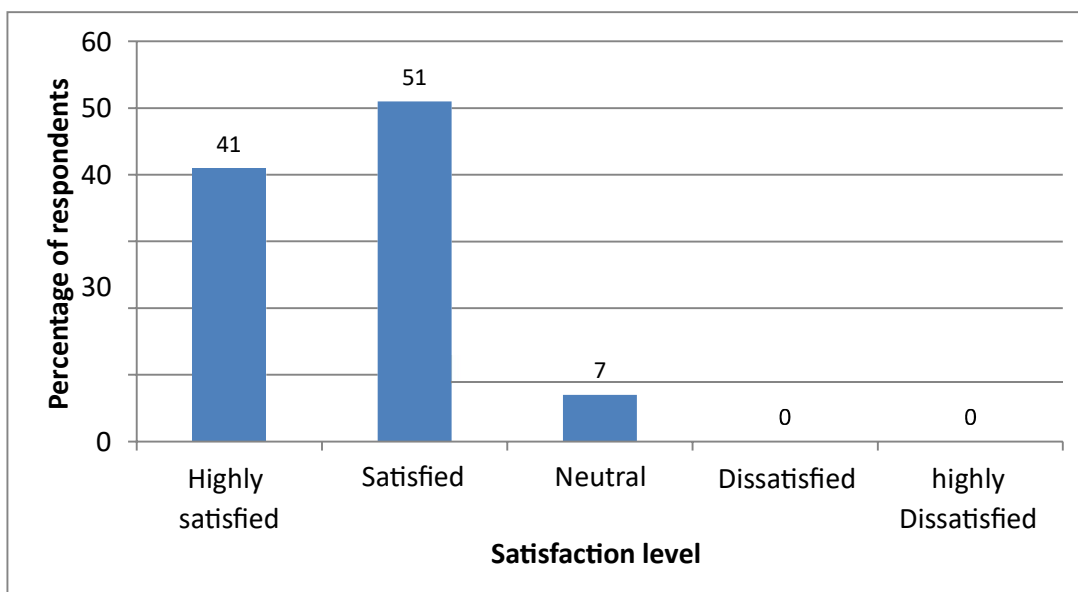
Analysis:

From the above mentioned table no. 4.2.9, the employees who are highly

satisfied with training programmes to improve skills are 4% with age group 40-49yrs, 17% with age group 50yrs & above. The employees who are satisfied are 4% with age group 20-29yrs, 13% with age group of 30-39yrs, 7% with age group of 40-49yrs, 37% with age group 50yrs&above. The employees who are neutral about the satisfaction level towards training programmes are 2% with age group 20-29yrs, 7% with age group 30-39yrs,7% with age group 50yrs & above.



Graph no.4.3.1: Table showing the satisfaction level towards the gratuity benefits provided by the company.



Analysis:

From the above, 41% of employees says that they are highly satisfied with the gratuity benefits provided by the company. 51% of employees say that they are satisfied, 7% of the employees are neutral about the gratuity benefits provided by the company

Table 4.3.2: Table showing the satisfaction level of the employees towards with the medical insurance provided by the company.

Satisfaction level	No. of respondents	Percentage
Highly satisfied	30	43
Satisfied	31	44
Neutral	7	10
Dissatisfied	2	3
Highly Dissatisfied	0	0
Total	70	100

Analysis:

From the above, 43% of employees says that they are highly satisfied with the medical insurance provided by the company. 44% of employees says that they are satisfied, 10% of the employees are neutral, 3% of the employees are dissatisfied with the medical insurance provided by the company.

