

**Employee safety and welfare activities talent management - A study  
(Wirth special reference to TANCEM - Ariyalur)**

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**Abstract**

Employee safety welfare work aims at provided that such service facilities and amenities which enable the workers employed in an organization to perform their works in healthy congenial neighboring conducive to good health and high morale. Employee safety and welfare is a comprehensive term including various services, benefits and facilities offered by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions.

**Key words:** Employee safety, employee welfare and comprehensive services and benefits

**Introduction**

Employee safety welfare work aims at providing such service facilities and amenities which enable the workers employed in an organization to perform their works in healthy congenial surrounding conducive to good health and high morale. Employee safety and welfare is a comprehensive term including various services, benefits and facilities offered by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions.

## **Definition of employee safety welfare**

Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. “International Employee Organization efforts to make life worth living for workers” According To the Oxford dictionary “Welfare is fundamentally an attitude of mind on the Part of management influencing the method by which management activities. Employee safety and welfare as a term which is understood to include such services, facilities and amenities as may be established in the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surrounding to provide them amenities conducive to good and healthy and high moral environment.

## **Company profile**

Tamilnadu Cements Corporation (TANCEM), a wholly owned government of tamilnadu undertaking started business from 1<sup>st</sup> April 1976 with and authorized share capital of Rs.10 cores taking over cement plant at alangulam and setting up another at ariyalur in the year 1979.

TANCEM as its expansion and on version activities set up asbestos Sheet unit at alangulam during 1981 and an Asbestos pressure pipe plant at Mayanur during 1983. TANCEM also took over during 1989, a stoneware pipe plant from TACEL with a view to provide employment to the retrenched employees. TANCEM has thus become a multi-plant. Multi-locations and multi products company with annual turnover of around Rs.200 crores and the authorized capital as of now if Rs.18 crores. The company has its main objective in production of cement and cement based and primarily caters to the needs of Government departments. Limestone being the main raw material the company acquired and reserved enough limestone bearing lands in and around alangulam and ariyalur which are sufficient to run the cement plants for decades to come. Hence the role of TANCEM in the development of state is immense.

The company is engaged in the manufacture and selling of cement. Asbestors sheets. Asbestos Pressure Pipes and Stoneware Pipes. TANCEM factories are situated in various districts of Tamilnadu as under

- √ Alangulam Cement Works, Alangulam, Virudhunagar district.
- √ Ariyalur Cement Works, Ariyalur, Perumbalur district.
- √ Tamilnadu Asbestos sheet unit, Alangulam, Virudhunagar district.
- √ Tamilnadu Asbestos Pipe Unit, Mayanur, Karur district and cuddalore district.

### **Process of manufacture of cement in Ariyalur**

The principal raw material is limestone which is quarried from opencast mines operated by the company. The limestone is transported to the crushers at the factory site by the company's own vehicles. The limestone along with sand or clay is feed into raw mill in a dry condition. The raw mill is a high capacity compartment mill of the closed circuit and material ground by this mill is then transported by pneumatic pumps to the homogenous blending and storage silos where the material is thoroughly blended with the aid of compressed air. In this, the necessary correction to get the desired chemical composition is accomplished in the silos. The homogenous material is then transported in to storage silos the mixture is feed to feeder in the pulverized conditions through preheated cyclones to enable rapid transfer of heat from the flue gases to the materials. As the material flows down by gravity in kilns further chemical transferred into clinker takes place the clinker duly cooled is transferred to the clinker storage yard by means of drag chain and deep bucket conveyors. The clinker is along with the required quality of gypsum which is used as a retarder. The required quantity of fly ash is added for producing Portland Pozzolana cement at the cement grinding stage. The ground cement viz OPC&PPC thus obtained is stored in separate silos for further drawn in to the packing unit.

- √ Cement is packed in bags of 50kg each in the rotary packing machine and thereafter conveyed to Wagons/Lorries for onward dispatch to the destination.
- √ TANCEM's cement plants are equipped with most modern equipments and with high degree of professionalism have become market leader in the manufacture of ORDINARY Portland cement (opc) and super star cement surpassing the requirements prescribed under the Indian Standards.

## **Ariyalur cement works**

Commercial production in the unit was commenced during october 1979. Set up with a capital outlay of Rs.29 crore and a rated capacity of 5 lakh tones per annum of cement, this unit provides direct employment for nearly 1000 people.

