AN INVESTIGATION INTO THE EFFECTIVENESS OF WORKER PROTECTION PROGRAMMES AND POLICIES.

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Abstract

Human resource is of paramount importance, for the success of any organization. It is a source of strength and aid. Human resources are the wealth of an organization which can help it in achieving its goals. It is concerned with the human beings in an organization. It reflects a new outlook, which views organization's work force as its resource and assets. The present research is only an attempt to study and examine the opinions of employees regarding welfare Programmes and policies followed by the company, their effectiveness in this regard and the level of satisfaction of the employees in this regard.

In this study various aspects such as effectiveness of the employee's welfare programmes and policies towards the growth of the company, employee turnover, reduction of employee absenteeism and improvement in employee's morale etc. with regard to BHEL as covered under the study.

1.0 Introduction

Human resource is the total knowledge, abilities, skills, talents and aptitudes of an organization's workforce. The values, ethics, beliefs of the individuals working in an organization also form a part of human resource. The resourcefulness of various categories of people and other people available to the organization can be treated as human resources. In the present complex Environment, no business or organization can exist and grow without appropriate human resource. So human resource has become the focus of attention of every progressive organization.

2.0 Statement of the Problem

As we all know in today's world people play an important role in any organization. As time changes the organization must be well equipped to meet challenges. One such challenge is having the right people i.e., human resource at right place and at right job. Managing human resource is the prime concern of any organization, for this purpose Human Resource Department (HRD) plays a vital role in any organization.

The present research is only an attempt to study and examine the opinions of employees regarding welfare Programmes and policies followed by the company, their effectiveness in this regard and the level of satisfaction of the employees in this regard.

2.1 Objectives of the Study

1. To evaluate the effectiveness of the welfare programmes and policies followed by the company.
2. To ascertain the opinion of the employees with regard to the welfare programmes and policies in the company.
3. To ascertain the employees satisfaction level about the programmes and policies in the company.
4. To ascertain the effect of these programmes and policies in increasing the morale of the employees.

5. To ascertain the effect of these programmes and policies in reducing the Employee turnover and Absenteeism.

6. To find out if the employees need any improvements in this regard.

2.2   Scope of the Study

The scope of this project study is mainly on determining the effectiveness of the employee welfare programmes and policies of BHEL/EPD. The significance of the study is to determine the reasons for the satisfaction or dissatisfaction and behavior and attitudes of the employees towards the various statutory and voluntary employee welfare programmes and policies of the company.

In this study various Aspects such as effectiveness of the employees welfare programmes and policies towards the growth of the company, employee turnover, reduction of employee absenteeism and improvement in employees morale etc. with regard to BHEL/ EPD as covered under the study.

2.3   Methodology of the Study

A research design is the overall operation of the framework of the project that stimulates what information is to be collected by objectives and economical procedures.

In order to evaluate and study various Welfare schemes & Policies of employees in an organization, employees were regulated to answer the questions.

The Questions were framed such that valuable demographical information based on Name, Age, Gender, Departments, Designation, Educational qualification, and work experience were provided.

➤ **Construct-I: Education facility**
➤ **Construct-II:Training & Development**
➤ **Construct-III: Allowances**

2.4   Research Instruments

PRIMARY DATA:
    i.   Questionnaire.
    ii.   Interview with the employees.

SECONDARY DATA:
    i.   Company profile, manuals, and reports.
    ii.   Internet
    iii.   Review of the text- books.

2.5   Procedure

Survey through questionnaires was conducted in various departments, randomly choosing 50 Executives and Supervisors among 200 executives. Following the instructions, the questions were answered and returned.

2.6   Data Analysis

Collected data was further coded in excel sheet, classified / grouped into 10 construct and further carried out:

1) Descriptive statistics such as Graphical interpretation through which the, employees' Satisfaction and areas of improvements were revealed.

2) Implementing Kolmogorov – Smirnov test (K-S Test), which is a Statistical tool to check whether the Employees are satisfied with the constructs.

To test Null Hypothesis: H_0= "The constructs of welfare programmes and policies are satisfied by the employees".

2.7   DATA COLLECTED

Survey through questionnaires was conducted in various departments, randomly choosing 50 Executives and Supervisors among 200 executives. Following the instructions, the questions were answered and returned. The following table gives the opinion of 50 Executives and Supervisors collected in various Aspects.

Construct I: EDUCATION FACILITY

Employee Opinion	Education for Employees	Education for Children
Excellent	23	18
Good	15	13
Moderate	08	12
Bad	02	07
Very Bad	02	0

Table 1: Data table for construct I

Construct II: TRAINING & DEVELOPMENT

Employee Opinion	Evaluation of Technical skills	Implementation of creative ideas	Quality & Globalization of training
Excellent	18	21	23
Good	17	18	16
Moderate	10	07	09
Bad	04	02	02
Very Bad	01	02	0

Table 2: Data table for construct II

Construct III: ALLOWANCES

| Employee Opinion	Festival allowance	Washing allowance	Vehicle Allowance	Leave Travel Concession
Excellent	19	16	12	20
Good	12	20	23	14
Moderate	14	10	12	15
Bad	03	03	02	01
Very Bad	02	01	01	0

