

# The Study of Employees' Welfare Activities and Benefits in Fertilizer and Chemical Industries

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**Abstract:** An attempt has been made to bring on surface the functions of HRM evaluations of the HR practices of fertilizer and chemical Industries. Here, the study is conducted for basic general and specific functions which involve areas of employment safety, wage and salary, benefit schemes, community relations and advice and counseling of the employees. Especially, the employee welfare activities and benefits are usually given to the employees in order to tempt them to remain in the organization to provide employees social security and to reduce absenteeism and labour turnover. This research paper also focuses on the different kinds employee welfare activities and benefits offered to the employees of chemical and fertilizer industries.

It is a realized fact that in today's upcoming industries to survive and compete with the outside world, the employees needs to be taken care of by giving them all kinds of benefits and services. **"Employees are the most valuable assets for any industry because they generate competitive advantage by all means. It is the moral responsibilities of the occupier to realize this fact and be successful and ahead of others"**.

**Key Words:** Benefits, Employee Welfare, Employees' Welfare Activities and benefits

## 1. INTRODUCTION:

Human resource management has received tremendous attention in recent years. Its role in the organizations has also undergone a substantial change and many organizations have gradually -oriented themselves from the traditional personnel management to a human resource management approach; although many see it as the "old wine in the new bottle." The basic approach of HRM is to perceive the organization in totality. Its emphasis is not only on production and productivity but also on the quality of life. It seeks to achieve the fullest development of human resources and the fullest possible socio-economic development.

The last phase of the HRM process is the maintenance function. As the name implies the objective of this phase is to put into place activities that will help to retain productive employees. When one considers how job loyalty of employees has declined in the last decade-brought about in the past by management responses to leveraged buyouts, mergers, acquisitions, downsizing, changing family requirements and increased competition-it is not difficult to see the importance of maintaining employee commitment.

Human Resource Management must also realize that any problem faced in his or her personal life will ultimately be brought into the work place. Employee assistance programmes will help individuals deal with stressful life situations is needed. Such programs provide many benefits to the organization while simultaneously helping the affected employee.

## 2. HISTORY OF EMPLOYEES BENEFITS:

It is now accepted by all that the responsibility of employer is to see that the life of employees does not become dry and boring. They are not who live among a number of inconveniences and difficulties but the employers need to make arrangements so that the employees get some of the facilities and comforts of modern life. Initially, it was a new idea and employers believed that it is their duty to pay only wages. However due to impersonal relation that developed in modern industrialization class-war developed between employers and employees and it was felt that something more than paying wages is required. It was felt that an employee is not something 'He is human being' He has also feelings, desires, and ambitions and hence there should be a human touch in dealings with him. This was realized by employers during and after **World War1**. The thinking that all needs of employees are not satisfied by only paying wages to employee, but some extra facilities should also be provided to employee is the outcome of this realization.

The problem of industrial disputes and requirement of industrial peace have necessitated the fact that employees should be satisfied as much as possible, the work should be more and more pleasant and job should be attractive to the maximum extent. Now a day's merely the payment of suitable, efficient and timely wages is not sufficient to satisfy the employees. The idea of 'welfare state' has given the birth to the concept 'fringe benefits' associated with the job.

### **3. DEFINITIONS: BENEFITS**

- Benefits represent an important part of just about every employees' pay; they can be defined as all the indirect financial and non financial payments an employee receives for continuing his or her employment with the company. They include such things as time off with pay, health and life insurance, pensions, education plans and child – care facilities.
- A benefit is a form of indirect compensation also
- Balcher defined benefits as 'any wage cost not directly connected with employees' productive effort, performance, service or sacrifice'
- Cockman describes employees' benefits as "those benefits which are supplied by an employer to or for the benefits of an employee and which are not in the form of wages, salaries and time rated payments".

#### **Rationale for Benefits and services**

Employee benefits and services act as maintenance in terms of motivation theories. It implies that provision of benefits and services work as dissatisfiers if not provided but do not stimulate employee for higher performance if provided. Therefore, the question arises: what is the rationale behind providing benefits and service? The answer of this question involves the analysis in a much wider context than merely the organizational context, it has to be analyzed both in social as well as organizational contexts.