With the best limestone deposit available it is able to produce the high quality cement of various grades and supplies to government departments and Public. Wide appreciations have been received from various quarters for its ARASU brand cement being marketed in Tamilnadu and Kerala. capacity enhancement at ariyalur factory is also proposed. Of late it operated exceedingly well producing more than its capacity

## **Objectives**

- To analyze study the welfare facilities provided to employees by TANCEM ariyalur .
- To study how the organization motivate the employees by identifying and satisfying their unsatisfied needs.
- To find out the expectations of workers with regard to welfare facilities.
- To analyze the extent of utilizations of welfare facilities and make constructive suggestion to improve the welfare.

## **Review of related literature**

Chandra and (1983) found that the condition under which brick kiln workers live subhuman. There were no rest hours and workman in kiln was made to work even in the advanced stage of pregnancy.

Prasad (1984) pointed out that in many mines in bihar workers were provided with facilities for drinking water, toilets and other facilities. A series of study carried out by the labour bureau of India in a variety of industries showed a large of women working in menes did not have separate arrangements, latrines and rest rooms shelters and crèches were in neglected condition (1979). National commission (1969) The report of this commission was appointed in 1966 had reviewed many aspects of labour safety welfare in India such as existing conditions of labour. Legislative measures available to protect their interest level of workers earnings, standard of living and various welfare facilities, canteens, crèches, housing,

transportation, recreational facilities, provisions. National commission (1972) In conjunction with the passage of 1970 of the occupational Safety and health Act congress established a National commission undertake a compensation laws in order to determine if such provide an adequate, prompt, equitable system of compensation. Peter Rogers peter roge chairman, The strategic forum for construction has taken up research in industries and have concluded that unsafe, disorganized and dirty organizations lead to poor standards and settling for a compromise in the needs mean risking of lives.

## **Research methodology**

Research is the process of systematic and in-depth study or search for any Particular topic, subject or area of investigation, backed by collection, Compilation, presentation and interpretation of relevant details or data. Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done Scientifically.

Research may develop hypothesis and test it. In it we study the various Steps that are generally adopted by the researcher in studying his research Problem along with the logic behind them. Research must be based on fact observable data forms a sound basis for Research inductive investigation lead better support to research finding for analyzing facts a scientific methodology of analysis must be developed and result interpreted logically. It is necessary for the researcher to know not only the research method or techniques but also the methodology. Thus, when we talk of research methodology we not only talk of the research methods but also consider the logic behind the methods we use in the context of our research study and Explain why we are using a particular method or technique and why we are Not using others so that research results are capable of being evaluated either by the researcher himself or by others. Research problems would result in certain conclusions by means of logical analysis which the decision-maker may use for his action or solution.

## **Research design**

After formulating the problem the research design has to be Prepared. Preparation of research design involves selection of means of obtaining information, time available for research and selection of method of tabulation & presentation of data. The research of my

project is descriptive study. I have obtained Information of the HR department and some of the employees of the organization & also from annual reports of company, newspapers, magazines and websites. The way of selecting a sample is known as the sample design. Here the researcher used Simple random Sampling.

## **Sampling design**

Sampling is the process of selecting a sufficient number of elements from the population, so that a study of the sample and an understanding of its properties or characteristics would make it possible for us to generalize such properties or characteristics to the population elements.

## **Sample unit**

Worker in TANCEM in Ariyalur, A smallest non-divisible part of the population is called a unit. A unit should be well defined and should not be ambiguous.

## **Target population**

The total population is 200 in TANCEM in Ariyalur .

## **Sample size**

A Sample of 100 was taken from the workers. A finite subset of a population is a sample and the number of units in a sample is called its sample size

## **Hypothesis**

Employees of TANCEM are found to be satisfied with the Welfare facilities provided by their organization.

## **Sampling method**

The statistical tools used such percentage; diagrams, Chi-square test& one way ANOVA 'F' test have been used.

