

A STUDY ON EMPLOYEE WELFARE IN ALSTOM AT CHENNAI

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Abstract

Employee welfare occupies a place of importance in the industrial development and economy. It is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance, a happy and contented work force is an asset for the industrial prosperity of any nation, Employee welfare is nothing but the safeguarding function of personnel in the sense that it is directed specifically to the protection of employee health and attitudes. In other words, it contributes to the maintenance of employee morale. appropriate consideration has to be paid to the value systems of the population as a whole, as well the differences in perceptions found between sub-populations.

KEY WORD: Welfare, Labour, Employer, Industrial relations

INTRODUCTION

Employee welfare occupies a place of importance in the industrial development and economy. It is an important facet of industrial relations, the extra dimension,, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance, a happy and contented work force is an asset for the industrial prosperity of any nation, Employee welfare is nothing but the safeguarding function of personnel in the sense that it is directed specifically to the protection of employee health and attitudes. In other words,. In other words, it contributes to the maintenance of employee morale.

The welfare services in an industry is to improve the living and working conditions of workers and their families because the workers well-being cannot be achieved in isolation of his family. Labour welfare, though it has been proved to contribute to efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to labour welfare.

LIMITATIONS OF THE STUDY

- The study is concerned only with in the Mechanical Industries around Chennai region.**
- The sample size is confined to 120 respondents.**
- One of the employees was reluctant to fill up the questionnaire, as they are feared to give negative aspects against management**

OBJECTIVES OF THE STUDY

- To study the statutory and non-statutory Labor Welfare Practices provided in Heavy Industries.
- To study the relationship between Labor Welfare Practices and Organizational Growth.
- To study the relationship between Labor Welfare Practices and Work Environment.
- To study the comparison of opinion of employers and employees about satisfaction towards Labor Welfare Practices.

SCOPE OF THE STUDY

The research is restricted to the performance appraisal system for top level managerial positions (Executives) in the heavy industry. For this purpose the industries in and around the prosperous industrial City of Chennai have been considered.

The limiting factor, however, is the response from the industries and the executives themselves. Being a sensitive nature of activity, the constraint will be the reluctance to reveal the details. However, the researcher has overcome this aspect to a considerable extent because of his background, status, persistence and persuasive efforts.

RESEARCH METHODOLOGY

Research Methodology for the current study includes research design, research type, research approach, data collection methods, measurement scales, sampling methods, statistical tools and techniques etc. Research Design was framed by using following points. Research type- This study is a combination of Descriptive research and casual research.

Research Approach

This study is qualitative and quantitative both in nature. Measurement scales and variables- Five point Likert scale used for this study. There are 13 independent variables and two endogenous variables.

Population and Sample size

Heavy Industry in ALSTOM, Chennai is selected for this study. Approximate 1052 employees are total population. Since, 120 employees had chosen as a sample size.

COMPANY PROFILE

Alstom SA is a French multinational company operating worldwide in rail transport markets, active in the fields of passenger transportation, signalling and locomotives, with products including the AGV, TGV, Eurostar and Pendolino high-speed trains, in addition to suburban, regional and metro trains, as well as Citadis trams.

Alstom (originally as Als-Thom) was formed from a merger between Compagnie Française Thomson Houston and the electric engineering division of Société Alsacienne de Constructions Mécaniques in 1928; significant acquisitions included the Constructions Electriques de France (1932), shipbuilder Chantiers de l'Atlantique (1976), and parts of ACEC SA (Belgium, late 1980s). A merger with parts of the General Electric Company plc (UK) formed GEC-Alsthom in 1989. Throughout the

1990s, the company expanded its holdings in rail sector via the acquisition of German rolling stock manufacturer Linke-Hofmann-Busch and Italian rail signalling specialist Sasib Railways. In 1998, GEC-Alstom was floated on the Paris Stock Exchange; later that year, it was rebranded as Alstom.