#### **SOCIAL CONTEXT**

Every society takes care of its members by providing some kinds of benefits. The value and form of benefits depend on the economic conditions of the society. The basis logic behind such benefits is that members of the society will enjoy comparatively better lives as compared to what they can enjoy in the absence of these benefits. The objective is not necessarily to make them more efficient to work. Therefore, every country adopts the concept of benefits in its frame work which governs the country. For example, Constitution of India provides in its Article 43 that "all workers should be given living wage, conditions of work ensuring decent standard of life and fuller enjoyment to social and cultural opportunities". Various benefits and services provided to the employees serve this purpose.

#### **ORGANISATIONAL CONTEXT**

Since every organization of a society is not similar to others each organization adopts its own approach in providing the benefits to employees. The organizations which adopt philanthropic approach provide more generous benefits and services. In general from the organization's point of view, the objectives of benefits and services are as follows:

- 1) To maintain parity with the general practices adopted by other organizations in the same geographical area or industrial sector.
- 2) To provide community and commonly shared services which employees cannot provide individually.
- 3) To create better image of the organization so as to attract and retain competent employees.
- 4) To increase morale and work life of employees so that they can concentrate on their jobs.
- 5) To satisfy the trade unions by providing benefits and services to employees.

#### **4. BENEFIT PROGRAMMES FOR MANAGEMENT**

Special contributions and policies apply to the benefit programmes for the management, for which a different benefit structure is provided because of the fact that many legal considerations do not operate in their case. For instance, management personnel do not receive overtime allowance or payment, nor are they governed by trade union considerations or agreements. Managers generally are not entitled to, nor do they expect, many of the benefits and services to which employees in general are entitled. However, management personnel are generally required to contribute in part to their insurance, gratuity, pension and provident fund. Tax exemptions become more important and meaningful for them as they advance in the management hierarchy.

The HR department is generally responsible for the coordination of the plans for the administration of these benefits and services. For this purpose, it seeks the advice of the various departments, calls for their suggestions and anticipates the emergence of possible problems. The final approval of the plans are formulated for the management personnel, however, it is the prerogative of the top authority of an organization.

#### **5. LIMITATIONS OF BENEFIT PROGRAMMES**

Many problems arise when these programmes are adopted and administered. They are:

##### **1) Charge of Paternalism:-**

When too many benefits and services are offered to employees, a feeling develops that employers are playing the role of parents and the workers are looked upon as their children. Moreover the latter sometimes develop the feeling that these benefits are their "right" – which is not really so

## **2) Excessive Expenditure:-**

The administration of these benefits and services is a fairly costly affair, involving large outlays of direct and indirect financial expenditure and often involves a great deal of paper work.

## **3) Fads Become Fashionable:**

With the introduction of these benefits and services in one company, other concerns are provoked to introduce them as well. Credit unions and Severance pay are examples of benefits which were once considered to be novel but are now common place in industry.

## **4) Maintenance of the least productive workers:**

An increase in benefits and services, employees, particularly when they are not very productive tend to stick to their jobs and are not interested in changing them.

## **5) Neglect of other personnel function :-**

When a management becomes more concerned about the provision and administrative of benefits and services, it often pays very little attention to other aspects of HR programmes over- emphasis on these benefits and services may often develop a concern among the employees for their future security rather than for their present productivity.

The relationship between a company's benefits and services programmes and employees' motivation for increased production is somewhat weak.

## **6) Administration of Benefits and Services:-**

Organizations fumble while administrating employee benefits and services. Organization has seldom established objectives, systematic plans and standards to determine the viability of the programmes. The main problem is the lack of employee participation. Managers too take little interest in the benefits programme and trade unions are almost hostile to the scheme. Managers are not even aware of the organization's policy towards benefits and their contribution to the quality of corporate life. Trade union entertains a feeling of alleviation as the benefits are likely to erode their base.