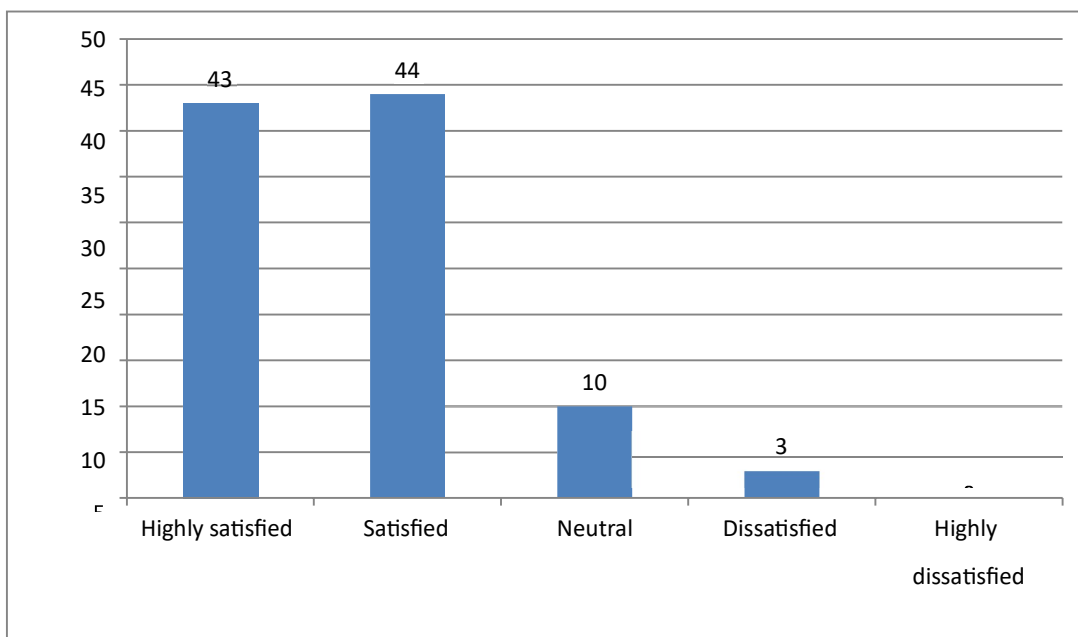
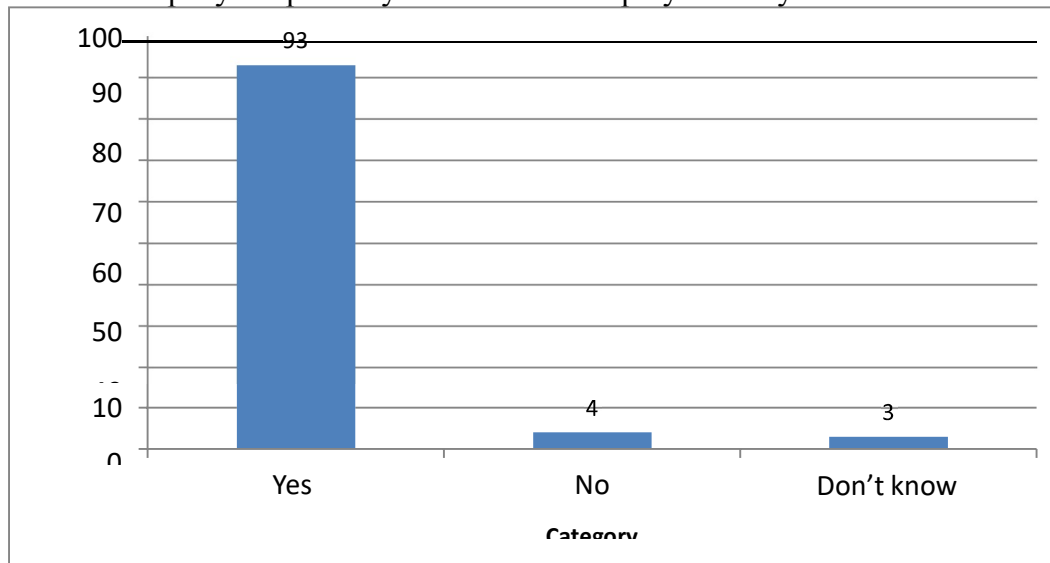


Table 4.3.3: Table showing whether the company adopt safety measures for employeesafety.

Category	No. of respondents	Percentage
Yes	65	93
No	3	4
Don't know	2	3
Total	70	100

Analysis:

From the below graph , 93% of employees says that company adopt safety measures for employee safety. 4% of employees say that company adopt safety measures for employee safety and 3% of the employees don't know whether company adopt safety measures for employee safety.



CHAPTER-6

FINDINGS

FINDINGS

- It helps us to improve employees the loyalty and morale of the employees.
- organization provide welfare facilities to their employees to keep their motivation levels high.
- To provide security to the employees against social risks like old age benefits and maternity benefits and to provide safety against accidents.
- The respondents were satisfied with the facilities provided to them.

- **All** the measures related to training and development are been taken care of.

