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Research Paper

EMPLOYEE MEASURES AT PANYAM CEMENTS & MINERAL INDUSTRIES LIMITED

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ABSTRACT

Safety and Welfare is the main concern for the employees in the Panyam Cements and Mineral Industries Ltd. An environment should be created such that the employees work fearlessly, focusing on their work rather than safety issues. Welfare measures should be adopted by the organisations in a way to take utmost care of the employee and its family, in case anything happens. Organisation should make an attempt to make its associates aware of all the related issues. This in turn will improve the employee productivity and efficiency.

Organizational focus on employee safety can provide for higher morale and productivity in the workplace. This is due to the perception that the company truly cares about the health and wellbeing of its employees, thus creating a sense of pride for the organization. Increased productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide.

INTRODUCTION

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

Labor welfare has the following objectives:

1. To provide better life and health to the workers
2. To make the workers happy and satisfied
3. To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non statutory schemes differ from organization to organization and from industry to industry.

NEED FOR THE STUDY

A Study on Employee welfares Measure with Special Reference to Social security in PanyamCements & Minerals Industries Ltd. In this project the researcher to know the labour welfare measures provide in the Panyam Cements & Minerals Industries Ltd, and to study the various dimensions of employee welfare measures as perceived by the worker and to the perception of the respondents regarding the various labour welfare provided to them and to suggest to suitable measures to enhance HRD intervention used in improve the welfare facilities. The study the satisfaction level of various employees toward welfare measure with special reference to social security Panyam Cements & Minerals Industries Ltd.

SCOPE OF THE STUDY

Each and every project study along with its certain objectives also have scope for future. And this scope in future gives to new researches a new need to research a new project with a new scope. Scope of the study not only consist one or two future business plan but sometime it also gives idea about a new business which becomes much more profitable for the researchesthen the older one.

Scope of the study could give the projected scenario for a Study of Employee welfare in PANYAM CEMENTS AND MINERALS INDUSTRIES PVT LTD Hyderabad

- Factors which I observed while doing project study are following-HR Practices
Employee welfare Training
methodology Environment of
company, Economic
conditions

OBJECTIVES OF THE STUDY:

- To study about Employee welfare activity of Panyam Cements And Minerals Industries Pvt Ltd.
- To study about the facilities of employees in Panyam Cements And Minerals Industries Pvt Ltd
- To measure about the adequacy of the training for improving skill & competency of employees.
- To know the recruitment & selection procedures adopted in this company.
- To know about product profile of Panyam Cements And Minerals Industries Pvt Ltd.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. Research methodology constitutes of research methods, selection criterion of research methods, used in context of research study and explanation of using of a particular method or technique so that research results are capable of being evaluated either by researcher himself or by others. Why a research study has been undertaken, how the research problem has been formulated, why data have been collected and what particular technique of analyzing data has been used and a best of similar other question are usually

answered when we talk of Research methodology concerning a research problem or study. The main aim of research is to find out the truth which is hidden and which has not been discovered as yet

The research methodology that I undertook for the purpose of this study is enumerated below-

The objective of this kind of study is to answer the why, who, what, when and how of the subject under consideration. I have taken descriptive because my research includes the knowing the Study of Employee welfare in PANYAM CEMENTS AND MINERALS INDUSTRIES PVT LTD Hyderabad

Tools and Techniques

As no study could be successfully completed without proper tools and techniques, same with my project. For the better presentation and right explanation I used tools of statistics and computer very frequently. And I am very thankful to all those tools for helping me a lot. Basic tools which I used for project from statistics are-

LIMITATIONS OF THE STUDY

This study covers the -The study of Employee welfare in Panyam Cements and Minerals Industries Ltd. HYDERABAD.

Regarding data, the researcher had difficulty to get back all the questionnaires supplied to the employees, and also some of the workers were reluctant to respond to the questionnaires due to fear. Some of the favorable & unfavorable answer due to reasons unknown to them.

REVIEW OF LITERATURE

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies

HUMAN RIGHTS

1) Business should support and respect the protection of internationally proclaimed human rights.

PANYAM CEMENTS AND MINERALS INDUSTRIES PVT LTD's policies have been meticulously drafted & followed, keeping the principles of human rights, the Constitution of India, labour laws etc., in mind.

2) Make sure they are not complicit in human rights abuses.

There has been no instance of the company having abused human rights in any manner. Labour Standards

3) Businesses should uphold the freedom of association and the effective recognition of the right to

collective bargaining.

