



A Study on Employee Welfare and Safety Measures at APSPDCL Tirupathi.

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ABSTRACT

Employee plays a key role in the existence and growth of any organisation. It's more important than ever for business to make their employees happy. The term "employee welfare" refers to any and all actions taken by an employer with the intention of providing specific facilities and services to employees, such as housing, medical, retirement, salaries, which is used to attract and satisfy of employees.

Safety measures means any reasonable steps taken by the responsible persons to prevent an accident or serious injury or measures taken to eliminate any hazardous condition. Workplace safety may refer to occupational safety and health, a cross disciplinary area concerned with protecting the safety, health and welfare of people engaged in work or employment.

KEY WORDS: Employee benefits,flexible work environment,safety measures,personal protective equipments to workers.

INTRODUCTION

DEFINATION OF EMPLOYEE WELFARE

The term employee welfare refers to the facilities provided to an employee inside and outside the organization premises such as canteens, rest rooms and recreational facilities, housing and all other services that contribute to the wellbeing of the employees and the efficiency of the workers. The concept employee welfare is flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrilizatio, the general socio economic development of the people and the political ideologies prevailing at a particular time.

DEFINATION OF SAFETY MEASURE

The term safety measures refer to the action, procedure to lower the occurrence or risk of injury, loss and danger to persons, property or the environment.

REVIEW OF LITERATURE

R.Manasa and C.N.Krishnanaik (2015)

The employee benefit facilities offered by the company are good and worthy, according to paintings in Thandur and Adilabad titled Employee Welfare Measures: A Study of Cement Corporation of India Devices. To help the agency achieve its objectives, there might still be space for more advancement in terms of staff productivity, effectiveness, and performance.

Dr. P. C. Sai Babu Goli Gurunadham (2022)

Studied on employee satisfaction labor welfare measure. Objective of this study Awareness level of the respondents on Labor welfare measures and their Level of Satisfaction. This study concluded that the employees in the sampling units do have a strong perception and satisfaction levels towards the labor welfare measures being implemented in their organizations.

Company profile

AP Power sector reforms envisage creation of Distribution Companies Government undertakings for the first few years and privatization later on. The Andhra Pradesh Gazette No.37 published by the Government of Andhra Pradesh on Friday the 31st of March 2000 declared formally formation of Distribution Companies. In this process, Andhra Pradesh Southern Electricity Distribution Company Limited (APSPDCL) was formed for the following six districts of Andhra Pradesh. The Corporate Office and Headquarters of APSPDCL are at Tirupati City.

Board of directors:

Sri P. Gopal Reddy was elevated to the post of Chairman & Managing Director of APNPDCCL on 23 may, 2002 a brief stint as Director (operation & HRD) of APNPDCCL

Sri A. Venkata Reddy, has taken charge as Director (Finance) of Southern Power Distribution Company of A.P. Ltd., on 20th Aug 2007.

Sri T.H.N.S. Damodora Rao., has taken charge as Director Purchases of APSPDCL., on 5th Jan 2005.

INDUSTRY PROFILE

Power is an important tool for economic growth of the country. Power is vital for every form of human activity-domestic, agriculture and industrial infrastructure such as telecommunication and transport. The demand for electricity in India is enormous and is growing steadily. This growth has been slower than country's economic growth. The big challenge in front of the power industry is to balance the demand and supply of electricity. There exists a link between economic growth and per capita consumption of electricity.

Installed capacity

India's power sector has shown remarkable growth from about 1,400 MW in 1947 to 134716.7MW by June, 2007 inclusive of all the three Sectors (Central, State, Private Sectors).

Thermal Power Plants:

Current installed base of Thermal Power is **86,936 MW** which comes to 64.5% of total installed base.

Hydro Power Plants:

India was one of the pioneering states in establishing hydroelectric power plants. The power plant at Darjeeling and Shims a (Shivanasamudra) was established in 1898 and 1902 respectively and is one of the first in Asia. Current installed base of Hydro Power is **33,486 MW** which comes to 24.8% of total installed base.