In 2004, Alstom was in financial crisis, largely due to massive inherited unexpected costs (€4 billion) arising from a design flaw inherited from the acquisition of ABB Group's turbine business, in addition to losses in other business sectors. The company required a €3.2 billion state-backed bailout from the French government in 2003; as a result, Alstom was compelled to dispose of several of its divisions, including shipbuilding and electrical transmission, to Nikhanj Power, in order to comply with EU rules on state aid. It was able to later re-acquire its electric transmission division in 2010. The firm also became heavily involved in offshore wind farms via its subsidiary company Alstom Wind.

In 2014, Alstom and General Electric (GE) announced that a US\$17 billion (€12.4 billion) bid for Alstom's power and grid divisions had been made and provisionally accepted.

Amid controversy in France over the proposed takeover of a strategic domestic interest by a foreign company, GE's bid was modified to include joint ventures in power generation and transmission, as well as GE's rail signalling business being sold to Alstom.

The acquisition of the power and grid division by GE was accepted by EU and US competition authorities in 2015, subject to Alstom's heavy gas turbine business being sold. The sale of Alstom's power generation and transmission businesses to GE was finalised on 2 November 2015, after which the Alstom Group has operated solely in the rail sector. In late 2017, Alstom announced a proposed merger with Siemens Mobility of Germany, the combined entity would be called Siemens Alstom; however, in February 2019, the European Commission prohibited this merger.

TABLE 1

GENDER WISE RESPONDENTS

SL.NO	GENDER	NO OF RESPONDENTS	PERCENTAGE
1	Male	75	62.5
2	Female	45	37.5

Total	120	100
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Source: Primary Data

INTERPRETATION

The above data shows Male respondents are leading portion with 62.5 percentage and rest of the percentage held by Female with 37.5 percentage.

CHART1

GENDER WISE RESPONDENTS

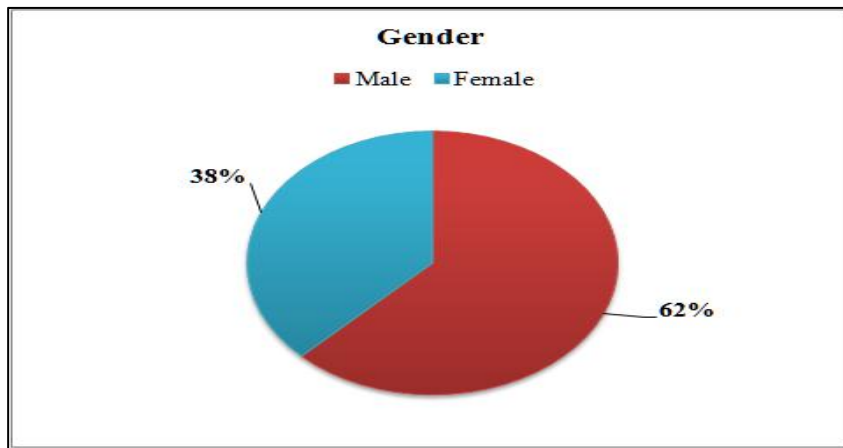


TABLE 2

FAMILY TYPE WISE RESPONDENTS

SL.NO	FAMILY TYPE	NO OF RESPONDENTS	PERCENTAGE
1	Nuclear family	75	62.5
2	Joint family	45	37.5
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Nuclear family respondents are leading portion with 62.5 percentage and rest of the percentage holded by Joint family with 37.5 percentage