## **6. EMPLOYEES' WELFARE ACTIVITIES AND BENEFITS**

### **Concept:**

What is benefit? The term "benefits "has been in vogue in Indian industry since long. It is called by various names such as fringe benefits, wage supplements, supplementary compensation, non-wage benefits, indirect benefits, hidden payment etc. However, the term 'fringe benefits' has become a catch word and has been more common in practice. In this era of greater personal responsibility and demographic changes, government, employers and individuals are changing their approaches to financial security and how it can be maintained through employee benefits.

Here some thinkers have tried to draw a line of distinction between benefits and services. According to them, the word 'benefits' applies to those items for which a direct monetary value to the employees can be ascertained. Holiday pay, pension, medical insurance etc. are examples of such benefits. The word 'services' on the other hand, refers to such items whose value in monetary term cannot be ascertained. The examples of such items are housing, medical examination, legal aid, athletics etc. However, both terms, that is, benefits and services have been used as interchangeable or synonymous.

Employee benefits are potentially important and useful instruments of a company's personnel and social policy. They have grown in importance and variety over the past few decades. When an organization is designing its overall compensation programme, one of the critical areas of concern is the benefits package. Today's workers expect more than the daily wage or salary from their employer. They want additional payments that will improve and enrich their lives. They also expect certain tangible benefits over and above the compensation. These benefits may confer financial protection against such risks as illness, accident, unemployment and loss of income due to retirement. They may provide extra leisure, extra income and a better work environment. Some benefits help to fulfill the social and recreational needs of the employees. These benefits are offered to employees regardless of their performance levels and to some degree without regard to their productivity. However, their absence may leads to worker discontent. Employers offer benefits to attract and retain their employees. If an organization expects to get the best, then it must pay the best.

Benefits that have no relation to employment or wage should not be regarded as fringe benefits, even though they may constitute a significant part of worker's total income.

## **7. MEANING: EMPLOYEE BENEFITS AND SERVICES**

Employee benefits and services are alternatively known as fringes, service programmes, employee benefits or hidden payroll. Benefits and services, however, are indirect compensation because they are usually extended as a condition of employment and are not directly related to performance. The word fringe is not appreciated by management practitioners on the ground that now a day's benefits and services constitute substantial labour cost

for any organization. They are no longer mere fringe costs or fringe items. They are important to managements, employers and unions alike.

Fringe benefit costs are becoming a real cost of business. Management is concerned with attracting and keeping employees, whose performance meets at least minimum levels of acceptability, and at keeping 'absenteeism' and 'turnover' to tolerable levels. The provision of benefits and services can be and are important in maintaining the employees and reducing or keeping turnover and absenteeism low. It is important to note that 'financial' incentives are paid to specific employees whose work is above standard. Whereas employees benefits and services' on the other hand, are available to all employees based on their membership in the organization. The purpose of such benefits and services is to retain people in the organization and to stimulate them to greater effort and higher performance. The faster loyalty it acts as a security base for the workers.

## **8. APPROACHES TO EMPLOYEE WELFARE:**

- **Paternalistic Approach:**

From the humanitarian point of view, it is believed that workers have a right to live life of reasonable comforts and amenities and it is the employers' moral duty to provide such facilities. Some call this "Paternalistic Approach" as the employer is considered as a parent and they provide facilities as a moral duty. Progressive employees believe that they should undertake welfare activities. But this approach is not acceptable a modern time, as under this approach, workers are considered as coming from inferior social category and welfare activities are undertaken as being charity. The attitude of the employer was, "look I have done so much for you, now you should respect me and be loyal to me." Hence this approach has now become out dated.

- **Industrial Efficiency Approach:**

The economic approach believed that the employer does not do welfare activities out of mercy or as a charity, but out of self interest. The efficiency of the workers improve due to favourable environmental conditions and improvement in working life of workers. This approach is known as "industrial efficiency approach". Proper living place, canteen providing nutritive food, recreational facilities available after day's hard work would help the worker to keep good health and keep his morale high. Ultimately this would lead to increased production, better quality, lower labour turnover and increased profit. However, this approach too is not now accepted as it is provided by employers with ulterior motive.

- **Social Approach**

The third approach is a social approach. Here employee welfare is provided out of any ulterior motive or out of mercy, but is a part of social welfare. "When the worker feels that the employer and the state are interested in his day to day life and would like to make his life happier in every possible manner, his tendency to growl and grumble will steadily disappear."

