

Welfare activities of DCW: An Analytical study

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Received: June 01, 2018

Accepted: July 23, 2018

ABSTRACT

This paper contributes to the in-depth of analysis of both Intra-Mural and Extra-Mural and its impact on employee gratification in Durgapur Cement Works, and also focused on layoff benefits, welfare providing by the organization to its temporary employees. Employee's welfare refers to "the efforts which are provided by the employer for the good life worth of its employees". Employees welfare means anything done for the comfort and intellectual, improvement or social, of the employees over and more than the wages paid which is not a necessity of the industry." Organizations provide welfare facilities to their employees to keep their motivation levels high enough. The employee welfare schemes can be classified into two categories viz. Intra-mural and Extra-Mural. The Intra-Mural schemes are those schemes that are compulsory to provide by an organization in compliance with the laws governing employee health and safety. The Extra-Mural schemes differ from organization to organization and from industry to industry. The main purpose of employees' welfare is to enrich or develop the quality of life of employees and keep them satisfied and contented. Extra-Mural benefits are the result the employer's generosity, enlightenment, and philanthropic feelings.

Keywords: Industrialization, Welfare Measures, Satisfaction, Cement industry, Productivity

'Workers' welfare should be understood as meaning such services, facilities, and amenities which may be established in or in the vicinity of an undertaking to enable the persons employed in them to perform their work in healthy congenial surroundings and provided with amenities, conducive to good health and high morale. In Durgapur Cement Works various schemes for employees' welfare were taken up during the year. Within limits of available resources including construction of death relief, and welfare society building. Commensurate with the philosophy of the economy to achieve excellence in performances, human resource development activities are being constantly monitored to equip Durgapur Cement Work's employees with updated knowledge.

WELFARE ACTIVITIES OF DURGAPUR CEMENT WORKS

Intra-Mural Facilities

Working Condition: - Good working conditions of DCW include adequate lighting & ventilation, maintain & supply of wholesome drinking water, washing facilities. Neat & clean latrines & urinals, proper attention of the management towards cleanliness at the working places, arrangement for sitting before machinery where ever necessary, prevention of glare, regulating temperature etc.

Canteens: Company runs one canteen for the use of its workers. This is adequately lighted & ventilated, which is kept neat & clean serves. snacks to the workers at a nominal rate. About 100% of employees take snacks. There are 12 Canteen staffs including contract labors. Subsidized canteen facility is given to the workers.

Rate Includes

- Tea- Rs. 2.00/ Special tea Rs. 3.00
- Biscuits- Rs. 1.00
- Luchi- Rs. 1.00
- Dal- free
- Chop- Rs. 1.50
- Jilapi- Rs 2.00
- Laddu- Rs. 2.00

Food allowance of Rs. 15/- per day is given to the workers for not giving the lunch. The canteen remains open from:

- 9.30 am. - 10.30 am.
- 1.00 pm. - 1.30 pm.
- 4.45 pm. - 5.45 pm.

Canteen Expenses

Year	Expenses	Monthly Avg.	Savings
2011 – 2012	Rs. - 1200000/-	Rs. - 100000/-	-
2012 – 2013	Rs. - 1180000/-	Rs. - 98333/-	Rs. - 20000/-
2013 -2014	Rs. - 750000/-	Rs. - 62500/-	Rs. - 430000/-
2014 -2015	Rs. - 625000/-	Rs. - 52083/-	Rs. - 2000/-
2015 -2016	Rs. - 930000/-	Rs. - 77500/-	-
2016 -2017	Rs. - 780000/-	Rs. - 65000/-	-

Work Clinic & Ambulance: A work clinic operation inside the factory premise from where the workers, at the time of injury of illness get first-aid & preventive treatment by a qualified & experienced doctor & then if required referred to hospital & pay the medical will with due course of time. The company has one ambulance also.