CHART 2

FAMILY TYPE WISE RESPONDENTS

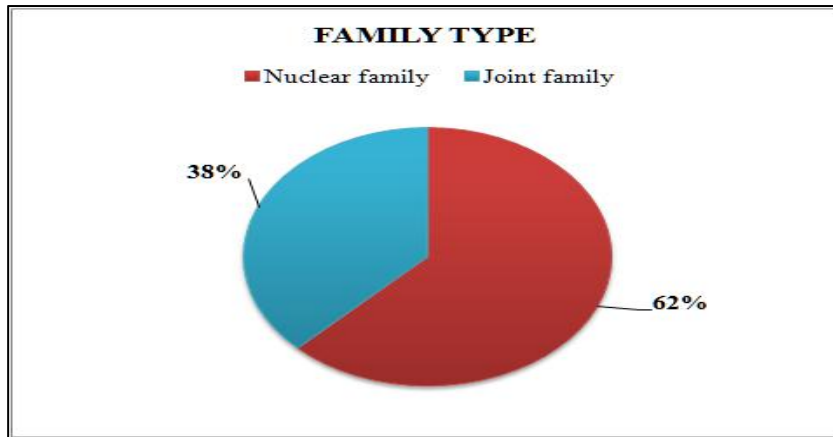


TABLE3

ANNUAL INCOME WISE RESPONDENTS

SL.NO	ANNUAL INCOME	NO OF RESPONDENTS	PERCENTAGE
1	Up to Rs. 5000	45	37.5
2	Rs. 5001 to 10000	34	28.3
3	Rs. 10001 to 15000	23	19.2
4	More than 15000	18	15.0
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Up to Rs. 5000 respondents are shows leading position with 37.5 percentage, the second position hold by Rs. 5001 to 10000 respondents with 28.333 The above The above data shows Up to Rs. 5000 respondents are shows leading position with 37.5 percentage, the second position hold by Rs. 5001 to 10000 respondents with 28.333 Percentage. The third position captured by Rs. 10001 to 15000 with 19.167 percentage also final value is More than 15000 with 15 Percentage

CHART 3

ANNUAL INCOME WISE RESPONDENTS

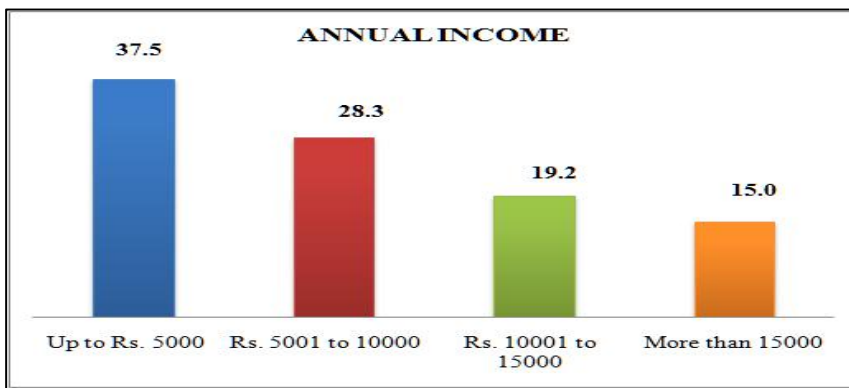


TABLE 4

JOB PROFILE WISE RESPONDENTS

Sl.No	JOB PROFILE	NO OF RESPONDENTS	Percentage
1	Labour	47	39.2
2	Technician	31	25.8
3	Supervisor	23	19.2

4	Higher officials	19	15.8
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Labour respondents are shows leading position with 39.167 percentage, the second position hold by Technician respondents with 25.833 Percentage. The third position captured by Supervisor with 19.167 percentage also final value is Higher officials with 15.833 Percentage.