**Analysis and interpretation of data**

**Particulars of the respondents on the basis of proper job orientation**

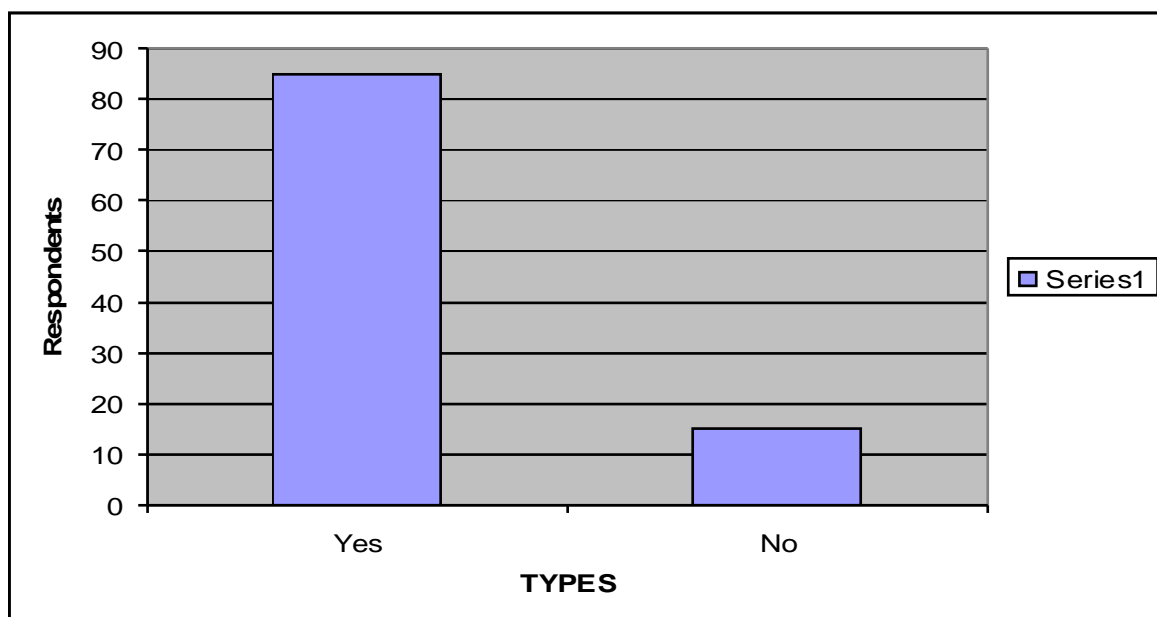
**Table 1**

Types	Respondents	Percentage (%)
Yes	85	85
No	15	15
Total	100	100

**Source: Primary Data**

85% says that, the proper job orientation training takes place after selection is done.

**Table 1**



**Particulars of the respondents on the basis of proper job orientation**

**Particulars of the respondents on the basis of satisfaction level**

**Table 2**

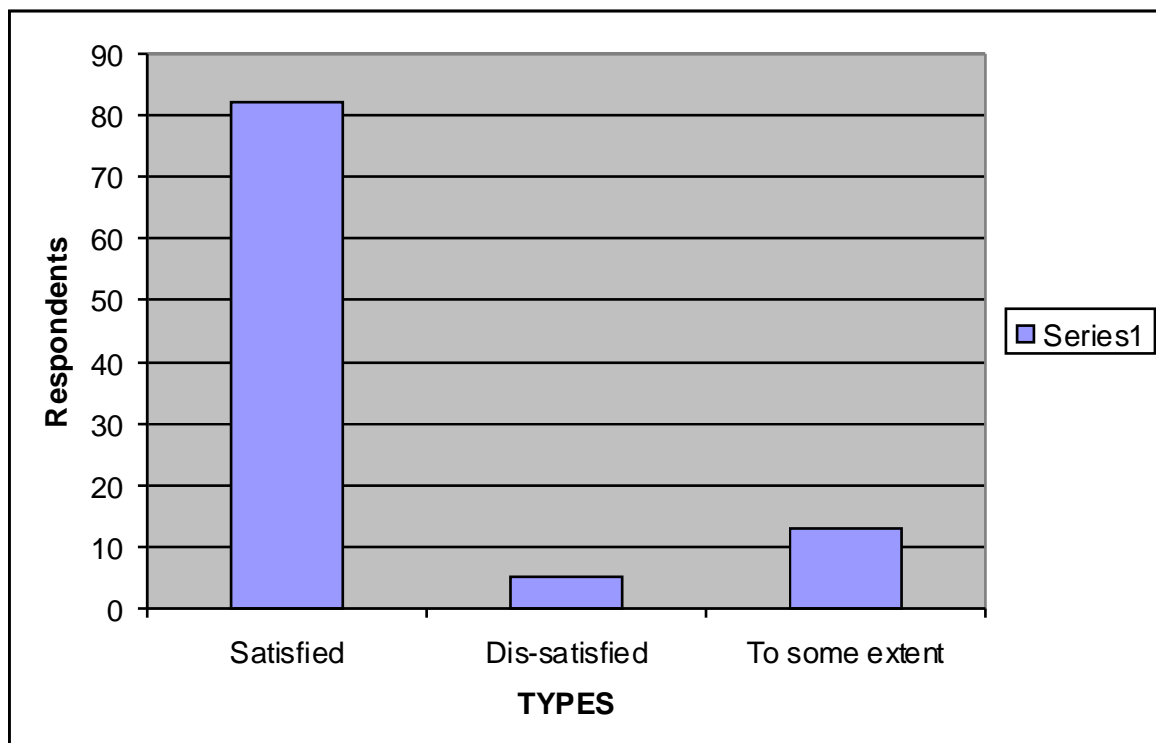
Types	Respondents	Percentage (%)
Satisfied	82	82
Dis Satisfied	5	5
To some extent	13	13
Total	100	100

