

Vol 6 Issue 12 Sept 2017

ISSN No : 2249-894X

*Monthly Multidisciplinary
Research Journal*

*Review Of
Research Journal*

Chief Editors

Ashok Yakkaldevi
A R Burla College, India

Ecaterina Patrascu
Spiru Haret University, Bucharest

Kamani Perera
Regional Centre For Strategic Studies,
Sri Lanka

Review Of Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Dr. T. Manichander

Advisory Board

Kamani Perera Regional Centre For Strategic Studies, Sri Lanka	Delia Serbescu Spiru Haret University, Bucharest, Romania	Mabel Miao Center for China and Globalization, China
Ecaterina Patrascu Spiru Haret University, Bucharest	Xiaohua Yang University of San Francisco, San Francisco	Ruth Wolf University Walla, Israel
Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Karina Xavier Massachusetts Institute of Technology (MIT), USA	Jie Hao University of Sydney, Australia
Anna Maria Constantinovici AL. I. Cuza University, Romania	May Hongmei Gao Kennesaw State University, USA	Pei-Shan Kao Andrea University of Essex, United Kingdom
Romona Mihaila Spiru Haret University, Romania	Marc Fetscherin Rollins College, USA	Loredana Bosca Spiru Haret University, Romania
	Liu Chen Beijing Foreign Studies University, China	Ilie Pinteau Spiru Haret University, Romania
Mahdi Moharrampour Islamic Azad University buinzahra Branch, Qazvin, Iran	Nimita Khanna Director, Isara Institute of Management, New Delhi	Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai
Titus Pop PhD, Partium Christian University, Oradea, Romania	Salve R. N. Department of Sociology, Shivaji University, Kolhapur	Sonal Singh Vikram University, Ujjain
J. K. VIJAYAKUMAR King Abdullah University of Science & Technology, Saudi Arabia.	P. Malyadri Government Degree College, Tandur, A.P.	Jayashree Patil-Dake MBA Department of Badruka College Commerce and Arts Post Graduate Centre (BCCAPGC), Kachiguda, Hyderabad
George - Calin SERITAN Postdoctoral Researcher Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, Iasi	S. D. Sindkhedkar PSGVP Mandal's Arts, Science and Commerce College, Shahada [M.S.]	Maj. Dr. S. Bakhtiar Choudhary Director, Hyderabad AP India.
REZA KAFIPOUR Shiraz University of Medical Sciences Shiraz, Iran	Anurag Misra DBS College, Kanpur	AR. SARAVANAKUMARALAGAPPA UNIVERSITY, KARAIKUDI, TN
Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur	C. D. Balaji Panimalar Engineering College, Chennai	V.MAHALAKSHMI Dean, Panimalar Engineering College
Awadhesh Kumar Shirotriya	Bhavana vivek patole PhD, Elphinstone college mumbai-32	S.KANNAN Ph.D , Annamalai University
	Awadhesh Kumar Shirotriya Secretary, Play India Play (Trust), Meerut (U.P.)	Kanwar Dinesh Singh Dept.English, Government Postgraduate College , solan

More.....



RANKWISE PREFERENCE ON WELFARE MEASURES IN SOUTH EASTERN CENTRAL RAILWAY (S.E.C.R) AT BILASPUR (C.G)

Dr. Shobit Bajpai¹ and Mrs. Anshu Bhandari²

¹Chairman, Board of Studies Commerce, Sarguja University, Sarguja (C.G.)

²Research scholar at Dr. C. V. Raman University, Bilaspur (C.G.)

ABSTRACT :

This research paper highlights the rank wise preference on welfare measures in South Eastern Central Railway at Bilaspur (C.G). Employees/Labours work and get paid salary/wages. But welfare measures for them act as a stimulator for better performance, loyalty, job satisfaction, talent retention, better organisation culture and good industrial relations.

KEYWORDS : Rankwise, Preference, Welfare, Bilaspur, Employees, S.E.C.R.



INTRODUCTION

Indian Railways is the life line of India and the real assets of the Indian Railways are the Human Resources. In view of this, the various policies, programs, schemes, facilities, benefits offered to the employees in South East Central Railway will be taken into consideration. Indian Railways is a state-owned railway company, responsible for rail transport in India. It is owned and operated by the Government through the Ministry of Railways. It is the fourth largest railway network in the world.

The South East Central Railway (SECR) is one of the sixteen railway zones in India. It is headquartered at Bilaspur. It was inaugurated on 20 September 1998 and dedicated to the nation on 5 April 2003. Bilaspur Railway Station is a regional hub for the system. It is the busiest junction in Chhattisgarh and the fourth busiest in Central India. With such a large manpower it becomes quite necessary to adopt welfare measures to encourage loyalty, retain employees, raise morale of employees. It helps in physical, mental and emotional well being of an individual.