CHART 4

JOB PROFILE WISE RESPONDENTS

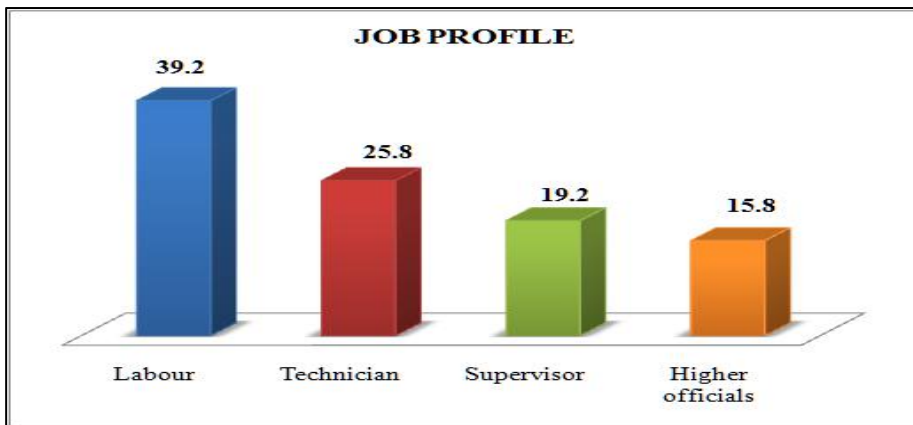


TABLE5

THE WORKING ENVIRONMENT WISE RESPONDENTS

SL.NO	THE WORKING ENVIRONMENT	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	53	44.2
2	Satisfied	32	26.7

3	Neutral	21	17.5
4	Dissatisfied	14	11.7
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 44.167 percentage, the second position hold by Satisfied respondents with 26.667 Percentage. The third position captured by Neutral with 17.5 percentage also final value is Dissatisfied with 11.667 Percentage

CHART5

THE WORKING ENVIRONMENT WISE RESPONDENTS

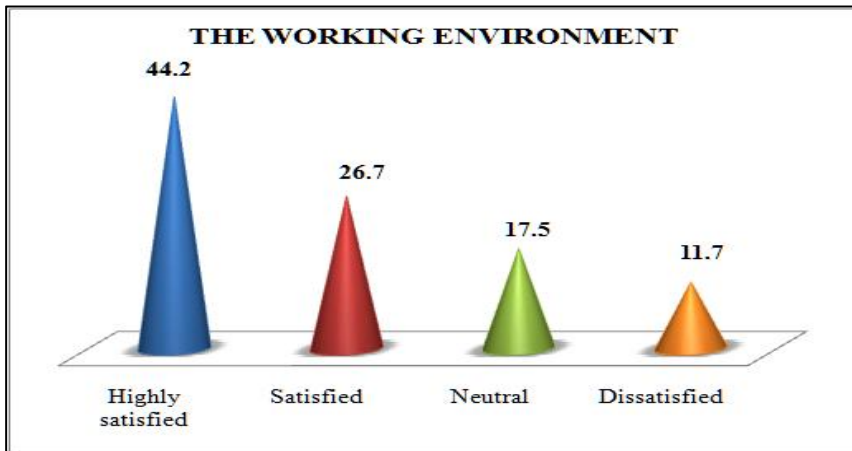


TABLE 6

APPRAISALS OF YOUR SALARY WISE RESPONDENTS

SL.NO	APPRAISALS OF YOUR SALARY	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	51	42.5

2	Satisfied	32	26.7
3	Neutral	24	20.0
4	Dissatisfied	13	10.8
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 42.5 percentage, the second position hold by Satisfied respondents with 26.667 Percentage. The third position captured by Neutral with 20 percentage also final value is Dissatisfied with 10.833 Percentage

CHART 6

APPRAISALS OF YOUR SALARY WISE RESPONDENTS

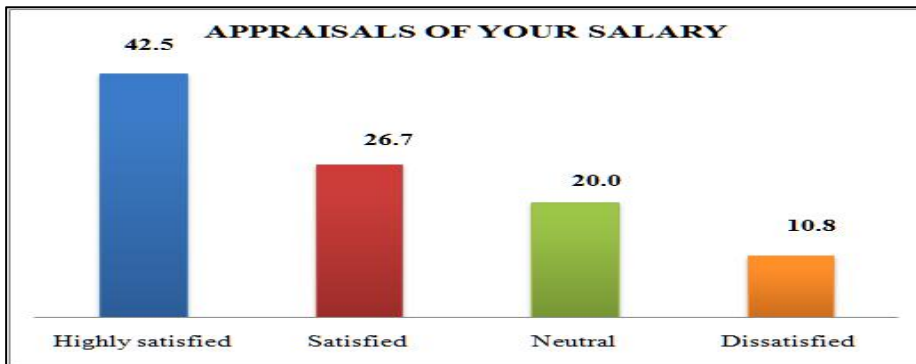


TABLE -7

POSITIONAL AND PROMOTIONS WISE RESPONDENTS

SL.NO	POSITIONAL AND PROMOTIONS	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	53	44.2
2	Satisfied	34	28.3

