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EMPLOYEES WELFARE EVALUATION (MEASURES) AT B.K.S LTD

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ABSTRACT:

We need to keep the employee connected to the association and towards this keep them glad to the degree conceivable. The drug is welfare measures. Welfare measures are well beyond the wages paid to employees. These incorporate improved working conditions, human services offices, protection for self and family, diversion offices, improved mechanical relations, etc. These measures may not be as money related advantages. Every one of these measures are gone for: Keeping the laborers glad and fulfilled, to handover best business sector and lessen pressure circumstances, and improve scholarly, social and materials conditions.



KEY WORDS: *services offices, protection for self and family, diversion offices.*

INTODUCATION

Measures of welfares are given mostly by the businesses. Anyway government plans social set up and altruistic organizations may likewise degree their assistance all went for improving employee wellbeing, monetary advancement and economic wellbeing. There are sensible welfare estimates accessible to employees through statutory arrangements. By and large aggregate haggling improves the level of welfare offices.

The welfare measures are not unbending. It will change constantly. It mirrors the identity of the Welfare Officer on his vision, inventiveness and understanding the soul of his hard working attitudes. The welfare measures may likewise help builds up the identity of employees to certain degree. The critical welfare measures can be kept as pursues, Since the welfare of their families is dealt with laborers give more consideration towards work expanding their profitability. Employees become faithful to the business. They will stick on. They begin looking into their applications and do work with a emotional of situations and support.

There are two welfare plans. Those are statutory welfare schemes and Non statutory schemes. Under the Factories Act and Rules, Dock specialist's Act, Mines Act and so on there are sure arrangements on Welfare. These are to be agreed to coming up short which legitimate procedures will be started against the business. Indeed, even arrangement of Labor Welfare Officer where in excess of 500 specialists are utilized is statutory necessity.

SCHEMES OF STATUTORY WELFARES ARE:

The statutory welfare plans incorporate the accompanying arrangements:

- Well canteen offices
- Clean washing spots
- Dress changing rooms
- Relax room & so forth.
- Emergency first aid apparatuses
- Lounge facilities for sitting
- Filter water drinking facility.
- Spittoons.
- Washroom and Urinals
- Power supply

SCHEMES OF NON-STATUTORY WELFARES ARE:

House, entertainment offices, & this entire one may envision, may be stretched out to the worker under welfare plan.

Few ventures give college and high school, sports clubs and groups of their proper, grants for worker's youngsters and so on.

All went for one thing keep the worker and complete their work.

INDUSTRY PROFILE:

Sugar industry is a standout amongst the most vital agro-based ventures in India and is exceptionally in charge of making critical effect on rustic economy specifically and Country's economy when all is said in done. Sugar industry positions second among major agro-based ventures in India. According to the Government of India's ongoing changed arrangement declared on twelfth December, 1986 for permitting of extra limit with regards to sugar businesses amid seventh Multi year plan, there will be just a single sugar factory in a roundabout zone of 40 sq km. Additionally the new sugar plant is permitted with an establishment limit of 2500 TCD (Tone Sugar Cane squashed every day) as against the prior limit standards of 1250 TCD. So also, the current sugar factories with sugar stick limit of around 3500 TCD can pound sugar stick to the tune of 5000 TCD with a condition forced that extra prerequisite of sugar stick be gained through expanded profitability and not by extension of zone for developing sugar stick.

Natural sweetener is the name given to sucrose, a disaccharide created from the sugarcane plant and from the sugar beet. The refined sugars from the two sources are for all intents and purposes vague and order a similar cost in aggressive markets. Be that as it may, since they originate from various plants, the follow constituents are unique and can be utilized to recognize the two sugars. One impact of the thing that matters is the scent in the bundle head space, from which experienced sugar laborers can distinguish the source. In the creation conspire for pure sweetener, the stick can't be put away for in excess of a couple of hours after it is cut in light of the fact that microbiological activity quickly starts to corrupt the sucrose. This implies the sugar plants must be situated in the stick fields. The crude sugar created in the plants is thing of universal trade. Ready to be put away for quite a long time, it is taken care of as crude material – delivered at the most reduced rates legitimately in the holds of boats or in dump trucks or railroad vehicles and pushed around by bulldozers. Since it isn't planned to be eaten legitimately, it isn't taken care of as nourishment. The line sugar is transported to the sugar refineries, which are situated in populace focuses. There it is refined to a sustenance item, bundled, and transported a short separation to the market. In a couple of spots, there is a refinery close or even inside a crude sugar factory. Be that as it may, the sugar still experiences crude stage.

