



## REVIEW OF RESEARCH

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### TO STUDY OF JOB PERFORMED BY EMPLOYEES WORKING AT DIFFERENT INDUSTRIES IN NAGPUR INDUSTRIAL ZONE



#### ABSTRACT:

*The present study is an attempt to make an enquiry into the various facets of employee welfare Facilities in Medium Scale Industries, Nagpur Industrial Zone.*

*The scope of the present study is both wide and narrow. It is wide because it covers almost all the components of welfare Facilities on productivity & profitability.*

**KEYWORDS:** *welfare Facilities , Medium Scale Industries, Nagpur Industrial Zone.*

#### INTRODUCTION :

The scope of any research work must be very clearly defined. This helps the researcher to stay focused. A very well focused study fetches good research results as the data collected will be as per the objectives of the study. If the scope is not defined then the researcher may get carried away from the main research purpose and can end up in the mess. The researcher would like to study impact of welfare facilities provided by medium sized industries in Nagpur Industrial Zone. Many studies regarding welfare policies are carried out before. But up till now medium scaled industries remained out of reach of researchers. But due to change in governmental policies. The medium scale industries are flourishing

**Dr. Prafulla W. Sudame**

**Associate Professor ,**

**C.P. Berar College, Tulshibag, Nagpur.**

day by day under MSME (Micro, Small, and Medium Enterprises) act. This has opened the doors for researchers to explore this sector. Hence researcher has chosen medium sized industries for study as not much research work is carried out in this sector.

The geographical area is chosen as Nagpur Industrial Zone. Nagpur Industrial Zone is an upcoming industrial zone with 5 stars MIDC at ButiBori. This provided the ground for research in medium scale industries as there are ample of medium sized industries in industrial zone like Butibori, Hingna, Kalmeshwar, Saoner, Amravati Road, Wardha, Kamptee etc. Here the boundaries of study are defined very well. The researcher will study only medium sized industries in Nagpur Industrial Zone.

Employees play an important role in the industrial production of the country. Hence, organisations have to secure the cooperation of employees in order to increase the production and to earn higher profits. The cooperation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their employees was to pay them satisfactory wages and salaries. In course of time, they realised that workers require something more important. In addition to providing monetary benefits, human treatment given to employees plays a very important role in seeking their cooperation. Further, human resource managers realised that the provision of welfare facilities contribute a lot towards the health and efficiency of the workers. No different, associations

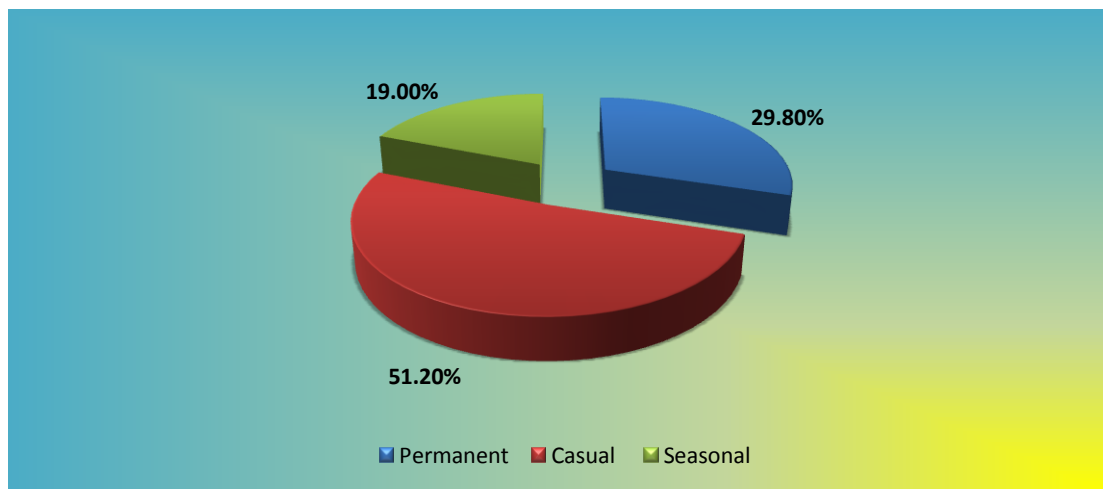
need to give different standardized savings advantages, for example, therapeutic consideration, mortality benefits, annuity and so on., as determined by law. The arrangement of government managed savings benefits is a sort of astute speculation that offers great social profits over the long haul. The organization having understood the significance of welfare and government managed savings estimates presented a few welfare plans for its laborers and the families. For example, the organization gives statutory welfare offices like drinking water, conservancy, therapeutic machines, container, rest covers, creches and so on. It additionally gives different non-statutory welfare offices, for example, therapeutic, instruction, diversion, lodging/quarters, purchaser co-operative stores, shopper co-employable credit society and so on. Further, it gives government disability estimates like opportune reserve, tip, benefits, subordinate work and so on.