In India, the workers have to work for long hours under unhealthy surroundings and thereafter they have no means to recreate. Removed from their own village and thrown into a strange and uncongenial environment, they are liable to become easy victims of drinks, gambling and other vices. Employee welfare would go a long way in preventing these evils. It increases the productive efficiency of the workers and infuses in them a new spirit of self-realization.

## **9. FACTORS INFLUENCING EMPLOYEE BENEFITS AND SERVICE PROGRAMMES**

A "tripartite" concept of individual protection has developed in recent years. First, every individual is expected to be atleast partially responsible for his own present and future well-being. Second, Industry is now expected to protect its workers from the hazards of life. Finally, the government is involved in supporting and financing workers assistance programmes. The contribution of these three parties varies in accordance with the nature and purpose of the various employee benefits and services programmes.

A number of factors influence the decision to step up a particular employee benefits and service programmes. According to Nielson, the criteria governing such a programme are:

- a) Cost
- b) The ability to pay
- c) The needs of the employees and their contribution in improving productivity
- d) The bargaining strength of the trade union
- e) Tax considerations
- f) Public relations
- g) Social responsibility
- h) The reactions of the employees



## **10. IMPORTANCE OF BENEFITS AND SERVICES**

Nearly every organization in our country provides benefits and services to its employees. These fringes continue to grow its importance. Several reasons are accounted for this trend.

They represent increased earnings to employees. Infact, employees, prefer indirect remuneration to direct pay. Any increase in direct pay only adds to one's taxable income. But most benefits are not taxed and hence are advantageous to employees.

Employer's, too, prefer indirect remuneration to direct pay. Increase in benefits distorts salary structures less and are often easier to explain to shareholders as the social responsibility of the company. Besides, they often involve complex financial arrangements and underwriting so that their true cost may not be discernible by employees or unions.

More than salary structures and financial arrangements, there is a need to attract and retain competent personnel. An employee joins and stays with an organization which guarantees attractive fringe benefits. Besides, vacations along with holidays and rest breaks help employees mitigate fatigue and enhance productivity during the hours actually employees work. Similarly, retirement, health-care and disability benefits may allow workers to be more productive by freeing them of concerns about medical and retirement costs. So, it is quite accurate to state that indirect remuneration may:

1. Mitigate fatigue.
2. Discourage labour unrest.
3. Satisfy employee objectives.
4. Aid recruitment.
5. Reduce turnover and
6. Minimize overtime costs.

Benefits help to build up a good corporate image. Schemes like housing, educational institutions and recreational activities bring benefits to the society at large. In the case of some, benefits are direct. For a religious programme or a sports event or a company school, the company draws its clientele, not only from the employees but also from surrounding communities. In others, such as housing, there are indirect gains in terms of reduced pressure on the limited living accommodation and release of public funds for additional housing programmes. All these have wider dimensions than immediate gains to the employees.

Thus, an organization, with the introduction of benefits and services, seeks to enhance employee morale, remain cost-effective and introduce changes without much resistance.

## **11. AN OVERVIEW OF CHEMICAL AND FERTILIZER INDUSTRIES:**

The Chemical Industries is an indispensable and integral constituent of the growing Indian Industries and remains one of the oldest industry of the nation. The industry is the main stay of the industrial and agricultural development of the country and provides building blocks for several downstream industries, such as Textile, Paper, Paint, soap, detergent, Pharmaceutical varnish etc. The sector as grown from a small scale sector to multidimensional sector, which is taking challenges of globalization. The Indian Chemical Industry has certainly come a long way to hold a recognized position in global map.

The Indian Chemical Industry is standing at a very decisive juncture at present currently, the volume of the industry is equivalent to approximately 3 percent of India's GDP. The industry contributes to 11% of the Total Industry Output. Its obvious that the share of Indian Chemical Industry, presently at \$ 108 billion which is 3% of the global market can rise. This sector can look forward to the annual growth rate of 15% to become a \$330 billion Industry by 2020.