Safety: The management provides boots, eye protector, safety belt, helmets, goggles, uniform, Hand-gloves, footwear & other safety appliances to the workers employed at machines, are well covered. Selected workers are trained in safety classes, management organize safety classes regularly. DCW has one safety officer. Regular checkup of the workers are provided for Silicosis, Tuberculosis, Eye disease deafness.

Safety Appliances:

Year	Shoes (Rs.)	Hand-gloves (Rs.)	Eye Protector (Rs.)	Safety Belt (Rs.)	Helmet (Rs.)
2011 - 2012	650000/-	180000/-	20000/-	16000/-	6900/-
2012 - 2013	635000/-	168000/-	14800/-	18800/-	12700/-
2013 -2014	640000/-	172600/-	3900/-	13900/-	12800/-
2014 -2015	155000/-	78000/-	3650/-	16200/-	4000/-
2015 -2016	756000/-	106700/-	4500/-	6200/-	4900/-
2016 -2017	735000/-	160000/-	12500/-	17800/-	45000/-

Dress: Dress of the workers is a set of trouser & shirt of light blue color. 3 sets of dresses are given to the employees in every alternative year. Safety boot is given to workers every year. Winter uniform is given to those workers who need to work outside. Same is the case of raincoat. It is also given to the workers who has a chance of becoming wet due to rain in course of their. Winter uniform & raincoat is given once in every 3 years.

Dress Expenses:

Year	Uniform excluding woolen garments. (Rs.)
2011 - 2012	310000/-
2012 - 2013	1435000/-
2013 -2014	426000/-
2014 -2015	1055600/-
2015 -2016	1505000/-
2016 -2017	2696000/-

Creche:- Creche is absent because there is no women worker in DCW

Housing: - DCW has about 369 quarters for it's about 900 employees. There are seven types of quarters starting from 'A' type to 'G' type. A type is the highest category & G type is the lowest category. Quarters are allotted according to seniority. But few quarters are there which are kept in holed for emergency use. Two colonies are there namely "Cement Park" and "Cement Colony" company looks after the housekeeping of these two colonies. Company maintains beautiful gardens in these two colonies. Company does maintenance of these quarters. Those workers who do not have quarter are given HRA of Rs-125-Rs-135.

Allotment of the quarters:

- Officers – Well-furnished quarters
- President, General President – Type A
- General Manager & Above – Type B
- Senior Manager & Above – Type C
- Assistant Manager & Above – Type D
- General Staff – Type E
- Lower Category employee – Type F
- For Workmen only – Type G

Educational Facilities: - The Company aids two primary schools for the children of the employees. Cement colony consist of one primary school run by club. For staff - educational allowance, conveyance allowance for school going children are given at the rate of Rs. 401/-, subject to limitation of 3 children, this is given up to class X. For workers- this allowance is given up to higher education i.e. class XII Rs. 300/- per month is given to workers for their school going children. For bringing lunch box 10/- is given to under wage Board staffs. After completion of primary education the students get chance in Gopal Math, Bhiringi Tailakyanath, Hindi Bharati schools & DAY Model School. The company has made special provision for this.

Medical Facilities: - Two health centers are run by DCW in two colonies. One occupational health centre is inside the plant. The health centre is equipped as per Government rule. Medicines are supplied free of cost. In every department first aid box is also kept as per government rule to give an employee first aid in case of any injury. Beside this, medical allowance equivalent to half months salary is given to the employees every year. Full reimbursement in case of delivery in some selected nursing homes is given to workers For specialized treatment reimbursement up to 75% is given to the workers. For sterility, leave & money is given as for government rule. Every workers gets month salary per year for 'Specialist treatment for T.B. Cancer, heart operation, diabetes. 100% reimbursement is given for Western nursing home, Presidency Nursing Home (city centre). 3 dispensaries are there for guiding primary medical services, in 2 colonies, 7 days specials casual leave, crash incentive of Rs. 100/- is given, for delivery Rs. 250/- is given up to 3 issues.