The rule by result of natural sweetener generation in molasses. Around 10 - 15 % of the sugar in the stick winds up in molasses is created both in the crude sugar make and furthermore in refining. The

blackstrap or last molasses is around 35 – 40% sucrose and somewhat over half complete sugars. In the United States, blackstrap is utilized on the whole for steers feed. In certain zones, it is matured and distiller mechanical liquor. The molasses utilized for human utilization is of a lot higher evaluation, and contains significantly more sucrose.

SUGAR CANE CHARACTERISTICS:

Sugarcane contains sucrose as well as various other broke down substances, just as cellulose or woody fiber. The level of sugar in the stick shifts from 8 to 16% and depends, as it were, on the assortment of the stick, its development, and state of the dirt, atmosphere and rural practices pursued. The constituents of ready stick change broadly in various nations and locales however fall for the most part inside as far as possible:

Constituent range	Percentage
Water	70.0 - 87.0
Sucrose	9.0 – 17.0
Diminishing sugars	0.4 – 02.0
Natural issue other than sugar	00.4 – 02.0
Inorganic mixes	00.3 – 00.7
Nitrogenous bodies	00.4 – 02.0
Fiery debris	00.4 – 00.9
Fiber	12.0 – 17.0

DEVELOPMENT OF SUGAR INDUSTRY:

Nature of business conveyed amid the initial 5 years' arrangement focus of sugar creation was initially fixed a 15 lakh tones against genuine yield of 11.16 lakh in 1950-51, anyway finding that utilization request was extensively going up the generation focus by the mid arrangement amended to 181 KW tones. For accomplishment of the equivalent a contingent plant limit both by method for new increment in limit of the unit.

The rate of the business in second dish was additionally similarly lauded by 1960 to 61 it set up a record creation of 29-30 lakh tons with an introduced limit in the business enlisted a further since to around 37 lakh tons. In 1965-66 reasons, which where the most recent year of the 33rd and fifth arrangement, the industry accomplished a creation of 35-37 lakh tones barring the objective of 35 lakh tones barring the objective of 35 lakh tones fixed for it under the dish.

After 1965-66 there was a hole of multi-year, as a fourth multi-year initiated from first April 1969. The generation in 1966-67 decays strongly to 22.30 lakh tones because of decrease in by and large capacity stick bunk by dry season conditions and decrease in stick normal by 227 in plant zone contrasted with 1965-66. It is foreseen that if there should be an occurrence of the approach of all out control proceeded. The generation would enlist a sharp decay with this in view, the administration received the strategy of capital decentralize on sugar with impact from first Oct 1965 with the constrained adaptability accessible under approach.

Sugar mid paid higher stick costs, which amplified sugar creation. The creation in the year 1967-68 in 37.6 tons. For the fourth multiyear plan the legislature had at first fixed the sugar creation focus of 47 lakh tones and the focused on authorized limit at 48.650 lakh tones because of moderate advancement in the foundation of limit focus to 55 lakh tones in like manner issued the licenser.

There are 453 sugar mills in India. Co-usable segment has 252 factories and private area has 134 plants. Open area gloats of around 67 factories.

KARNATAKA SUGAR INDUSTRY:

Karnataka sugar Industry positions third regarding its commitment of sugar in the absolute sugar creation in the nation. The Sugar Industry in Karnataka can fabricate sugar in such gigantic amounts because of the way that sugarcane is plentifully accessible in the state. Actually, Karnataka stands fourth in the nation in the development of sugarcane. The sugar business in Karnataka has around 41 sugar processing plants which are disseminated everywhere throughout the state.