Overall chemical production in Gujarat comprising chemical industries, petrochemicals, pharmaceuticals, rubber and plastic crossed Rs 4,50,000 crore in 2012, up from Rs 65,000 crore in 2001. Investment in industries in the chemical sector grew from Rs 36,000 crore to Rs 1, 50,000 crore in the same period.

As far as fertilizer Industries is concerned India is the second largest consumer of fertilizer and the world's the third largest producers.

Agriculture the backbone of Indian Economy still holds its relative importance for more than a billion people. The Government of India from time to time has taken considerable steps for the upliftment of Agriculture Sector. Here we have analyzed the performance of Fertilizer Industry being one of the vital parts in agricultural production and Government's policy initiatives for the same. Fertilizer in the agricultural process is an important area of concern. Fertilizer industry in India has succeeded in meeting the demand of all chemical fertilizers in the recent years.

India's green revolution in late sixties gave a positive boost to the sector. The sector experienced a faster growth rate and presently India is the third largest fertilizer producer in the world. Fertilizer is generally

defined as "any material, organic or inorganic, natural or synthetic, which supplies one or more of the chemical elements required for the plant growth"

The Indian Fertilizer industry had a very humble beginning in 1906, when the first manufacturing unit of Single Super Phosphate (SSP) was set up in Ranipet near Chennai with an annual capacity of 6000 MT. The Fertilizer & Chemicals Travancore of India Ltd. (FACT) at Cochin in Kerala and the Fertilizers Corporation of India (FCI) in Sindri in Bihar were the first large sized -fertilizer plants set up in the forties and fifties with a view to establish an industrial base to achieve self-sufficiency in food grains. Subsequently, green revolution in the late sixties gave an impetus to the growth of fertilizer industry in India. The seventies and eighties then witnessed a significant addition to the fertilizer production capacity.

Presently there are 57 large fertilizers plants in the country producing Urea, DAP, Complex fertilizer, Ammonium Sulphate (AS) and Calcium Ammonium Nitrate (CAN).

## 12. CURRENT SCENARIO OF INDIAN FERTILIZER INDUSTRY:

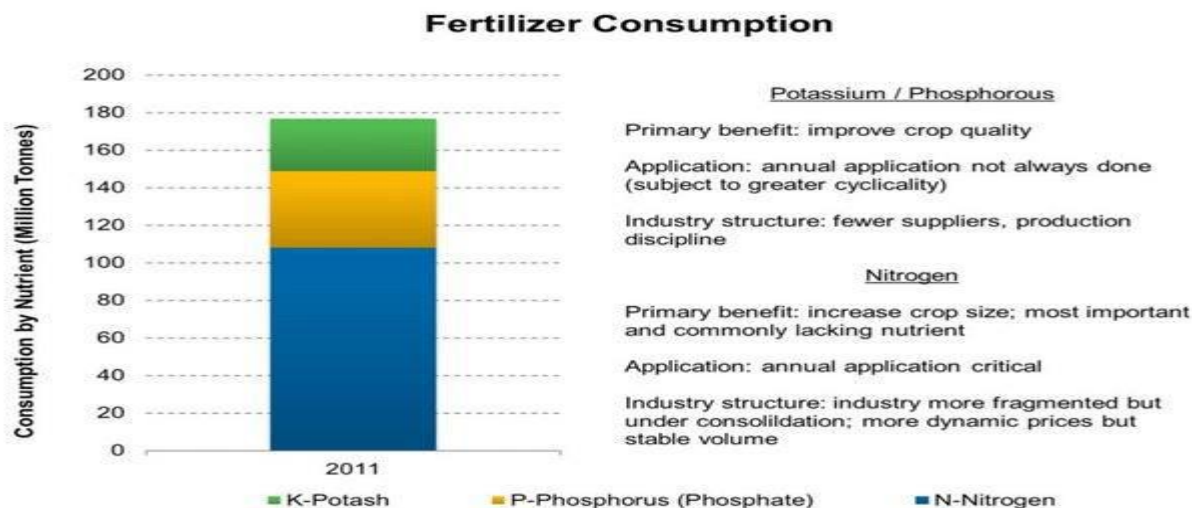
The industrial sector plays an important role in economic development. The government of Gujarat has accorded high priority to industrial development, with the objective of achieving balanced growth and generating large scale employment for youth both in urban and rural areas and hereby, improving the living standard of the people. Gujarat has witnessed impressive industrial growth since its formation as a state in 1960. Share of the manufacturing sector has increased to 37.2% in the gross state domestic Product (GSDP) during 2002-2003 at constant (1993-94) prices, as against 20% in 1980-81.