**Source: Primary Data**

shows the satisfaction level of the respondents. Of the 100 respondents, 82% of the respondents are satisfied, 13% of the respondents are to some extent and 5% of the respondents are dissatisfied.

Organization most of the people satisfied with their present organization and some respond negatively.

**Table 2**



**Particulars of the respondents on the basis of improvement suggestions**

Types	Respondents	Percentage (%)
Respond	64	64
No Respond	36	36
Total	100	100

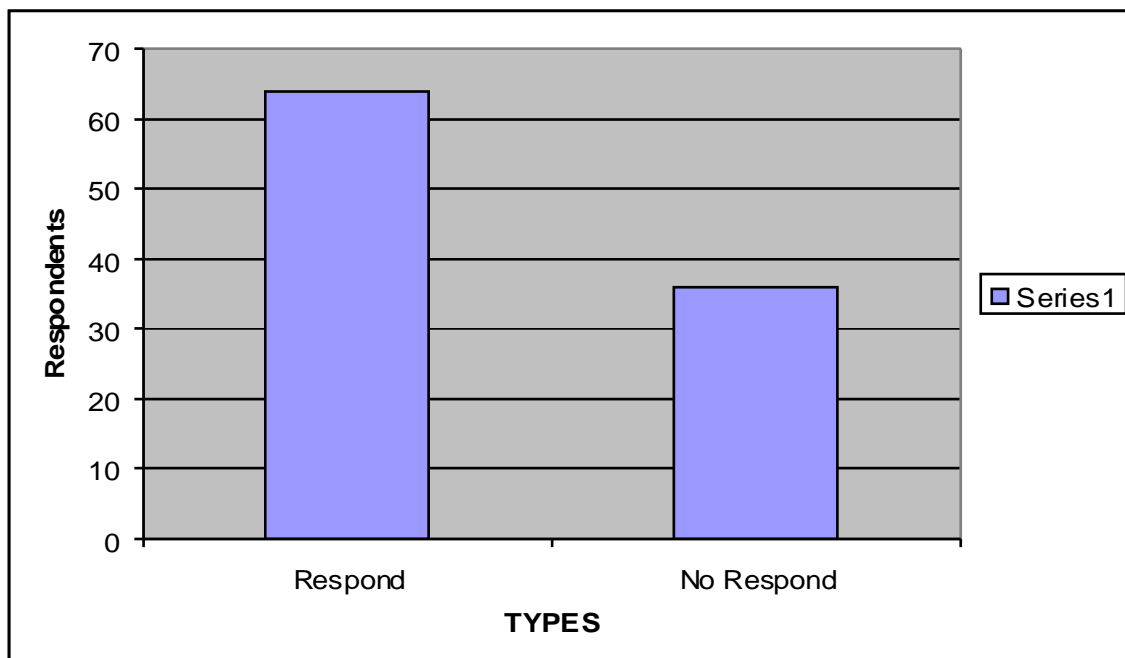
**Particulars of the respondents on the basis of overall satisfaction level**

**Source: Primary Data**

Table 4.16 shows the Improvement suggestions of the respondents, of the respondents, 64% of the respondents are given response to improvement and 36% of the respondents are given no response to improvement.

In the organization some people wants some changes regarding from HR’s because our company has ISO 9001-2000 certified.