In SECR, Bilaspur following were the welfare measures taken:-

1. Housing Facility
2. Medical Facility
3. Drinking water
4. Washing and bathing facility
5. Education facility for children
6. Creeches
7. Recreation facility
8. Canteen
9. Provident fund Scheme

- 10. Retirement Benefits
- 11. Holiday home facility
- 12. Rehabilitation of Destitutes
- 13. Rehabilitation of handicapped

OBJECTIVE :-

To know the Employees / labour Preference Rank wise on Welfare Measures in S.E.C.R, Bilaspur (C.G.)

RESEARCH METHODOLOGY:-

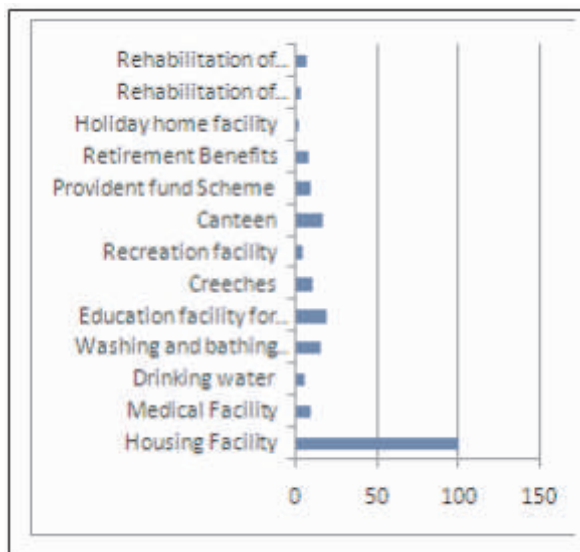
Sample size-200
 Sampling-Random sampling
 Population-SECR, Bilaspur
 Sources of data-Primary data collected through Survey
 Survey Instrument-Questionnaire
 Data Analysis-Data is presented in tables and charts and analysed as per the requirement based on research objective.

LIMITATIONS OF STUDY:-

- 1.The study is limited to sample size of 200
- 2.The study is limited to Employees of South Eastern Central Railway, Bilaspur
- 3.Some of the respondents were hesitant to disclose their preference
- 4.The study has time limitation of 30 days.

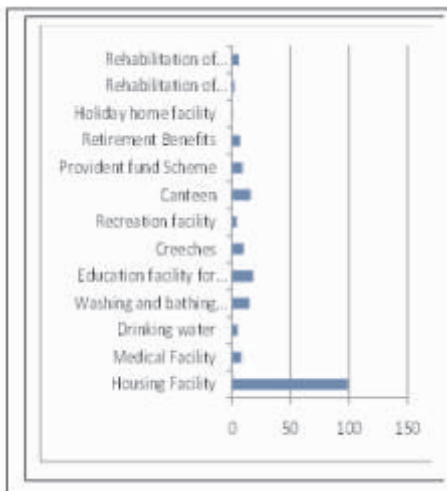
DATA ANALYSIS:-

FOR RANK 1-	freq
Housing Facility	99
Medical Facility	8
Drinking water	5
Washing and bathing facility	15
Education facility for children	18
Creeches	10
Recreation facility	4
Canteen	16
Provident fund Scheme	9
Retirement Benefits	7
Holiday home facility	1
Rehabilitation of Destitutes	2
Rehabilitation of handicapped	6



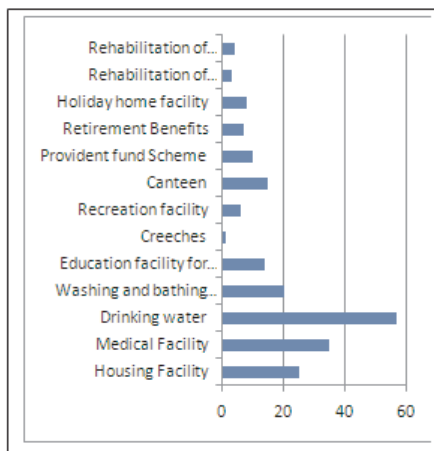
FOR RANK 2-

	freq
Housing Facility	30
Medical Facility	60
Drinking water	10
Washing and bathing facility	15
Education facility for children	20
Creeches	25
Recreation facility	5
Canteen	9
Provident fund Scheme	6
Retirement Benefits	4
Holiday home facility	8
Rehabilitation of Destitutes	7
Rehabilitation of handicapped	1



