Study of Employee Welfare Initiatives of an Indian Private Firm in the District of Mathura

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Abstract

The study is setup in Northern India in the district of Mathura in Uttar Pradesh. The organizational set up is a manufacturing firm which is into filament manufacturing. Experts in the Mathura region who had wide and rich experience in industrial relations and human resource management indicated the need for the study. Experts opined that this region had challenging labour issue. Labour were demanding and assertive. A brief literature survey also indicated that there were no studies of employee initiatives for the region. To understand the working welfare environment of the employee. To map the social welfare benefits schemes of the organization. The methodology used in the study was as participant observation. As prescribed by Angrosino and Rosenberg (2011). The method has been undertaken in the study. It was further supplanted with visual methodology as prescribed by Prosser (2011). Finally a quantitative survey method study was carried out to triangulate the propositions. Data was the observation of Man- Machine interface in the plant. Observation of employee welfare services. Survey data on quantitative parameters of the welfare schemes. The data was analysed through content Analysis. The working environment of the plant was very harsh. In the cotton filament industry in Mathura there were no women workers working in night shift but in this plant women were working in spinning only. Accommodation was provided in the plant since the plant is located in a remote area. Since the plant is located in a remote area so retaining employee used to be difficult. Since it was dying plant and air- conditioning couldn’t be provided therefore fluids were provided at intervals regularly to the workers. Women’s working in this plant was made possible because there were no night shifts assigned to women. Further, overtime and hard jobs were not assigned to women. Residential quarters were provided to all employees so that the employees could freely work in the plant. Weekly departmental stores facilities were made available so that in the remote location goods needed by workers could be provided at cheaper price points.

Key Words: Employee welfare, Human Resource Management