**Particulars of the respondents on the basis of improvement suggestions Table 3**



**An analysis on income and satisfaction level**

(USING CHI-SQURE)

<b>SALARY</b> <b>Satisfaction level</b>	<b>High level</b>	<b>Low level</b>	<b>Middle level</b>	<b>Total</b>
Highly satisfied	8	6	6	20
Satisfied	12	8	6	26
Neutral	8	6	4	18
Dissatisfied	6	6	4	16
Highly dissatisfied	6	6	10	22
Total	40	32	28	100

**Source**

Structured Questionnaire (primary data)

**Null Hypothesis Ho**

There is no significant relationship between the income and the satisfaction level of the employees.

**Alternate Hypothesis H1**

There is a significant relationship between the income and the satisfaction level of the employees.

<b>O</b>	<b>E</b>	<b>(O-E)<sup>2</sup></b>	<b>(O-E)<sup>2</sup>/E</b>
8	8	6	0.75
6	6.4	0.16	0.02
6	5.6	0.25	0.04
12	10.4	2.56	0.21

8	8.32	0.10	0.01
6	7.28	1.44	0.24
8	7.2	0.64	0.08
6	5.76	0.05	8.33
4	5.04	1.10	0.27
6	6.4	0.16	0.02
6	5.12	0.77	0.12
4	4.48	0.23	0.05
6	8.8	7.84	1.30
6	7.04	1.08	0.18
10	6.16	14.7	1.47

**Expected frequency**

$$E = \frac{RT \times CT}{GT}$$

GT

Level of significance: 5 %

Table value = 15.50

Calculated value = 12.34

**Inference**

The calculated value of chi-square is less than the table value of chi-square. Therefore we accept the Null hypotheses and conclude that there is no significant relationship between the salary and the satisfaction level.

**An analysis on employee development schemes and satisfaction level**

(USING CHI-SQURE)

<b>Facilities</b>  <b>Satisfaction</b>  <b>Level</b>	<b>Highly Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Total</b>
High	42	12	16	70
Low	4	6	2	12
Normal	4	10	4	18
Total	50	28	22	100

**Source:** Structured Questionnaire (primary data)

**Null Hypothesis Ho**

There is a significant relationship between the employee development schemes and satisfaction level of the employees.

**Alternate Hypothesis H1**

There is no significant relationship between the employee development schemes and satisfaction level of the employees.

<b>O</b>	<b>E</b>	<b>(O-E)2</b>	<b>(O-E)2/E</b>
42	35	49	1.4
12	19.6	57.76	2.94
16	15.4	0.36	0.023
4	6	4	0.66

6	3.36	6.96	2.07
2	2.64	10.40	0.15
4	9	25	2.77
10	5.04	24.60	4.88
4	3.96	1.6	0.40

**Expected frequency**

$$E = \frac{RT \times CT}{GT}$$

GT

Level of significance: 5 %

Table value = 9.48

Calculated value = 15.31

Above the calculated value of chi-square is higher than the table value of chi-square. Therefore we reject the Null hypotheses and accept the alternate hypotheses conclude that there is no significant relationship between the facilities and satisfaction level of the employees.

**General findings**

- Some employees feel the need for better canteen facilities.
- Regular & contact employee do not get the same grade of salary so contact employees are dissatisfied.
- Cleanliness and environment maintenance is not very good.
- Stationary facilities like toilet and restrooms me not delegate.
- The labours are working in shift and they work near machines which are very hot.

## **Suggestions**

- Better canteen, restroom & toilet facilities are improve employee satisfaction level.
- Management should share their attention forwards employee remuneration & can reduce the differences in pay roll & regular & contact employees.
- Better health facilities can be provided to keep the workplace cool.

## **Conclusion**

TANCEM is the largest cement manufacturing company in Tamilnadu. It is located at Ariyalur. The researcher has found the facts after visiting the spots and places related with welfare facilities the statutory conditions. According to the factories act 1948, the company has fulfilled welfare activities. Most of the employees are satisfied with the welfare facilities and most of the employees are well aware with the given measures. The company takes good care of its employees. With available information the researcher suggests that the company should further, to reduce the bad opinions about the facilities provided, the management can improve the facilities to the employees Welfare facilities to employees not only to increase productivity but also increase the standard of the living of the employees. The researcher hopes that the company must consider the suggestion and pay more attention for further improvement

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