STATEMENT OF THE PROBLEM:

The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labor welfare measures would be apparent.

In case of B.K.S LIMITED there are more than 200 workers employed and the company is responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

NEEDS OF THE STUDY:

- To realize that whether welfare offices assume a critical job on the working of representatives.
- To figure out how welfare administration gave to employees help association to develop a steady work drive. To improving the effectiveness of welfare measures
- To improving the effectiveness of welfare facilities.
- Help to increasing the services and job satisfaction.

OBJECTIVES OF THE STUDY:

- To investigation the fulfillment of representatives towards the present worker welfare measures.
- To study how organization, determine welfare requirement.
- To know the worker's maintenance of the representative.
- To know employee's opinion about the policy and administration in welfare activity.
- To study employee's opinion about transportation facility.
- To obtain the opinion of the employees towards the facilities like canteen, housing, medical etc.

SCOPE OF THE STUDY:

The study is conducted in Bhavani Khandsari Sugar Limited Baroor, Bidar with sample size of 50. The main text of study is concentrated upon the importance of the welfare and safety of employees at work places.

This study helps to company to know the employee satisfaction towards present employee welfare measures.

METHODOLOGY OF RESEARCH:

Research is the system of consider and all around study or output for a particular them, subject or zone of examination, bolstered by social occasion, total, introduction and comprehension of huge purposes of intrigue or data. Examination may make hypothesis and test it. Think about grasped the pro focusing on interest Research must be established on truth perceivable data outlines start examination inductive examination lead better sponsorship to look into finding for dismembering facts an investigative system of examination must be delivered and result interpreted sensibly.

The research methodology structure:

1. Research outline : Descriptive

Data source	: Primary and Secondary
Research approach	: Survey strategy
Research Instruments	: Questionnaires
Survey area	: B.K.S Ltd, Employees Bidar
Sample size	: 50 Employees

RESEARCH DESIGN:

An examination configuration is totally with effectively outside effort for all exploration to aid accumulation inspection to in order. In survey scientist have embrace distinctive examine plans.

It incorporates overview and certainty discover enquiry of variety type basically describe somewhat, example, socioeconomics representative.

METHOD OF DATA COLLECTIONS:

Data of Primary. -

Data of Secondary.

DATA OF PRIMARY:

The information's have selected by Analyst Essential Information. It is gathering in Man for his own exacting use gets from discovery. It is Consider as direct Data. Their Information's which gathered by us to meet own Particular Reason. The information gathers by the method for survey overflowing in by the employees on deferent post of BKS Ltd.

DATA OF SECONDARY:

Secondary Data are by now presented that is they submitted to data which have be exist collect & analyze some also Collected Data from the books, office, journals, branch reports and company policy.

The Research Approach:

Survey Method

The Research instruments:

Questionnaires

The respondent:

Specimen is chosen for the study 50 employees.

Sampling Method:

The Sample Size Is select for the revise is 50 Employees. The Techniques so Sample parts this Study Are Convenience Sampling.

DATA ANALYSIS:

Table 1

Are you mindful of different welfare measures given by Bhavani Khandsari sugars ltd?

Welfare measures	Respondents	Percentage
Agreed	45	90%
Disagreed	5	10%
Total	50	100%

(Source: Primary Data)

Analysis:

From the above table it is found that 90% of the employees said yes and 10% of employees said no regarding the aware of different welfare benefits provided by Bhavani Khandsari Sugars Ltd.

Table2
Welfare measure helps to.

Welfare measure	Respondents	Percentage
Create better industrial relation	5	10%
Build greater loyalty the company	0	0%
Helps to increase team spirit	11	22%
Motivate	34	68%
Doesn't made any difference	0	0%
Total	50	100%

(Source: Primary Data)

Analysis:

From the above table it is found that 68% of the employees said welfare helps as motivate, 22% of the employees said help to increase team spirit, 10% of employees said create better relation.

Table3
How does the organization determine your welfare requirement?

