

A Comparative Analysis Between the Employee Safety Practices in Selected Public and Private Sector Heavy Manufacturing Organisations

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Abstract:

The current research paper is aimed to understand the implementation of employee safety practices in the selected public and private sector organisations. The study considered Heavy Engineering Corporation Limited and JCB India Private Limited. There are totally 1500 samples collected from the selected organisations and analysed by over the employee safety practices in the concerned companies.

Keywords: Comparative Analysis, Employee Safety, Heavy Manufacturing industry, Public Sector, Private Sector

Introduction

A review of the literature is an analysis of the frequently consulted sources that are relevant to the research question. This helps the researcher understand the subject at hand completely. In order to avoid respondents repeating themselves when determining what is already known from comparable studies, it is also intended to be a means of knowledge exchange. To compare their findings to those of past studies, researchers must have a complete awareness of the current body of research. Despite the fact that the majority of people in the country work for the government, little research has been done on social security programmes or employee satisfaction. The availability of employee welfare and social security policies in public sector firms and public sectors has actually received relatively little attention from thorough studies. However, there is some reading that may be accessed in textbooks, online, and in theses that have been published. It is also possible to access a substantial number of papers that have appeared in various scholarly journals and magazines. The available literature has been discussed in this regard below.

Review of Literature

Initiatives for labour welfare in India are greatly influenced by humanitarian laws and principles. Early on, the welfare of employees was heavily influenced by social workers, philanthropists, and religious leaders, frequently for humanitarian motives. The first factory act was passed in 1881, and as a result, Indian workers' working conditions started to get better. The factories covered by this rule have to employ at least 100 people and use electricity. Children under the age of seven were prohibited from working, and those between the ages of seven and twelve were restricted to a maximum of nine hours a day of employment. Children were given four days off each month and one hour of rest per day.

In his book "Trade Union Movement in India," Joshi, M.M. (1927), felt that welfare work encompasses

all the efforts made by employers for the benefits of their workers above and beyond the minimum standard of working conditions set by the Factories Act and above and beyond the protections provided by social legislations against accidents, old age, unemployment, sickness, etc.

In his book "The Social Security System of India," Hasan, N. (1972), expressed the opinion that social security programmes contain features like the supply of monetary and medical assistance as well as the active engagement of the State in the provision of social security. He added that employees are entitled to receive social security payments.

As stated in his book "Aspects of Personnel Management and Industrial Relations" by Kudchelkar (1979), Kudchelkar (1979) believed that the industrial system itself creates a need for labour welfare. He believed that as workers are subject to a variety of risks and must also operate in an unfamiliar environment, companies should offer welfare services to their staff.

The provision of intramural and extramural welfare amenities was one of the labour welfare practises covered by Tyagi, B.P. (1982) in his book "Labour Economics and Social Welfare" in India. Additionally, he talked about the numerous organisations involved in labour welfare. The study is entirely theoretical, though.

According to Pramod Varma's book "Labour Economics and Industrial Relations" from 1987, organisations offer three different kinds of welfare benefits. He claims that although the second type of welfare facilities is tied to consumer cooperative stores, cooperative credit societies, and educational help, the first type of welfare facilities is related to the supply of subsidised canteens, crèches, and medical facilities. Community centres, welfare centres, etc. offer the third category of welfare facilities. In his book "Personnel Management," Ahuja, K. K. (1988) emphasised the importance of social security and labour welfare in India. He believed that social security and welfare programmes boost performance by increasing employee satisfaction with their work. Arun Monappa (1990) went into great length into social security and labour welfare policies in his book "Industrial Relations." He also discussed the different issues the enforcement apparatus has to deal with in order to put these welfare and social security policies into effect.

The fundamentals of labour welfare services, distinct forms of labour welfare services, and several Acts were outlined by P.C. Tripathi in his book "Personnel Management & Industrial Relations" published in 1998. Along with describing the Indian social security system, he also covered the social security policies related to health care, illness benefits, unemployment benefits, maternity benefits, etc.