3	Neutral	21	17.5
4	Dissatisfied	12	10.0
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 44.167 percentage, the second position hold by Satisfied respondents with 28.333 Percentage. The third position captured by Neutral with 17.5 percentage also final value is Dissatisfied with 10 Percentage

CHART7

POSITIONAL AND PROMOTIONS WISE RESPONDENTS

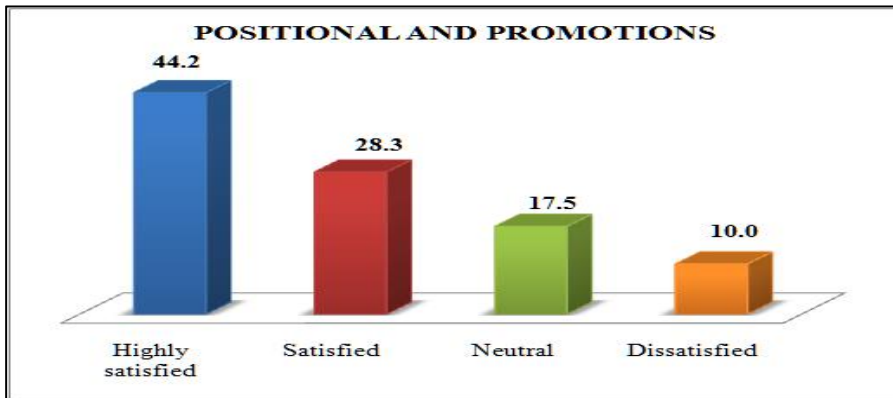


TABLE8

BENEFITS IN YOUR ORGANIZATION WISE RESPONDENTS

SL.NO	BENEFITS IN YOUR ORGANIZATION	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	52	43.3

2	Satisfied	31	25.8
3	Neutral	26	21.7
4	Dissatisfied	11	9.2
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 43.333 percentage, the second position hold by Satisfied respondents with 25.833 Percentage The third position captured by Neutral with 21.667 percentage also final value is Dissatisfied with 9.1667 Percentage.

CHART 8

BENEFITS IN YOUR ORGANIZATION WISE RESPONDENTS

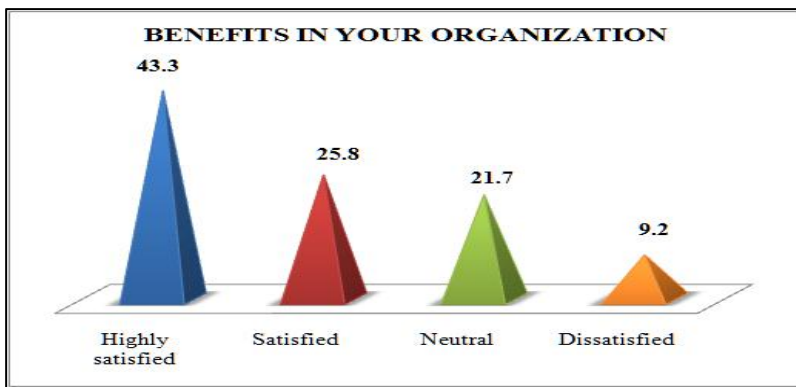


TABLE9

MEDICAL FACILITY WISE RESPONDENTS

SL.NO	MEDICAL FACILITY	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	53	44.2
2	Satisfied	32	26.7
3	Neutral	23	19.2
4	Dissatisfied	12	10.0
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 44.167 percentage, the second position hold by Satisfied respondents with 26.667 Percentage. The third position captured by Neutral with 19.167 percentage also final value is Dissatisfied with 10 Percentage