- It is found that all the provisions regarding proper salary, provident fund and gratuity, leaves, cleanliness, drinking water, medical facilities, etc are properly followed at **BHEL**.

CHAPTER-7

CONCLUSION

CONCLUSION

- Employee welfare measures are the state of well being, satisfaction, protection and helps to motivate the employees.
- It is concluded that employee welfare measures help in employee satisfaction.
- With the result of improving the quality of work life among the employees, their involvement in job will be increased and productivity of the organisation will be increased.
- Employee welfare measures boost the morale of the employees if they are effectively implemented and carried out.
- The welfare measures which are provided in BHEL-EPD are appreciable, as the employees are satisfied with the existing welfare measures.
- According to the above study the data conclude that:

Hypothesis (Ho) –Null hypothesis. This hypothesis is rejected

- Employee welfare facilities do not have a significant impact on overall improvement industrial relations and peace.

Hypothesis (H1)- Alternative hypothesis – This hypothesis is accepted

- Welfare schemes have provided a significant improvement in overall industrial relation and peace.

Hypothesis (Ho)-This hypothesis is rejected

- The welfare facilities do not have impact on employee's safety and productivity.

Hypothesis (H2)- This hypothesis is accepted

- The welfare has positive and effectively improved employee's safety and productivity.

CHAPTER-8

SUGGESTIONS

SUGGESTIONS

Using this analysis, following recommendations can be contemplated:

- Recreation facilities can be improved to increase the morale of the employees and reduces the stress of the employees.

- More training classes should be conducted to enhance the efficiency of the employees.

- Quality of food, canteen facility can be improved.

- Annual health checkups, employee counselling should be improved by conducting health camps at least in a month.

- Company should provide breakfast facility

- Quarters given to the employees should be renovated

- Company should provide sufficient medicines in the first aid box

CHAPTER-9

REFRENCE AND ANNEXTURE

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ANEXTURE

Questionnaires on employee welfare measures

Personal data:

Name:

- a) Age: 20-29yrs
- b) 30-39yrs
- c) 40-49yrs
- d) 50yrs-Above

Gender:

- Male
- Female

Designation:

Department:

Experience: less than 1yr 1-5yrs 6-10yrs 11-15yrs 16-20yrs 21yrs &above

Qualification: ITI Diploma Engineering Other

Statutory welfare measures

1. Rate the canteen facility provided by the company?

A. Excellent B. Very good C. Good D. Average E. Poor

2. Rate the rest room and lunch room facility provided to employees?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied Highly E Dissatisfied

3. Are you satisfied with the drinking water facility provided by the company?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

4. Is there suitable ventilation and lightening in the workplace?

A. Yes B. No C. Don't know

5. Are you satisfied with the first aid and dispensary facilities provided in the organisation?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

6. How do you rate the seating arrangement of the organisation?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

7. Does work lead to excessive fatigue?

A. Yes B. No C. Maybe

8. Does organisation provide crèche facility?

A. Yes B. No C. Don't know

9. Are you satisfied with library facility provided by the company?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

Non statutory measures

10. Are you satisfied with the medical facilities provided by the company?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

11. Are you provided by the transportation facilities?

A. Yes B. No C. Don't know

12. Are you provided with the housing facilities?

A. Yes B. No C. Don't know

13. Are you satisfied with the recreational facilities provided in the organisation?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

14. Is there any educational allowance given to employee children?

A. Yes B. No C. Don't know

15. What do you feel about the quality of the uniform provided by the company?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

16. How do you rate the leave policy of the organisation?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

17. Are you provided with housing loans?

A. Yes B. No C. Don't know

18. How do you rate the training programs conducted by the company to improve skills?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

19. Does the organisation educate regarding the new technology developments?

A. Yes B. No C. Nil

Social security measures

20. Are you satisfied with the gratuity benefits provided by the company?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

21. Are you satisfied with the medical insurance provided by the company?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied

22. Does the company adopt safety measures for employee safety?

A. Yes B. No C. Don't know

General

23. How company welfare measures motivate you for higher productivity?

A. Highly motivated B. Motivated C. Neutral D. Doesn't Motivate E. Not at all motivated

24. Rate the overall satisfaction with employee welfare activities in the organisation?

A. Highly satisfied B. Satisfied C. Neutral D. Dissatisfied E. Highly Dissatisfied