In their book "Personnel / Human Resource Management," David A. Decenzo and Stephen P. Robbins (2001) outlined the different advantages and services that businesses offer to their employees. They claim that the social security contributions, unemployment payments, workers' compensation, and state disability programmes are among the benefits and services that are legally mandated. They believed that the price of the optional perks provided appeared to be rising.

In his book "Human Resource Management and Human Relations," Michael, V.P. (2001) wrote that the availability of intra-mural and extra-mural welfare facilities aids in enhancing the quality of work life for employees, which in turn fosters the growth of positive interpersonal relationships among various employee cadres.

The ever-increasing demand for welfare funds for each and every sub-sector of the informal sector may be seen as a desperate reaction of the workers for a measure of social security in an unprotected labour market, according to Kannan, K.P. (2001) in his book "State Assisted Social Security for Poverty Alleviation and Human Development: Kerala's Record and its Lessons".

Companies should offer retirement benefits including provident funds, gratuities, and pensions to employees, according to Pylee, M.V., and George, A. Simon (2003) in their book "Industrial Relations and Personnel Management". They believed that in addition to giving employees a sense of security, the supply of these benefits helps employees be free from fear of want and fear of starving.

Punekar et al. (2004) defined labour welfare as anything done for the comfort and betterment, intellectual and social well-being, and social well-being of the employees over and above the money provided, which is not a necessity of the enterprise.

In depth discussion of "labour welfare" was included in "Human Resource Management" by Gupta, Shashi K., and Joshi, Rosy (2005). The book addresses all facets of labour welfare, including categories of benefit, legal requirements for welfare, methods of assistance, and the importance of welfare.

Mamoria et al., (2005) in their book "Dynamics of Industrial Relations" discussed the employee welfare initiatives taken by the government from the First Five Year Plan to Eighth Five Year Plan period as well as the facilities offered by various organisations, including cotton mills in Mumbai, jute mills, steel plants, mines, plantations, railways, postal & telegraphs, ports, and dockyards.

Singh, B.D. (2005) wrote in his book "Industrial Relations: Emerging Paradigms" that social security is an assault on the "five giants" of desires, disease, ignorance, filth, and idleness. He believes that social security is not a burden but rather a form of sensible investment that, over time, pays off well for society. The provisions for social security in the Indian Constitution, labour laws, collective bargaining agreements, and voluntary arrangements for the organised sector were all covered by Venkata Ratnam, C.S. (2006,) in his book "Industrial Relations". In the framework of the new socioeconomic environment, he also spoke about the major social security challenges.

Armstrong, Michael (2006) in his book "A Hand Book of Human Resource Management" examined the numerous welfare services offered to employees in great depth. He claimed that offering welfare services in the form of individual, group, and employment assistance programmes helps to strengthen the bond between workers and the organisations where they work.

The different welfare measures that must be provided to workers and employees under various Acts, such as the Mines Act of 1952, the Factories Act of 1948, the Environment (Protection) Act of 1986, etc., were discussed by Malik, P.L. (2007) in his book "Hand book of Labour and Industrial Law."

The intra-mural and extra-mural welfare advantages offered to employees were described by Aquinas P.G. (2007)²³ in the book "Human Resource Management". According to him, some welfare benefits are offered in accordance with the law, while others are offered freely by management or as a result of agreements reached in cooperation with trade unions.

In their book "Human Resource Management," Snell and Bohlander (2007)²⁴ shed light on the numerous perks, particularly social security benefits like provident fund, gratuity, pension, and insurance coverage offered to employees.

The benefits and services offered to employees in India were explored by Dessler, Garry, and Varkkey, Biju in their book "Human Resource Management" (2009, ²⁵). Along with the optional benefits offered by employers, they also examined the benefits that must be supplied in accordance with federal or state law.