Special Medical Expenses for Wage Board Employees

01.04.2017 – 31.12.2017					
Sl. No.	From	To	Total expenditure	Medical Register	Total
1	1 st April 16	31 st Dec 2016	792600/-	972400/-	1765000/-
2	1 st April 17	31 st Dec 2017	711500/-	1260700/-	1972200/-

01.04.2015 to 31.03.2016					
National Nursing Home & Diagnostic Centre	Ashirbad Nursing Home & Maternity Centre	Jeevandeep Nursing Home	Employees Specialist through Medical Register incl. DSP	Total	
481000/-	28800/-	154000/-	1518800/-	1701100/-	
Feb. 2014 to 2015					
National Nursing Home & Diagnostic Centre	Ashirbad Nursing Home & Maternity Centre				
495800/-	1056600/-				

Total Medical Reimbursement of both Nursing Homes:

For the year 2014 (Jan. to Dec.) : Rs. 1441000/-
 For the year 2014-2015(Apr. to March) : Rs. 1740600/-
 Payment done through medical register : Rs. 1194600/-

Including D.S.P. Hospital Jan 2014 to Dec. 2014

From Jan 2014 to March 2015 (Nursing Home) : Rs. 1839600/-
 From Jan 2014 to March 2015 (through medical register) : Rs. 1786400/-

RECREATIONAL FACILITIES:

DCW spends a lump-sum for recreational facilities also. There are recreational clubs in the housing areas. Clubs is there for officers & staffs. Indoor games as like, carrom, chess, Badminton, Playing cards are there. Outdoor games facilities like football, volley ball, are there. Cement colony consists of 1 club for workers. 2 community hall /

auditorium is there in which cultural functions are held, one in cement park & one in cement colony. Library is there in 2 clubs & in factory, factory oriented library books are available here. Durgapuja, Viswakarma puja are held in each year grand our fashion.

Transport: Company has three buses. They run up & down from its housing area to the factory for the transportation of its employees. For this, the employees have to bear no cost. Rather the company has to bear a lump-sum amount for the purpose.

Transport	Expenses (Rs.)
2011 -2012	4202000/-
2012 - 2013	3310000/-
2013 - 2014	3017000/-
2014 - 2015	1382000/-
2015 - 2016	2668000/-
2016 - 2017	3262000/-

Wage Structure: -

We provide the same document, regarding wage structure as provided by the organization. Here salary/wage structure for tally checker, clerical, lower technical & supervisory staffs are given in details. This wage structure is being enforced since 1.4.2001. Monthly & rated salary/wages for operatives are also provided here. We provide the same document, regarding wage structure as provided by the organization. Here salary/wage structure for tally checker, clerical, lower technical & supervisory staffs are given in details. This wage structure is being enforced since 1.4.2001. Monthly & rated salary/wages for operatives are also provided here.

Funeral Allowance: -

Funeral allowance of Rs. 200/- 8000/- is given to workers according to circumstances, after funeral is over then it is given.

Periodical Allowance: -

Periodical allowance of Rs. 100/- every month is given to the workers.

Dust allowance: -

Dust allowance of Rs. 80.60/- month is given to workers who work in dust prone area.

Heat allowance: -

Heat allowance at the rate 5% of basic is given to workers who work in such area where temperature is high.

Washing allowance: -

Washing allowance of 62/- month is given to workers to wash their clothes.

Convey allowance: -

Conveyance allowance of Rs. 1050/- is given to workers. The company also runs its own buses for the employees.

Conclusion:

The study of Employees welfare schemes and its impact on employee's efficiency at Durgapur Cement Works. As per the study, it is observed that the DCW units are providing various facilities to the employees as per the rules and regulation of state and Indian Government. The management required to provide good facilities for both permanent and temporary employees in such a way that employees become satisfied with employee welfare facilities. It increases productivity as well as quality and quantity. Therefore, there is the necessity of making some provision for improving the welfare facility through that employees will become happy, the employee's performance level become increase. It leads to improve favorable effects of profitability and products of the organization. At last it can be concluding that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness, and productivity can be enhanced to accomplish the organizational goals.

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