

A STUDY ON EMPLOYEE WELFARE AND SAFETY MEASURES IN BESCAL STEEL INDUSTRIES PVT LTD

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ABSTRACT

This report contains the work done during the project period which was held in BESCAL STEEL INDUSTRIES PVT.LTD. It not only provides a different environment, but also helps to get some knowledge about the different kinds of jobs in that environment. The students get a chance to know about the various departments in the organization and the activities done in those departments. In the production department I get to know about the spare items they produce, the production process, materials, quality control, inspection and store maintenance. The marketing department gained knowledge about marketing strategy, selling the product. The finance department gained knowledge about accounting reports, tax invoice, payroll, balance sheet.

The report shows a view of the tasks done during the period of project detail. The project aims to increase the knowledge of the students during the internship process. This project helps us hope that it has helped everyone to gain some organizational knowledge, which can be used in the future.

Keywords: Welfare Measures, Steel Industry, Employee Satisfaction, Productivity, Health and Safety Programs, Housing Facilities

INTRODUCTION

The term welfare suggests many ideas, meanings and connotations such as the well-being, health, happiness, prosperity and the development of human resources. The concept of labour welfare can be approached from various angles. The 'Welfare' has been described as a total concept.

It is a desirable state of existence involving physical, mental, moral and emotional well-being. All these four elements constitute the structure of welfare on which it totally is based.

The social concept of welfare implies the welfare of man, his family and community. There is interconnection of these three aspects, in sense that all three work together, or individually supplement one another, in a three dimensional approach, each serving as ends and means.

The world labour means any productive activity. In a broader sense, therefore, the phrase labour welfare means the adoption of measures to promote physical, social, physiological and general well-being of the working population. Welfare works in any industry aims, or should aim, at improving the working and living conditions and the facilities. The concept of labour welfare is flexible, elastic and differs from time to time, region and region, industry to industry and country to country, depending upon the value system, level of education, socio-economic development of a people.

OBJECTIVES OF THE STUDY

- To study the present status of welfare and the fire safety measures provided by the company.
- To analyse impact of employee welfare and the fire safety measures over employee retention.
- To analyse the influence of welfare and the fire safety measures towards industrial and employee relation.
- To identify the additional needs in terms of welfare and safety measures for employees.
- To provide valuable suggestions and feedback for the further development of the organisation.

REVIEW OF LITERATURE

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RESEARCH METHODOLOGY

METHODOLOGY

Research methods are the techniques and tools by which you research a subject or a topic. Research methodology involves the learning of various techniques to conduct research and acquiring knowledge to perform tests, experiments, surveys, and critical analysis

RESEARCH DESIGN

Descriptive research design is used in this study. Descriptive research is also called statistical research. The main goal of this type of research is to describe the data characteristics about what is being studied. The idea behind this type of research is to study frequencies, averages, and other statistical calculations. Although this research is highly accurate, it does not gather the causes behind a situation. Descriptive research is used to obtain information concerning the status of the phenomena to describe “what exists” with respect to variables or conditions in a situation.

SOURCES OF DATA COLLECTION

PRIMARY DATA

This includes designing questionnaires for collection of data through google form study, collecting data from target respondents, processing and analyzing the data and arriving at conclusions.

SECONDARY DATA

this data is collected from the book from journals, newspapers, magazines and online information.

CONCLUSION

The study has concentrated on the welfare & fire safety measures in **Bescal Steel Industries Private Limited, CHENNAI**. The study has been conducted from the employees of the company.

Welfare and fire safety measures are an important factor that influences the employee satisfaction regarding both the job and the work life. The management should concentrate more on providing the necessary welfare and fire safety measures to the employees.

The employees are not much satisfied with the existing welfare and fire safety measures. So the company is suggested to provide canteen, transport, uniform etc and to improve facilities like medical facilities, safety equipment and training programs.

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