Agriculture accounts for nearly 1/4th of India's GDP and more importantly, about 2/3rd of the country's population is dependent on agriculture and allied activities for their livelihood. Successive Five Year plans have stressed on self-sufficiency and self-reliance in food grains production and concerted efforts in this direction have resulted in substantial increase in agriculture production and productivity. This is clear from the fact that from a very modest level of 52 million tonnes in 1951-52, food grain production rose to above 206 million tonnes in 1999-2000. Behind India's success story of not only meeting total requirement of food grains but also having their exportable surplus, the significant role played by chemical fertilizers is well recognized and established beyond any doubt.

Fertilizer sector is very crucial for Indian economy because it provides a very important input to agriculture. Moreover the fertilizer industry, specially the ammonia urea plants, is highly energy intensive in their operation. There are wide variations in the vintage of fertilizer plants in the country. It is regulated by government policies administering the price of fertilizer and the production. Natural gas, naphtha, LSLs/fuel oil are used as feedstock for producing urea, Urea production is energy intensive process. Cost of energy varies from 65% to 87% of production costs. Over the years, the industry has improved its energy performance by bringing down the specific energy consumption and improving capacity utilization.

## 13. TYPES OF FERTILIZER:

Fertilizers are used in the agriculture industry to improve the yield (the amount of crop) farmers receive from acreage of land. The three main types of nutrients or fertilizers are nitrogen, phosphate, and potash—with nitrogenous fertilizer industry being the largest fertilizer type, followed by phosphate and potash.



### Current Scenario of Chemical Industry:

In 2011, worldwide, it was estimated that world sales of chemicals amounted to over \$3500 billion. This means every man, woman and child in the world, on average, uses \$500 worth of chemicals a year. Of course the main users of the chemicals are in the developed countries with each person using approximately \$1200 worth of chemicals annually.

Year	2001	2011	2014
Total sales in (billion \$)	1829	3567	3555
China	8.1	26.8	30.4
Europe (EU)	29.8	19.6	17.0
Rest of Asia	14.0	18.8	16.3
North America	27.6	17.1	12.8
Japan	10.7	6.4	4.7
South America	4.5	5.5	4.4
Rest of World	5.3	5.8	1.4

(The geographic breakdown (%) of the worldwide chemical sales in 2001, 2011 and 2014.  
From Facts and Figures, CEFIC, 2016.)

Production in China and other Asian economies is rising rapidly. China itself in the space of just 10 years has increased its percentage share from 8.1 to 30.4. In contrast the proportion has shrunk in Europe from 29.8 to 17.0% and that in North America from 27.6 to 16.3%. It is not as dire for Europe and North America as these numbers suggest as the total sales have increased from \$545 to \$1087 billion. Overall they are taking smaller slices of a much larger cake, but the mass of the slice is still growing. Thus chemical Manufacture has increased by 80% in 20 years but its world share has nearly halved. Nevertheless, the manufacturing core of the industry is now decisively in Asia.

Table 3 shows the sales of the countries which have large sales.

	Sales (billion \$)
China	1222
US	515
Germany	162
Japan	156
South Korea	133
Brazil	87
France	87
India	80
Taiwan	77
Italy	57
Netherlands	55
United Kingdom	44
Spain	43

(Chemical sales in 2014 (billion \$). From Facts and Figures 2016, CEFIC.)

## 14. TYPES OF CHEMICALS

### Basic Inorganic and Organic Chemical Industry

The basic inorganic chemical and organic chemical industry constitutes a major segment of the country's economy. Important chemicals in this category are Soda Ash, Caustic Soda, Liquid Chlorine, Calcium Carbide, and Acetic Acid, Methanol, Formaldehyde, Phenol, Acetone. These are raw materials for industries like detergents, toothpaste, plastics, drugs, petroleum refining etc. 10% of the Chlor-Caustic Plants use Membrane Cell Technology, which will find higher usage, as no new capacities are allowed for the mercury cell process.