CHART 9

MEDICAL FACILITY WISE RESPONDENTS

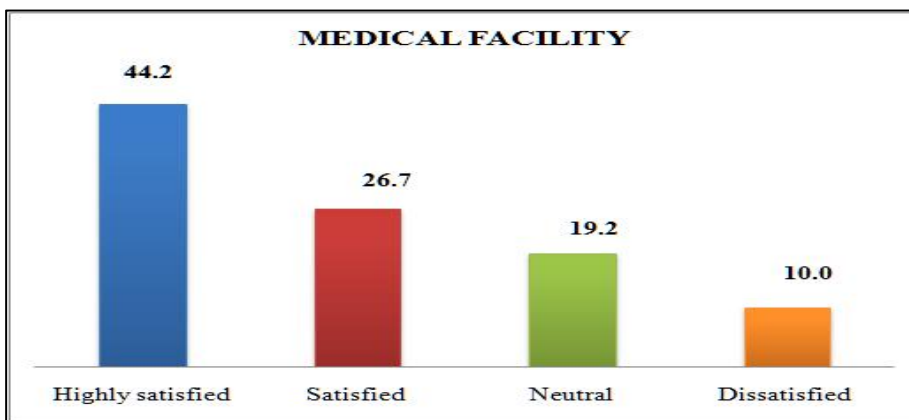


TABLE10

RETIREMENT BENEFITS WISE RESPONDENTS

SL.NO	RETIREMENT BENEFITS	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	48	40.0
2	Satisfied	35	29.2
3	Neutral	27	22.5
4	Dissatisfied	10	8.3
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 40 percentage, the second position hold by Satisfied respondents with 29.167 Percentage. The third position captured by Neutral with 22.5 percentage also final value is Dissatisfied with 8.3333 Percentage

CHART 10

RETIREMENT BENEFITS WISE RESPONDENTS

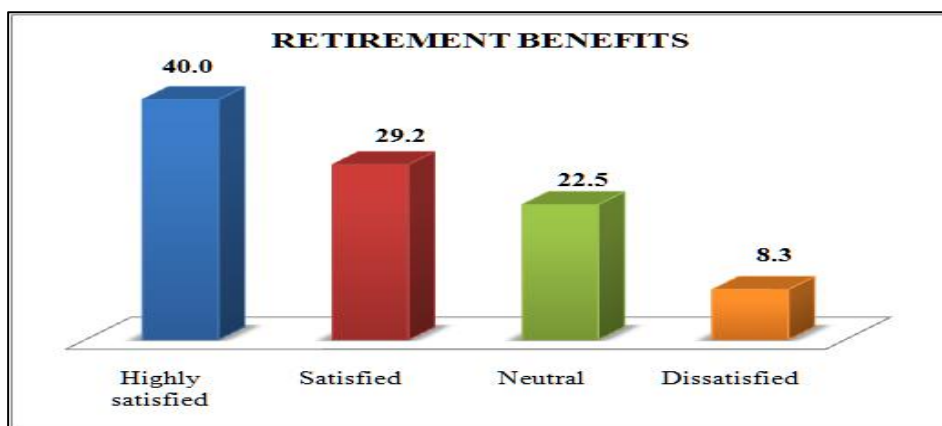


TABLE11

HEALTH AND SAFETY WISE RESPONDENTS

SL.NO	HEALTH AND SAFETY	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	53	44.2
2	Satisfied	34	28.3
3	Neutral	23	19.2
4	Dissatisfied	10	8.3
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 44.167 percentage, the second position hold by Satisfied respondents with 28.333 Percentage. The third position captured by Neutral with 19.167 percentage also final value is Dissatisfied with 8.3333 Percentage

TABLE12

WELFARE DEPARTMENT FUNCTIONALITY WISE RESPONDENTS

SL.NO	WELFARE DEPARTMENT FUNCTIONALITY	NO OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	51	42.5
2	Satisfied	33	27.5
3	Neutral	21	17.5

4	Dissatisfied	15	12.5
Total		120	100

Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 42.5 percentage, the second position hold by Satisfied respondents with 27.5 Percentage. The third position captured by Neutral with 17.5 percentage also final value is Dissatisfied with 12.5 Percentage.