Research Gap:

Abundant literature is available so far over the employee welfare practices in the Indian context as well as western too. There are many studies which reveals about the importance of employee welfare in various

sectors. Some other studies revealed about the role of employee welfare over the employee performance with respect to various industries. There are few studies who studied about the impact of employee welfare over the employee retention in the service sector. But there is no a specific empirical study over analysing the impact of drivers of employee welfare over the employee welfare collectively. Furthermore, it is also noticed that there is no a particular study which may discloses the linkage between the employee welfare as well as employee safety in the heavy manufacturing units in India. In a concluder remark we express that, no a specific study which indicates the mediating role of employee welfare to evoke the employee safety in the Indian heavy manufacturing sector.

Sample Design:

A sample design is regarded as a guide for choosing the samples. Additionally, sample design defines key terms such population, sample units/subjects, sampling framework, and sample size. It also goes into detail on the sampling process. The term "population of the study" refers to the complete group of respondents who satisfy the specified set of requirements. The target population for this study is made up of the various cadres of employees at Heavy Engineering Corporation Limited and JCB India Limited.

Sampling Frame and Sample Size:

A sampling frame is a subset of a designated population that serves as a source for choosing sample individuals for the study. The example framework for this study is thought to be composed of JCB India Limited and Heavy Engineering Corporation Limited. Nearly 15% of the overall population was collected by the researcher. Since the researcher obtained 750 samples from each organisation, the study's sample size is 1500. The sample frame for the investigation is shown in Table 3.1.

Comparative Analysis

The researcher conducted the paired sample t-test to compare the various employee welfare driving factors, employee welfare and employee safety in the select public and private heavy manufacturing sector companies. The various employee welfare driving factors are, employee safety, health facilities, financial security, inter-personal harmony and flexible work culture. Further, the analysis also compared the employee welfare levels as well as the employee safety in both Heavy Engineering Corporation Limited and JCB India private limited. The detailed analysis for each concerned variable is presented below:

Comparative Analysis over HECL and JCB India Limited with respect to Employee safety:

The variable product acceptability with respect to the HECL and the JCB India Limited in the selected public and private heavy manufacturing companies is tested with the paired t-test. The mean scores of HECL and JCB India Limited towards the Employee safety are paired to test the results. The results are presented the following tables.

Table: 1 Paired Sample Statistics of the Employee Safety:

Paired Samples Statistics				
	Mean	N	Std. Deviation	Std. Error Mean
HECL	3.5877	750	1.07722	0.08737
JCB India Limited	4.2895	750	0.68241	0.05535

The above table 1 depicted that the mean score of HECL is found to be 3.5877 and the JCB India Limited is found to be 4.2895. The standard deviation values are 1.07722 and 0.68241 respectively for HECL and JCB India Limited respectively. The standard error mean values are found to be 0.05535 and 0.08737 respectively.

Table 2: Paired Sample Correlation of Employee Safety

Paired Samples Correlations			
	N	Correlation	Sig.
HECL – JCB India Limited	1500	0.571	0.000

The above table 2 revealed about the paired sample correlation between the HECL and JCB India Limited over the Employee safety in the selected public and private heavy manufacturing sector companies. The results disclosed that the correlation value is 0.571 which indicates that there is a moderate correlation and the p-value is found to be 0.000.

Table 3: Paired Sample Test results of Employee safety:

Paired Samples Test							
	Paired Differences					t	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference			
				Lower	Upper		
HECL - JCB	0.7017	0.88663	0.0719	0.559	0.843	9.758	0.000

The results of paired sample test of Employee safety presented in table – 3 revealed that the mean of the sample is found to be 0.70175. The standard deviation is found to be 0.88663, standard mean is 0.0719. The bootstrapping results of the test yielded the lower control limit as 0.5596 and the upper control limit as 0.8438. The concerned confidence intervals did not observe zero between them which we can interpret that the sample results are significant. The t-value is found to be 9.758 and the p-value is found to be 0.000.

Conclusion:

The test results evidenced that the P- value is less than 0.05 and the mean difference is equal to 0.702. The results therefore corroborate that fact the Working environment initiatives incorporated in the concerned companies are engendering effective results.

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