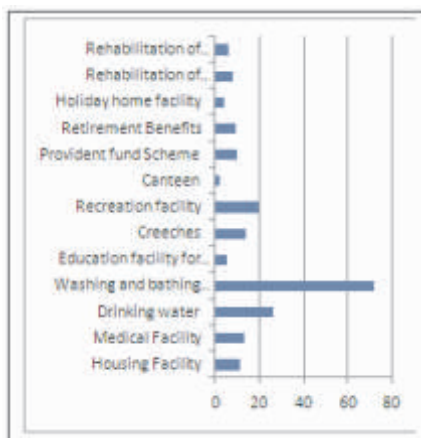
FOR RANK 3-

	freq
Housing Facility	25
Medical Facility	35
Drinking water	57
Washing and bathing facility	20
Education facility for children	14
Creeches	1
Recreation facility	6
Canteen	15
Provident fund Scheme	10
Retirement Benefits	7
Holiday home facility	8
Rehabilitation of Destitutes	3
Rehabilitation of handicapped	4



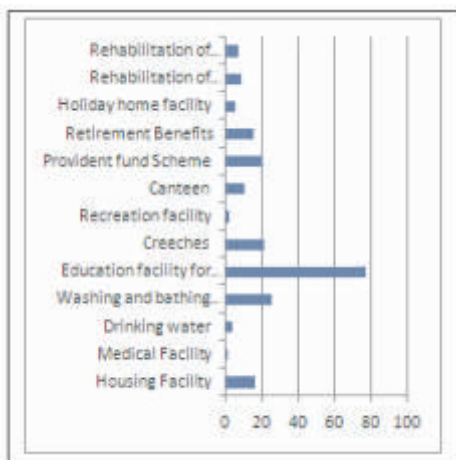
FOR RANK 4-

	freq
Housing Facility	11
Medical Facility	13
Drinking water	26
Washing and bathing facility	72
Education facility for children	5
Creeches	14
Recreation facility	20
Canteen	2
Provident fund Scheme	10
Retirement Benefits	9
Holiday home facility	4
Rehabilitation of Destitutes	8
Rehabilitation of handicapped	6



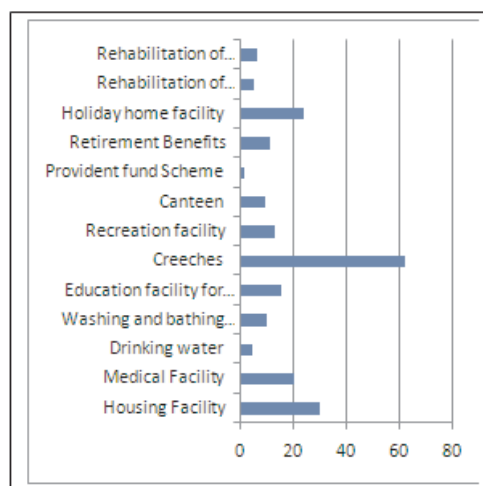
FOR RANK 5-

	freq
Housing Facility	16
Medical Facility	1
Drinking water	3
Washing and bathing facility	25
Education facility for children	77
Creeches	21
Recreation facility	2
Canteen	10
Provident fund Scheme	20
Retirement Benefits	15
Holiday home facility	5
Rehabilitation of Destitutes	8
Rehabilitation of handicapped	7



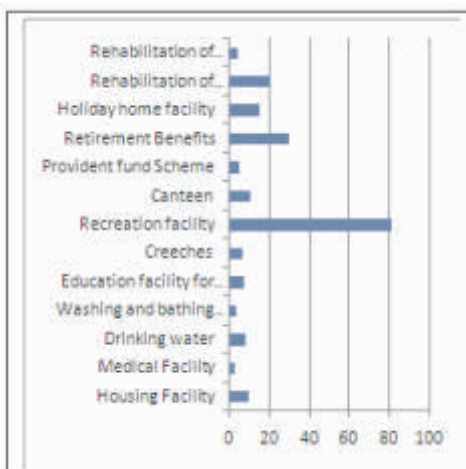
FOR RANK 6-

	freq
Housing Facility	30
Medical Facility	20
Drinking water	4
Washing and bathing facility	10
Education facility for children	15
Creeches	62
Recreation facility	13
Canteen	9
Provident fund Scheme	1
Retirement Benefits	11
Holiday home facility	24
Rehabilitation of Destitutes	5
Rehabilitation of handicapped	6