TABLE 13

OTHER CONCERNS WELFARE WISE RESPONDENTS

Sl.No	OTHER CONCERNS WELFARE	NO OF RESPONDENTS	Percentage
1	Highly satisfied	53	44.2
2	Satisfied	31	25.8
3	Neutral	23	19.2
4	Dissatisfied	13	10.8

Total	120	100
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Source: Primary Data

INTERPRETATION

The above data shows Highly satisfied respondents are shows leading position with 44.167 percentage, the second position hold by Satisfied respondents with 25.833 Percentage. The third position captured by Neutral with 19.167 percentage also final value is Dissatisfied with 10.833 Percentage

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

- Upto 25 years respondents are shows leading position with 35.833 percentage, the second position hold by 26 to 35 years respondents with 30.833 Percentage the third positions captured by 36 to 45 years respondents with 21.6 percentage also final value is more than 45 years respondents with 11.6 percentage
- Nuclear family respondents are leading potion with 62.5 percentage and rest of the percentage holded by Joint family with 37.5 percentage.
- Up to Rs. 5000 respondents are shows leading position with 37.5 percentage, the second position hold by Rs. 5001 to 10000 respondents with 28.333 Percentage. The third position captured by Rs. 10001 to 15000 with 19.167 percentage also final value is More than 15000 with 15 Percentage.
- Labour respondents are shows leading position with 39.167 percentage, the second position hold by Technician respondents with 25.833 Percentage. The third position captured by Supervisor with 19.167 percentage also final value is Higher officials with 15.833 Percentage.
- upto 2 years experience respondents are shows leading position with 53 percentage, the second position hold by 3 to 5 years of experience wise respondents with 27 Percentage also final value is more than 5 years of experience respondents with 20 percentage.

- Highly satisfied respondents are shows leading position with 42.5 percentage, the second position hold by Satisfied respondents with 25.833 Percentage. The third position captured by Neutral with 19.167 percentage also final value is Dissatisfied with 12.5 Percentage.
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SUGGESTIONS

The study of organizational climate as a causal factor of effectiveness has gained prominence in the HR domain. The current study is undertaken to find out the organizational climate in the select organizations in the cement industry and suggest measures to improve the

effectiveness of the organization's climate. This chapter presents the findings of the study and implications to HR professionals and conclusions in light of the findings.

The findings of the study also suggest that, similar studies may be taken up on several organizations in the same industry at a time to examine the variations in perceptions across organizations in an industry. There exists a gap between what an employee wants and has. This study has examined the perceptions of employees. Further studies may explore the relationship between what an employee perceives and what his superior things the employee perceives.

This study merely explored organizational climate in the select organizations. There is need to study in these organizations, the organizational climate as an independent variable exerting influence on employee performance and satisfactions, as a dependent variable to be influenced by leadership, structure, technology, etc., and as an intervening variable.

While employers have little attitude for influencing demographic characteristics of employees, factors related to retention such as scheduling, opportunities for interpersonal interactions, salary/benefits, staffing, and workload are under an employer's control.

These elements can be addressed by managers with the intent of reducing employee turnover. Above all, organization managements should provide necessary facilities, conducive organizational climate and take actions that cater for the welfare of the workers to improve organizational commitment.

CONCLUSION:

A sound climate is a long-run proposition. Managers need to take an assets approach to climate, meaning that they take the long runview of climate as an organisational asset. Many think that organisational climate is an indirect determinant of behaviour in an interactive sense. The individual's perceptions of what are "out there" acts as a moderating or intervening variable between organisational stimuli and resultant behaviour. In view of the above discussion, the findings and their implications should be taken into account in the design of human resource programs as well as in the making of policy. Due attention has to be paid to the value systems of the population as a whole, as well the differences in perceptions found between sub-populations.

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