### Drugs & Pharmaceuticals

The Indian Pharmaceutical Industry is the largest in the developing world. The industry currently produces a wide range of bulk drugs. In fact, India is currently a world leader in the manufacture and export of basic drugs such

as ethambutol and ibuprofen. 300 bulk drugs & formulation based on them are manufactured in the country. There are 10,000 manufacturing units, of which 290 units are in the large-scale sector, 45 Multi-National Companies (MNCs) have manufacturing bases here.

India is emerging as one of the largest and cheapest producers of Pharmaceuticals in the world, accounting for nearly 8.5% of the world's drug requirements in terms of volume, and ranks amongst the top 15 drug manufacturing countries in the world. India being a signatory to the GATT accord, (and the TRIPs agreement therein) patent protection will be provided under the treaty obligations.

### **Pesticides & Agrochemicals**

India is currently the largest manufacturer of Pesticides in Asia. Second only to Japan. The pesticides demand from the agriculture sector is expected to go up to 97,000 tonnes by the year 2000. More than 60 technical grade pesticide is manufactured indigenously. Some 125 units are engaged in the manufacture of the above and over 500 units are making pesticide formulations. In agrochemical, we manufacture significant quantities of synthetic pyrethroids, such as fenvalerate and cypermethrin, endosulphane, and organophosphate range of agrochemicals, including monocrotophos. India is also a dominant producer of isoproturon, a weedicide accounting for nearly 25% of the world-wide production

### **Petrochemicals**

The petrochemical industry of India is less than 40 years old. The sector has a significant growth potential. Although the current per capita consumption of petrochemicals products is low, the demand for the same is growing : 10% during the Sixth Plan, 13.2% during the Seventh Plan, 25% expected during the Eight Plan. Plastics is of core importance as they represent a safer and more energy efficient alternative.

### **Dyes & Pigments**

There are about 50 units in the organized sector and about 900 units in the small-scale sector.

#### **The Installed Capacity:**

37,000 MTA Organized Sector

10,000 MTA Small Scale Sector

Nearly 80% of the dyes manufactured are utilized by the textile industry, with the balance going to into paints, printing inks, rubber & leather.

### **Fine & Specialty Chemicals**

70% of the Fine Chemicals produced in India find their way into the Pharmaceutical and Agrochemical sectors. Performance chemicals geared to customer need are being developed locally particularly since there is growing demand for Speciality chemicals like Sunscreens, Antioxidants, Biocides, etc. Manufacturers of Fine Chemicals and specialities have major strengths in basic research facilities available with CSIR laboratories such as NCL, IICT & RRLs as also corporate R & D centres. This ensures that development of process know-how; plant process design and engineering , detailed engineering design, commissioning assistance and even consultancy for re-engineering are available at low cost.

### **Fertilizers**

The Indian fertilizer industry has emerged as the fourth largest producer of fertilizers in the world after China, USA, and Russia. Nitrogenous and phosphatic fertilizers are produced indigenously, while requests for potassic fertilizers are met through imports.

India has achieved near self-sufficiency in the inputs for the production of nitrogenous fertilizers, but for the production of phosphatic fertilizers, the country continues to rely on imports of raw materials (rock phosphate and sulphur and for intermediates such as phosphoric acid).

## **15. LIST OF EMPLOYEE WELFARE ACTIVITIES OFFERED IN CHEMICAL AND FERTILISER INDUSTRIES**

A comprehensive list of welfare activities on labour welfare into two broad groups, namely:

1. Welfare measures inside the work place
2. Welfare measures outside the work place.

#### **Welfare Measures inside the Work Place**

##### **a) Conditions of the work Environment**

- Safety and cleanliness: attention to approaches.
- Housekeeping
- Workshop sanitation and cleanliness.
- Control of effluents
- Convenience and comfort during work
- Distribution of work hours