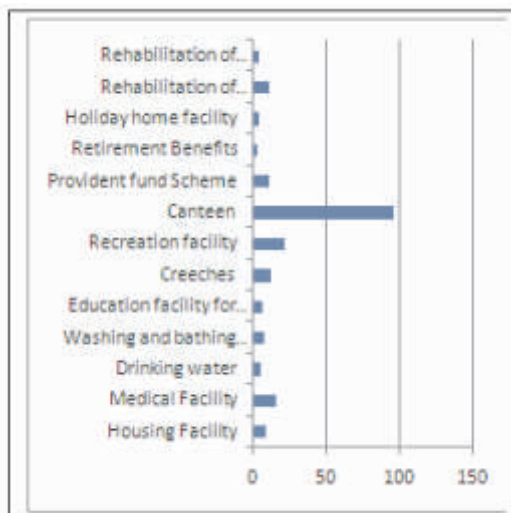
FOR RANK 7-

	freq
Housing Facility	9
Medical Facility	2
Drinking water	8
Washing and bathing facility	3
Education facility for children	7
Creeches	6
Recreation facility	81
Canteen	10
Provident fund Scheme	5
Retirement Benefits	30
Holiday home facility	15
Rehabilitation of Destitutes	20
Rehabilitation of handicapped	4



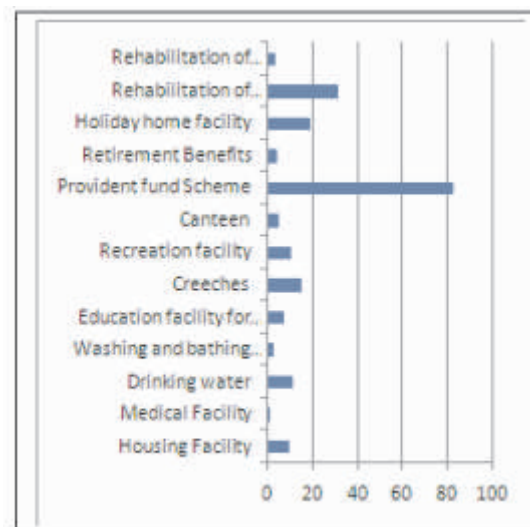
FOR RANK 8- freq

Housing Facility	8
Medical Facility	15
Drinking water	5
Washing and bathing facility	7
Education facility for children	6
Creeches	12
Recreation facility	21
Canteen	96
Provident fund Scheme	11
Retirement Benefits	2
Holiday home facility	3
Rehabilitation of Destitutes	10
Rehabilitation of handicapped	4



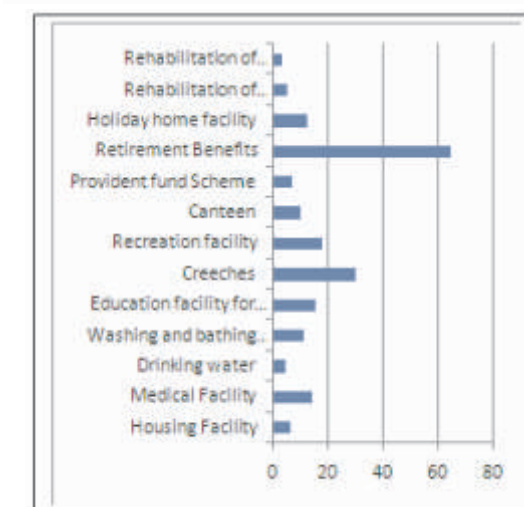
FOR RANK 9- freq

Housing Facility	9
Medical Facility	1
Drinking water	11
Washing and bathing facility	2
Education facility for children	7
Creeches	15
Recreation facility	10
Canteen	5
Provident fund Scheme	83
Retirement Benefits	4
Holiday home facility	19
Rehabilitation of Destitutes	31
Rehabilitation of handicapped	3



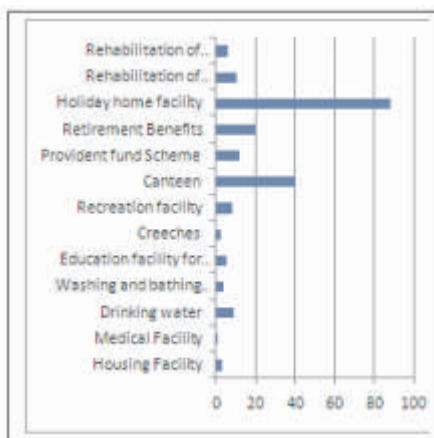
FOR RANK 10- freq

Housing Facility	6
Medical Facility	14
Drinking water	4
Washing and bathing facility	11
Education facility for children	15
Creeches	30
Recreation facility	18
Canteen	10
Provident fund Scheme	7
Retirement Benefits	65
Holiday home facility	12
Rehabilitation of Destitutes	5
Rehabilitation of handicapped	3