SCOPE OF THE STUDY

- The study is under the APSPDCL corporate office, Tirupathi. The study mainly focused on welfare and safety measures at APSPDCL, Tirupathi. The safety is confined to the impact of welfare and safety measures on employees working in APSPDCL, Tirupathi.

NEED FOR THE STUDY

- Measuring the effectiveness of welfare and safety facilities affects on employees morale in an organization. Welfare & safety measures are very important for employees. The welfare and safety measures provided to worker and employees to make them happy and satisfy. Therefore, it is necessary to identify effectiveness of welfare and safety measures.

OBJECTIVES OF THE STUDY

- ✚ To know employee welfare and safety measures provided by APSPDCL.
- ✚ To know the employee awareness on welfare and safety measures in APSPDCL.
- ✚ To study the employee satisfaction towards welfare and safety measures in APSPDCL.
- ✚ To suggest which factor affects workers to perform their task effectively at workplace.

RESEACH METHODOLOGY

- **Data collection:** primary & secondary
- **Type of research:** Descriptive research
- **Research instrument:** questionnaire
- **Sample size:** 120
- **Sample method:** simple random sampling method
- **Statistical tool:** percentage & graphical analysis like bar charts

LIMITATIONS OF THE STUDY

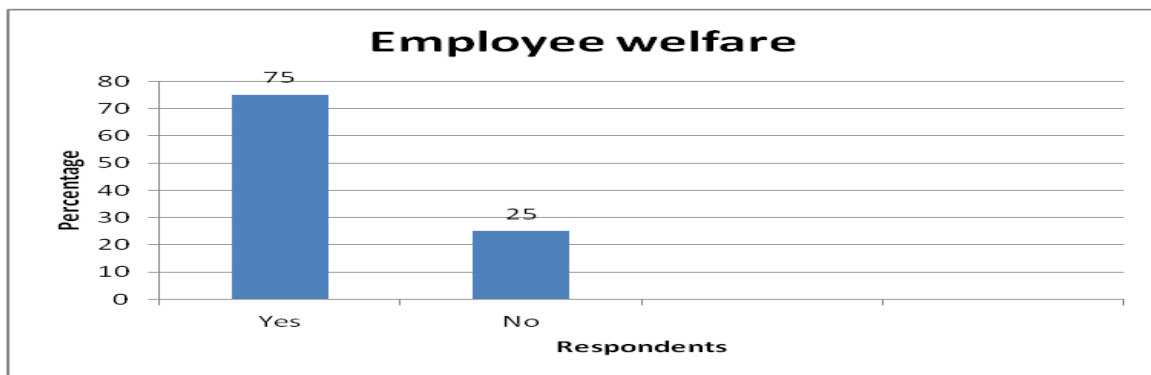
- ❖ Due to time constraint the sample size has been restricted to 120 respondents only.
- ❖ It is confined to only middle and lower level employees and thus biased response may not be ruled out.

DATA ANALYSIS

Company providing welfare benefits

Level of satisfaction	No. of respondents	Percentage
Yes	90	75
No	30	25
Total	120	100