- Workmen's safety measures
  - Supply of necessary beverages
  - Notice Boards
- b) Conveniences
- Provision of drinking water
  - Urinals and bathrooms
  - Provision for spittoons
  - Canteen services
  - Rest rooms and reading rooms
- c) Worker's Health Services
- Factory health center
  - Dispensary
  - Ambulance
  - Emergency aid
  - Health education
- d) Women and Child Welfare
- Services Crèche and child care
  - Separate services for woman workers
  - Family planning
- e) Workers' recreation
- Indoor games; strenuous games to be avoided during intervals of work
- f) Economic services
- Co operatives, loans, financial grants
  - Thrift and savings schemes
  - Un employment insurance
  - Profit sharing and bonus schemes
  - Gratuity and pension
- g) Labour management participation
- Formation and working of various committees
  - Workmen's arbitration council
  - Research bureau
- h) Workers education
- Reading room
  - Library
  - Adults education
  - Daily news review
  - Factory news bulletin

## **2. Welfare Measures outside the Work Place**

- a) Water, sanitation, and waste disposal.
- b) Roads, lighting, parks, recreation, playgrounds.
- c) Schools: nursery, primary, secondary and high school.
- d) Markets, co operatives, consumer and credit societies.
- e) Bank
- f) Transport
- g) Communication: post, telegraph and telephone.
- h) Health and medical services: dispensary, emergency ward, outpatient and in-patient care, family visiting, family planning
- i) Recreation: games; clubs; craft centers; cultural programmes
- j) Watch and ward; security.
- k) Administration of community services and problems.

Welfare facilities may also be categorized as (a) intra- mural and (b) extra-mural

### **Intra-mural facilities**

Intra-mural activities consist of facilities provided with in the factories and include medical facilities, compensation for accidents, provision of crèches and canteens, supply of drinking water, washing and bathing facilities, provision of safety measures, activities relating to improving conditions of employment, and the like.

### Extra-mural facilities

Extra-mural activities cover the services and facilities provided outside the factory such as housing accommodation, indoor and out door recreational facilities, amusement and sports, educational facilities for adults and children, and the like. It may be started that the welfare activities may be provided by the employer, the government, non-government organization and the trade unions, while, what employees provide will be started later; the activities undertaken by other agencies are mentioned here.

### 16. LIST OF BENEFITS OFFERED BY CHEMICAL AND FERTILISER INDUSTRIES:

In chemical and fertilizer industries these are the few benefits offered by the employers.

- Automobile and Residence Insurance
- Health Insurance
- Health Advocate
- Dental Insurance
- Vision Insurance
- Long Term Disability
- Life Insurance
- EAP (Employee Assistance Program)
- Smart Benefits Program (Metro)
- 2017-2018 Paid Holidays
- Annual Leave (Vacation)
- Sick Leave
- Leave of Absence for Members of the Military
- Retirement Plan
- Tuition Assistance
- Faculty/Staff Meal Plans
- Flexible schedules
- Flexible Spending Accounts or Health Savings Accounts

### 17. CONCLUSION:

Employee welfare and benefits raise the company's expenses but if it is done correctly, it has huge benefits for both employer and employee. Under the principles of employee welfare and benefits, if an employee feels that the management is concerned and cares for him/her as a person and not just as another employee, he/she will be more committed to his/her work. Other forms of welfare and benefits will aid the employee of financial burdens while welfare activities and benefits break the monotony of work.

An employee who feels appreciated will be more fulfilled, satisfied and more productive. This will not only lead to higher productivity but also satisfied customers and hence profitability for the company. A satisfied employee will also not go looking for other job opportunities and hence an employer will get to keep the best talents and record lower employee turnover.

During employment, the offered benefits will determine whether an employee commits to an organization or not. As such, good employee welfare activities and benefits enable a company to compete favorably with other employers for the recruitment and retention of quality personnel.

It is a realized fact that in today's upcoming industries to survive and compete with the outside world, the employees needs to be taken care of by giving them all kinds of benefits and services.

**“Employees are the most valuable assets for any industry because they generate competitive advantage by all means. It is the moral responsibilities of the occupier to realize this fact and be successful and ahead of others”.**

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