INDUSTRY PROFILE

ement Industry originated in India when the first plant commenced production in 1914 at Porbandar, Gujarat. The industry has since been growing at a steady pace, but in the initial stage, particularly during the period before Independence, the growth had been very slow. Since indigenous production was not sufficient to meet the entire domestic demand, the Government had to control its price and distribution statutorily. Large quantities of cement had to be imported for meeting the deficit. The industry was partially decontrolled in 1982 and this gave impetus to its pace of growth. Installed capacity increased to more than double from 27 million tons in 1980-81 to 62 million tons in 1989-90.

The cement industry responded positively to liberalization policy and the Government decontrolled the industry fully on 1st March 1989. From 1991 onwards cement industry got the status of a priority industry in schedule III of the industry policy statement, which made it eligible for automatic approval for foreign investment up to 51% and also for technical collaboration on normal terms of payment of royalty.

After the globalization and liberalization of Indian economy, the cement industry has been growing rapidly at an average rate of 9 percent. The country is now the second largest producer of cement in the world next only to China with a total capacity of 217.80 million tones. Additionally, in the last two decades, the industry has undergone rapid technological up gradation and growth, and now, some of the cement plants in India are comparable to the world's best operating plants in all respects.

Till a few years ago India was importing cement from other countries, as the production could not meet the demand for the whole country. Now the tables have turned as India has started exporting large quantities of cement and clinker to Bangladesh, Nepal, Sri Lanka, Maldives, Mauritius, Africa, Seychelles, Burma, UAE, and Singapore etc.

India is today the second largest producer of cement in world with an installed capacity of close to 217.80 million tons per year. 95 % is consumed domestically and only 5% is exported. Demand is growing at more than 10 % per annum. More than 90 % of production comes from large cement plants. There are a total of 146 large and more than 350 small cement manufacturing units in the country. More than 80% of the cement-manufacturing units use modern environment friendly –dry process.

COMPANY PROFILE

History

Since the performance of the Company was not encouraging and started making losses from 1985-86 onwards due to sluggish market of cement and also severe competition in Engineering products. In 1988 PANYAM was became sick and the management of the company was taken over by late M.V. Subba Rao and Associates. M.V. Subba Rao and Associates have taken various steps to improve the profitability of the company which has yielded results wiping out the accumulated losses and the company reported excellent performance in the years 1996-97 and 1997-98.

However, the Cement Industry went through severe crisis in 1999 consequent to the liberalization policy announced by the Government of India. In addition, due to paucity of working capital finance, the Cement Unit could not run continuously to its capacity due to various reasons.

Considering the worst situation prevailing in Panyam Cements as the workmen were striving hard for their livelihood, Sri S.P.Y. Reddy, B.E.(Mech) & Member of Parliament, who is a seasoned and successful technocrat having proven track record of more than 30 years as Chairman of Nandi Group of Companies has taken over the management of the company during September 2004 being assisted

by Sri S. Sreedhar Reddy, an Engineering Graduate in Electronics and Telecommunications as Managing Director & CEO of the Company. The present management has invested amount for restarting the operations of the company. Immediately after take over the unit, the new management has settled the dues of Financial

Institutions/Banks and also settled the dues of the workmen by implementing VRS. The present management has put in best efforts to revive the unit and put the same back on rails.

As stated above has 20.8 acres of prime land at Bommanahalli, Bangalore on Bangalore to Hosur National Highway adjoining the main road. The said land is situated at prime location and it is useful for residential flats on the rear side. Further, the operations at the Engineering Division was suspended from September 2005 due to spiraling increase in the cost of raw materials and other inputs and also due to cheaper imports of finished products and to relieve the workmen under VRS. The built up area comes to 2.87 million sft. The company has entered into an agreement with M/s. Salarpuria Developers (P) Limited for developing the land under joint development considering the boom in the real estate. The company has received advances from the prospective buyers against the company's proportionate share under joint development and the same was utilized for settlement of dues of banks/ secured creditors, payment of VRS dues etc.

The company has taken up modernization of Kiln No.1 by enhancing the capacity of the said kiln to 2000 M. Tonnes. After trial runs and initial teething problems, the output has started from the kiln. The project has started the commercial production from 10th August, 2011. After completion of the Modernisation Scheme. The present capacity of the cement plant is 3000 M.Tonnes per day.