**Table no. 1 The information about nature of job performed by employees working at different industries in Nagpur Industrial zone is shown in following Table.**

	No of employees	Percentage
Permanent	149	29.8
Casual	256	51.2
Seasonal	95	19
<b>Total</b>	<b>500</b>	<b>100</b>

Source: Survey Data

It is observed that out of total 500 respondents working at industries in Nagpur Industrial zone 149(29.8%) respondents worked on permanent basis, whereas no. of respondents working on causal basis was 256(51.2%). In addition to this 95(19%) respondents worked on seasonal basis in.



**Fig. 1: Nature of job performed by employees**

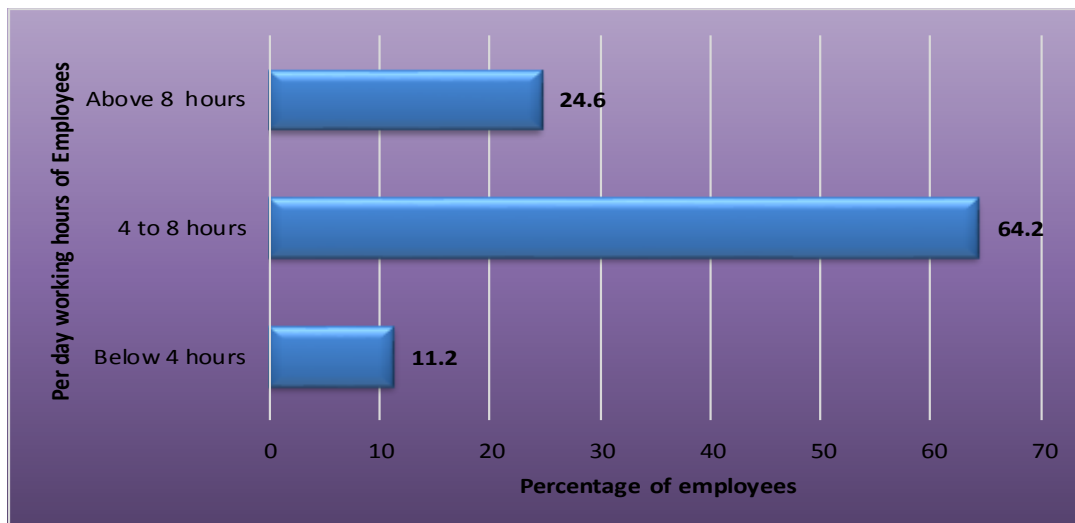
**Table 2: Working hours of employees per day**

The information about per day working hours of employees working at different industries in Nagpur Industrial zone is shown in following Table.

	No of employees	Percentage
Below 4 hours	56	11.2
4 to 8 hours	321	64.2
Above 8 hours	123	24.6
<b>Total</b>	<b>500</b>	<b>100</b>

Source: Survey Data

It is observed that out of total 500 respondents working at industries in Nagpur Industrial zone 56(11.2%) respondents worked below 4 hours at industry, whereas no. of respondents working for 4 to 8 hours at industry was 321(64.2%). In addition to this 123(24.6%) respondents worked above 8 hours at industry.



**Fig. 2: Working hours of employees per day**

**CONCLUSION:-**

Thus it is observed from the Table 1 that majority of employees working at industries in Nagpur Industrial zone were worked for 4 to 8 hours per day in the industry.

Thus it is observed from the Table 2 that majority of employees working at industries in Nagpur Industrial zone were worked on casual basis.

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