Table 3: Data table for construct III

2.0   RESULT & ANALYSIS:
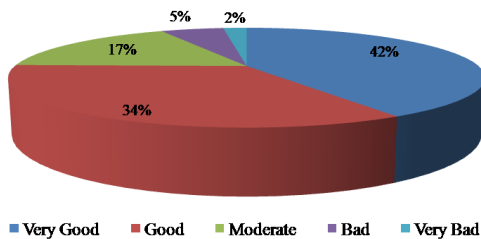### 1.GRAPHICAL INTERPRETATION

Construct –I: Education Facility

The following chart reveals the opinion of the Employees regarding the *Education facility* provided by BHEL.
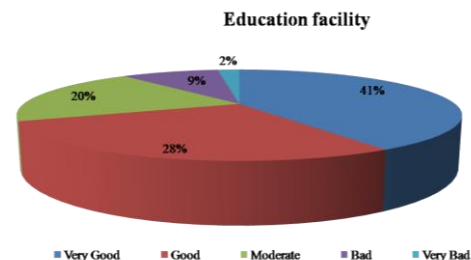
Construct –II: Training & Development

The following chart reveals the opinion of the Employees regarding the *training & Development facility* provided by BHEL.
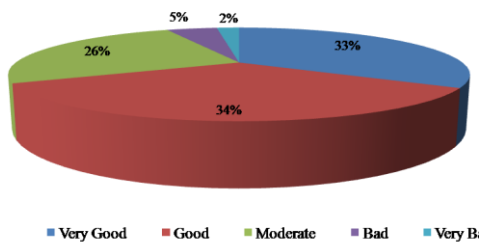
Training & Development facility

Construct –III: Allowances

The following bar chart reveals the opinion of the Employees regarding the *Allowances* provided by BHEL.

Allowances

II. Testing the null hypothesis (H_0): *"The constructs of Welfare Programmes and policies are satisfied by the Employee"*

I. Construct I: Education facility

H_0= "Education facility given is satisfied by the Employees"

Employee Opinion	No. of respondents	Proportion	Cum. Proportion	Null Proportion	Cum. Null Proportion	Abs (Cum. Null Proportion-Cum Proportion)
Very Good	41	0.410	0.410	0.2	0.2	0.21
Good	28	0.280	0.690	0.2	0.4	**0.29**
Moderate	20	0.20	0.890	0.2	0.6	0.29

(continued)

Employee Opinion	No. of respondents	Proportion	Cum. Proportion	Null Proportion	Cum. Null Proportion	Abs (Cum. Null Proportion-Cum Proportion)
		0				
Bad	9	0.090	0.980	0.2	0.8	0.18
Very Bad	2	0.020	1.000	0.2	1	0
D_n=0.2900						

Table 4: Employee opinion for construct I

II. Construct II: Training & Development facility

H_0= "Training & Development facility given is satisfied by the Employees"

Employee Opinion	No. of respondents	Proportion	Cum. Proportion	Null Proportion	Cum. Null Proportion	Abs (Cum. Null Proportion-Cum Proportion)
Very Good	62	0.413	0.413	0.2	0.2	0.213333
Good	51	0.340	0.753	0.2	0.4	**0.353333**
Moderate	26	0.173	0.927	0.2	0.6	0.326667
Bad	8	0.053	0.980	0.2	0.8	0.18
Very Bad	3	0.020	1.000	0.2	1	0
D_n=0.3533						

Table 5: Employee opinion for construct II

III. Construct III: Allowances

H_0= "Allowances given is satisfied by the Employees"

Employee	No. of	Prop	Cum.	Null	Cum. Null	Abs (Cum. Null

e Opinion	respondents	ortion	Proportion	Proportion	Proportion	Proportion-Cum Proportion)
Very Good	67	0.335	0.335	0.2	0.2	0.135
Good	69	0.345	0.680	0.2	0.4	0.28
Moderate	51	0.255	0.935	0.2	0.6	**0.335**
Bad	9	0.045	0.980	0.2	0.8	0.18
Very Bad	4	0.020	1.000	0.2	1	0
Dn=0.3350						

Table 6: Employee opinion for construct III

From K – S Table,

For a sample Size n =50, at Significance level of 95% i.e. α=0.05

CritiCal Valve $D_n = \frac{1.36}{\sqrt{n}} = \frac{1.36}{\sqrt{50}} =$ 0.08601

$D_n=0.08601$

From Table it can be seen that,

(D_n) Calculated $> (D_n)$ CritiCal

Hence, Null Hypothesis H_0 is accepted

"The Constructs of welfare programmes and policies are satisfied by the Employees"

Note: (1)(D_n) Table = Max $\left| F_e - F_o \right|$

Where F_e = Cumulative Frequency

     F_o = Observed relative Cumulative frequency

(2)If the table value for the chosen significance level is greater than the Calculated value, then we will accept the Null hypothesis

4.0   Conclusions

1. It can be concluded that the employees are satisfied with the employee Welfare programmes and policies of the company. However, they feel that it can be further improved for the growth of the company.

2. The welfare programmes and policies taken by the company have been effective in enhancing the employee morale and loyalty towards the firm and reduce the attrition rate to a great extent. It has also been effective in reducing employee turnover and absenteeism in the company. The survey reveals that, BHEL as always endeavored to implement and to practice best Welfare Programmes and policies to achieve excellence.

3. Graphical interpretation on the feedback of employees of BHEL on the constructs reveals that the employees' Welfare Aspects are positive towards BHEL. It can be seen that 69% of employees are highly satisfied with the education facility given by BHEL.

4. From K–S Test conducted to test the null Hypothesis ((Ho), it is proved that the Employees are satisfied with the welfare schemes & policies.

5. As it is evident from graphical interpretation, facilities provided by BHEL are excellent, it has also facilitated and as practically implemented the best workshops and wonderful practices to reduce Absenteeism and increase the Morale & loyalty of the employees.

5.0   References

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