State of the Art Plant

Initially one kiln with a capacity of 200 TPD was installed and later on the capacities were augmented by addition of two more kilns with a capacity of 300 TPD and 600 TPD respectively. Over the years, the wet process kilns were converted into dry process and the capacities were increased to a level of 2200 TPD by 1997 running three kilns.

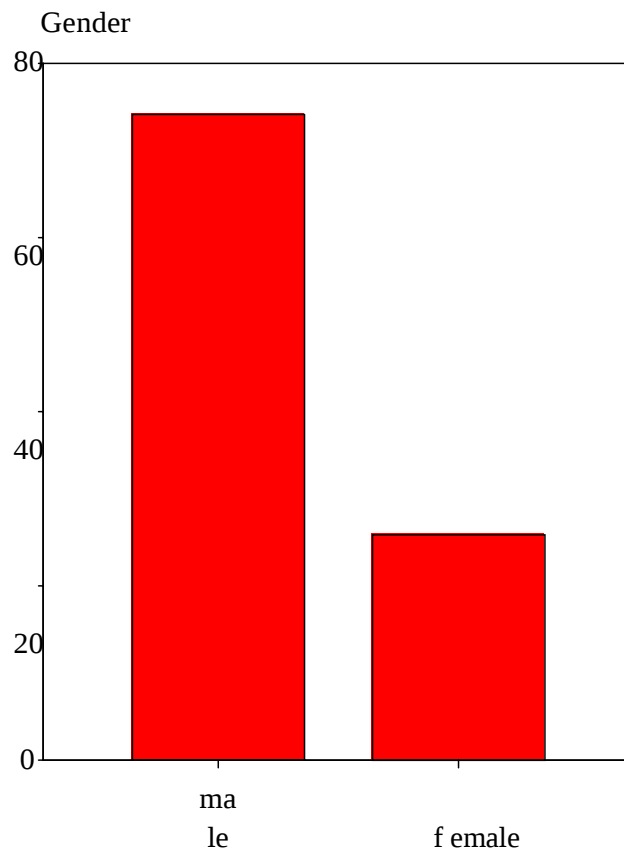
DATA ANALYSIS AND INTERPRETATION

Table no: 1

Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid male	74	74.0	74.0	74.0
female	26	26.0	26.0	100.0
Total	100	100.0	100.0	