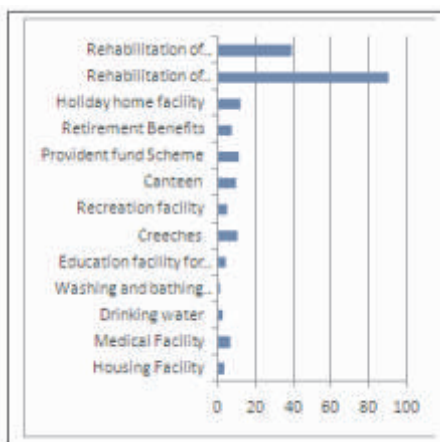
FOR RANK 11-

	freq
Housing Facility	3
Medical Facility	1
Drinking water	9
Washing and bathing facility	4
Education facility for children	5
Creeches	2
Recreation facility	8
Canteen	40
Provident fund Scheme	12
Retirement Benefits	20
Holiday home facility	88
Rehabilitation of Destitutes	10
Rehabilitation of handicapped	6



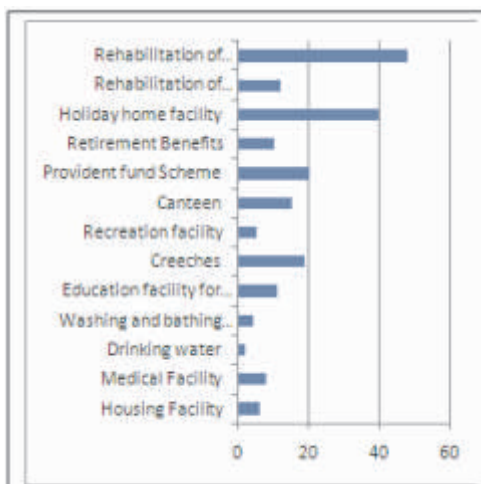
FOR RANK 12-

	freq
Housing Facility	3
Medical Facility	6
Drinking water	2
Washing and bathing facility	1
Education facility for children	4
Creeches	10
Recreation facility	5
Canteen	9
Provident fund Scheme	11
Retirement Benefits	7
Holiday home facility	12
Rehabilitation of Destitutes	91
Rehabilitation of handicapped	39



FOR RANK 13-

	freq
Housing Facility	6
Medical Facility	8
Drinking water	2
Washing and bathing facility	4
Education facility for children	11
Creeches	19
Recreation facility	5
Canteen	15
Provident fund Scheme	20
Retirement Benefits	10
Holiday home facility	40
Rehabilitation of Destitutes	12
Rehabilitation of handicapped	48



FINDINGS:-

Following were the rank wise preference of employees / labours on welfare measures in S.E.C.R, Bilaspur (C.G.)

Housing Facility	-Rank 1
Medical Facility	- Rank 2
Drinking water	- Rank 3
Washing and bathing facility	- Rank 4
Education facility for children	- Rank 5
Creeches	- Rank 6
Recreation facility	- Rank 7
Canteen	- Rank 8
Provident fund Scheme	- Rank 9
Retirement Benefits	- Rank 10
Holiday home facility	- Rank 11
Rehabilitation of Destitutes	- Rank 12
Rehabilitation of handicapped	- Rank 13

CONCLUSION:-

Welfare measures are definitely the most effective tool to attract, retain and derive the best output from the employees. Human beings are social beings who need emotional and mental satisfaction from their job. Nowadays, private payers are constantly offering innovative benefits to employees and hence it becomes important for public sectors like Railways to offer welfare benefits to employees which may be costly in shorter run but will be too beneficial to railways in longer run.

REFERENCES:-

1. Dr. M. Surat Kumari & Mr. Malareddy Tata Reddy "Impact of Employee welfare Facilities on Job Satisfaction: A Study with Reference to Secunderabad division of South Central Railway" EPRA International Journal of Economic and Business Review, Vol 2 (2014).Issue No.12 (December)
2. Asiya Choudhary and Roohi Iqbal "An Empirical study on effect of welfare measures on employees satisfaction in Indian Railways" International Journal of Research in Commerce and Management,Vol-2 (2011).Issue.No.7(July)



Mrs. Anshu Bhandari

Research scholar at Dr. C. V. Raman University, Bilaspur (C.G.)

Publish Research Article

International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Books Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- ★ Directory Of Research Journal Indexing
- ★ International Scientific Journal Consortium Scientific
- ★ OPEN J-GATE

Associated and Indexed, USA

- DOAJ
- EBSCO
- Crossref DOI
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database

Review Of Research Journal
258/34 Raviwar Peth Solapur-
413005, Maharashtra
Contact-9595359435

E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com