CHART

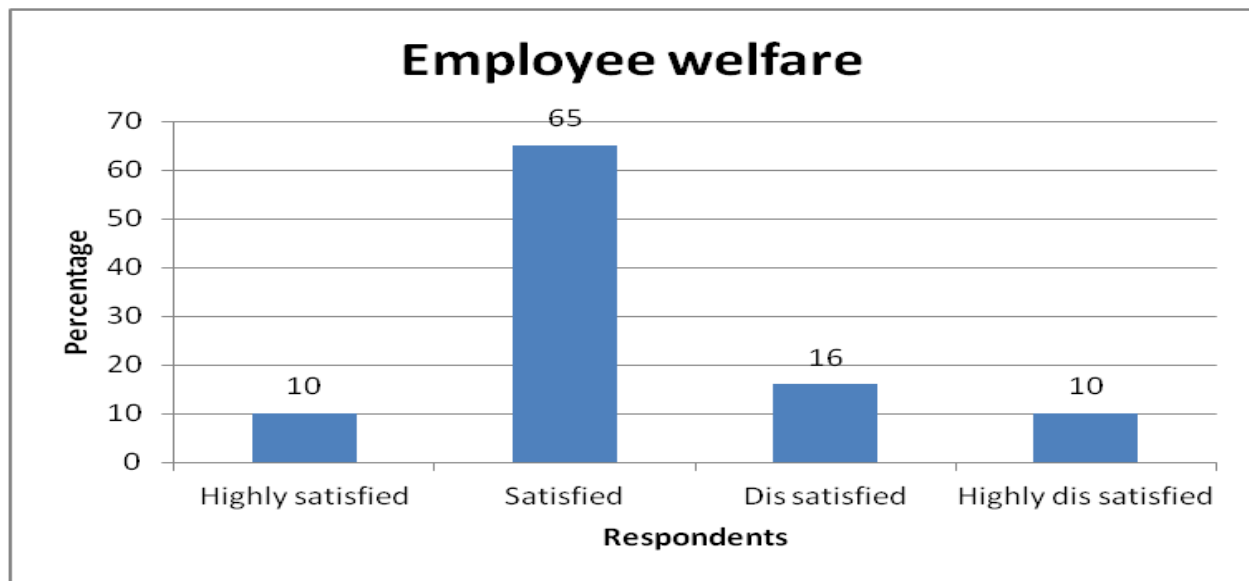


INTERPRETATION:

From the above graph shows that 75% of the employees are satisfied and 25% of the respondents are dissatisfied on welfare benefits that provided by the company.

Satisfied with the welfare benefits provided by the company

Level of satisfaction	No. of respondents	Percentage
Highly satisfied	12	10
Satisfied	78	65
Dis satisfied	20	16
Highly dis satisfied	12	10
Total	120	100

**CHART****INTERPRETATION:**

From the above graph shows that 10% of the employees are highly satisfied and 65% are satisfied and 16% are dis satisfied and 10% are highly dis satisfied welfare benefits that provided by the company .

Company providing safety measures

Level of satisfaction	No. of respondents	Percentage
Yes	82	68
No	38	32
Total	120	100

CHART**INTERPRETATION:**

From the above table graph that 68% of the workers said that satisfied and 32% of the workers said that dis satisfied company didn't provide safety measures.

Management responds in case of emergency

Level of satisfaction	No. of respondents	Percentage
Highly satisfied	20	16
Satisfied	50	42
Dis satisfied	32	27
Highly dis satisfied	18	15
Total	120	100

CHART**INTERPRETATION:**

From the above graph shows that 16% of the respondents are highly satisfied and 42% of them satisfied and 27% of the respondents are dis satisfied and 15% of the respondents are highly dis satisfied with the management respond in case of emergency.

FINDINGS

- ❖ 75% of the respondents said the company providing welfare benefits to the employee.
- ❖ 65% of the respondents are satisfied with the welfare benefits that provided by the company.
- ❖ 68% of the respondents said company providing safety measures to the workers.
- ❖ 42% of the respondents are satisfied on management respond in case of emergency at workplace.

SUGGESTIONS

- ✚ The company should provide better canteen facilities to the employees.
- ✚ The employees are not satisfied with the bonus given. The company needs to provide an increase in bonus to the employee so that they feel happy.
- ✚ The company needs to provide health insurance for the employees as it is one of the major benefits given to the employees by the companies.
- ✚ First aid at workplace for the workers is helpful for the workers in emergency situations. Better facilities are needed.
- ✚ It is suggested to provide transportation for the employees making it easy to travel for them from their residence.

CONCLUSION

➤ I conclude that the project report undertaken for satisfactory, safety and the welfare activities taken by the company is very much beneficial for the employees. The company need to provide canteen facility, bonus benefit, health insurance, transportation for the employees and safety measures to workers.

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