Welfare requirement	Respondents	Percentage
Through observation	0	0%
Through suggestion	5	10%
Through performance	14	28%
Interview	31	62%
Total	50	100%

(Source: Primary Data)

Analysis:

From the above table it is found that 62% of the employees said organization determines welfare requirement through interview, 28% of the employees said through performance, 10% of employees said through suggestion

Table 4
Does the association give maternity leave to female workers?

Maternity leave	Respondents	Percentage
Agreed	3	6%
disagreed	47	93%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 93% of respondents are disagreed for association give maternity leave to female workers. And 6% of respondents are agreed.

Table-5
With what amount of time the harmed specialist is given treatment?

Treatment for injured workers	Respondents	Percentage
Immediately	24	48%
Within15 minutes	0	0%
Within an hour	26	52%
More than an hour	0	0%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 52% of the employees said organization provide treatment for injured workers within 1 hour, and 48% of the employees said immediately.

Table-6
How regularly you take rest between functioning hours?

Taking rest in work hours	Respondents	Percentage
Every After 5-15 minutes	0	0%
Every After ½-1 hours	0	0%
Every After 2-3 hours	18	36%
Every After 3-4 hours	32	64%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 64% of the employees said taking rest in work hours after every 3-4 hours, and 36% of the employees said after every 2-3 hours.

Table-7
Does the company provide any transportation?

Transportation	Respondents	Percentage
Agree	2	4%
disagree	48	94%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 94% of the employees disagree. And 4% are agreed.

Table-8
Does the company have well established canteen?

Canteen facility	Respondents	Percentage
Agree	50	100%
disagree	0	0%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 100% of the employees said yes for having well canteen facility from company. All employees are satisfied with canteen.

Table-9
Company focus on intramural (canteen, restroom, unifier, crèches) or extramural facility (housing, child education.)

Facility	Respondents	Percentage
Intramural	0	0%
Extramural	0	0%
Both	50	100%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that all 100% of the employees said both.

Table-10
Does company provide uniform for these employees?

Uniform for employees	Respondents	Percentage
Yes	0	0%
No	50	100%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that all 100% of the employees said Yes.

Table-11
Are you satisfied with housing facility provided?

Housing facility	Respondents	Percentage
Yes	14	28%
No	36	72%
total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 28% of the employees said yes for housing facility provided by company. And 72% of the employees said no.

Table-12
Rate the general fulfillment welfare movement of the association?

Overall satisfaction	Respondents	Percentage
Highly satisfaction	23	46%
Satisfaction	26	52%
Average	1	2%
Dissatisfaction	0	0%
Highly dissatisfaction	0	0%
Total	50	100%

(Source: Primary Data)

Analysis: From the above table it is found that 52% of the employees are satisfied on overall satisfaction about welfare activity of the organization. And 46% of the employees will be highly satisfied. And 2% of the employees are in the average range.

FINDINGS:

- Welfare measure acts as a motivation tool to increase performance level of the employees.
- Organization determines welfare requirement through interviewer.
- Organization gets the feedback towards welfare measure from the employees on occasionally basis
- 98% Employees are highly satisfied with the policy & administration in welfare activity.
- Organization provides the treatment for injured workers within 1 hour.
- Employees are taking rest after every 3-4 hours during the working hours.
- Employees have benefited from welfare measure is high.
- Company focus on intramural (canteen, restroom) and extramural (housing, child education) facility.
- The company has well established canteen.
- It is found that company determines about welfare measure through suggestions.

SUGGESTIONS:

- Company must hire the doctor.
- Company should provide uniform for employees.
- Company should focus on housing facility.
- Welfare activity must be improved in transportation.
- The organization has to encourage the employee for making highly satisfied in overall welfare measures.
- Industry should increase welfare measures through suggestions.
- Industry must provide first aid facility in the right time.
- Creating best industrial relation.

CONCLUSION:

Human asset assumes a vital job in any association. Worker welfare offices are worry to this division, in the event that the representative content with welfare offices, at that point just the profitability of that association can be expanded In light of the investigation of Employee Welfare Facilities in B.K.S Ltd. unmistakably the organization is exceptionally sharp in the advancing all the welfare offices given by B.K.S Ltd.

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ANNEXURE

Factory image Biogases:



Bio-Fertilizers