Chart no: 1

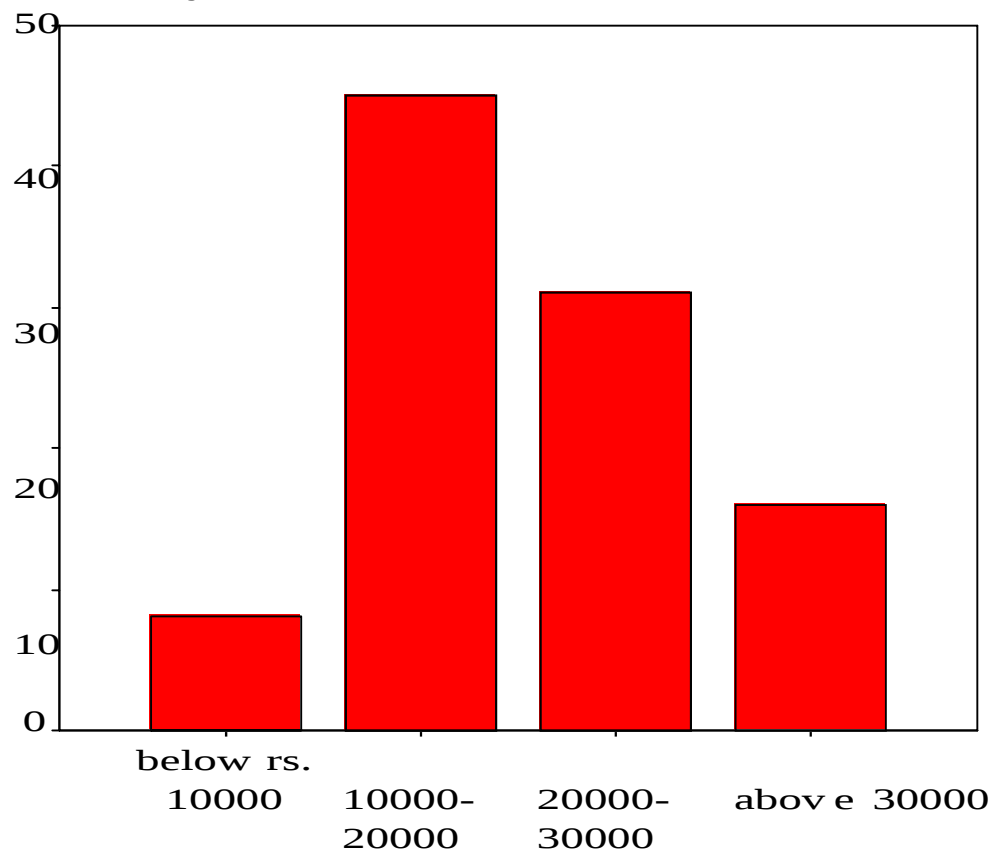


Gender

Approximately 75% of the staff members expressed satisfaction with the company's culture. a few of them are opposed to the endeavour

Table no: 2**Monthly AIncome**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid below rs.10000	8	8.0	8.0	8.0
10000-20000	45	45.0	45.0	53.0
20000-30000	31	31.0	31.0	84.0
above 30000	16	16.0	16.0	100.0
Total	100	100.0	100.0	

Chart no: 2**Monthly AIncome**

Monthly AIncome

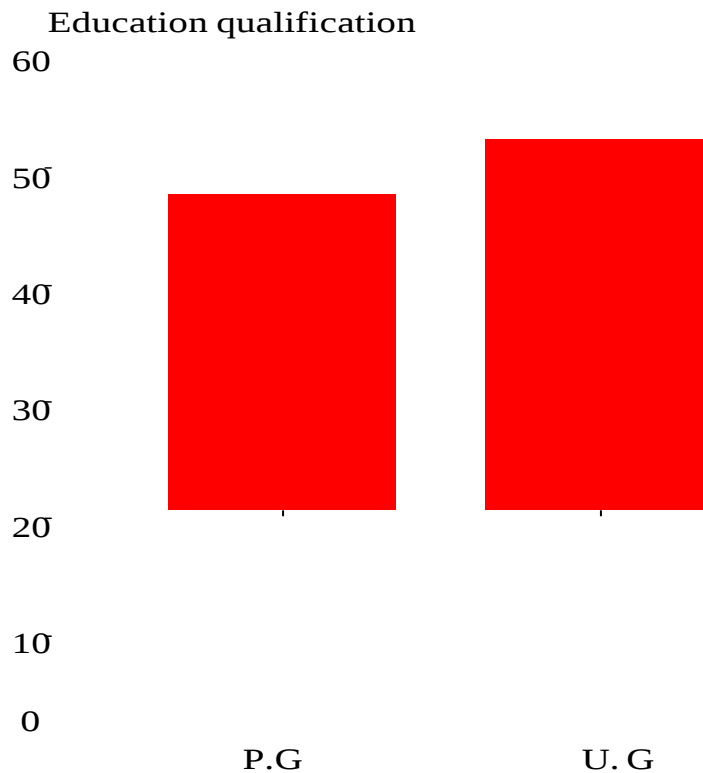
The bulk of workers enjoyed their time spent working for the company.a few of thoseworkers are opposed to it.

Table No: 3

Education qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	P.G	46	46.0	46.0	46.0
	U.G	54	54.0	54.0	100.0
	Total	100	100.0	100.0	

Chart No: 3



Education qualification

A whopping 81% of workers were in favour of the most generous offer to further their careers, while only 16% were against it.

FINDINGS:

The descriptive statistics table helps us to derive satisfaction level of employees on various factors: The respondents are satisfied with the environment and nature of work factors as their mean value is near to 2.50

The respondent's relationship with the superiors and colleagues are quite good as their mean value is 2.36 is an agreeable level.

The Respondents are not provided with proper welfare facilities that's the reason the mean value is quite high at 3.46 levels which is disagree level.

SUGGESTIONS

Company should do changes in terms of authority & freedom.

Company should abate the work load.

Company should increase the level of salary and Benefits.

Company should provide best level of training to employees.

CONCLUSION

Panyam Cements & Minerals Industries limited is one of the India most dynamic and successful company which has already attained ISO 9000 certification for quality management and ISO 14001 certification for environment management.

It was really worth doing in this company as this project has raised my knowledge, about various employee welfare during six week period of my project and giving an exposure towards corporate world.

According to my study and analysis in the end I would like to conclude my project that overall employee benefit programme was at satisfactory level even there are few modification (as suggested) are needed which would make the employee benefit programme more effective and productive.

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