

A STUDY ON EMPLOYEE WELFARE MEASURES AT HERO MOTOCORP (with reference to selected dealer outlets in hyderabad)

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ABSTRACT:- Unquestionably, an industry is not a place where employers and employees compete with one another to get the greatest bargain. The main problem with employee welfare is that it may be far more beneficial for management and staff to work together as partners in the company and to be aware of one another's challenges. It is sincerely believed that the welfare idea would help the business community handle social challenges and improve human wellbeing. It will support it in maintaining friendly working relationships and a more durable industrial harmony. Retention, motivation, and a decrease in social evils are among the beneficial consequences of employee health that are most prevalent. In the contemporary world, HR is the most important department. The health and safety of the employees inside the firm used to be the responsibility of the HR managers, but as competition has increased, the staff at HERO MOTO has taken on the duty of providing ideas and business development for a range of enterprises in order to assist them flourish. Success in the human resources industry, which mostly depends on the wellbeing of the organization's employees, requires having easy access to information. The relevance of welfare policies has increased inside a company and they now serve as a social responsibility for the company. Because of the intense rivalry brought on by liberalisation and free trade, a company's basic survival is put in peril.

Key words: Human welfare; industrial peace; liberization; free trade.

INTRODUCTION

Government assistance to the employee and his family is a possible purchase and also a means of obtaining appreciation and consistency from representatives. Help from labor authorities is an extended term with administrative agencies, blessings and special offices provided by the business enterprise. The main motivation behind helping labor agencies is to improve the lifestyle of the representatives and keep them happy and cheerful. Government-supported workplaces allow employees to lead a more enjoyable and luxurious life. It increases the accommodation expectations of participating workers by easing the burden on their pockets. Government aid involves being admirably better, more progressive, or attuned. It is a complete period and alludes to a person's deep physical, mental, moral and

deep prosperity. Furthermore, the term government assistance is a relative, relative term in terms of lifestyle. Therefore, it varies over time, from region to region and from US to US. The help of agencies is a great attitude in each branch because some additional motivation allows professionals to pursue a respectable way of life. There are a number of workplaces that are tied to government representative support, particularly focal agencies, corporate employee businesses, and other welfare organizations. Government aid agencies can also be classified into two categories:- Internal Appearance

In order to get the first class of workers in the creative problem, the working conditions need to be strengthened to a large extent. The workplace must provide amenities that are appropriate to the essential needs of workers.

NEED FOR THE STUDY

- ✧ The reason for the review is to understand the help of Hero Motocorp government representatives in some branches of Hyderabad.
- ✧ Human resource management facilitates understanding between representatives and management, thus providing better benefits to the government assistance to employees.
- ✧ The management of human resources facilitates the achievement of masculinity or femininity and hierarchical goals.
- ✧ This approach has attracted the attention of today's professional executives or the like.
- ✧ Through familiarity with measurement support agencies, this project was able to make relationship and harmony today.

OBJECTIVES OF THE STUDY

- ✧ Focus on the idea of support from agencies/artists and recognize unique estimates of support from prison and non-judicial authorities within organisations.
- ✧ Focus on Government Aid Offices issued to Representatives through HERO MOTOCORP.
- ✧ Focus on how unions empower workers by identifying and responding to their unsatisfactory needs.
- ✧ Offer attractive proposals and measures to move forward.

SCOPE OF THE STUDY

- ◆ The review includes a dissection of government-supported consulting assignments in HERO MOTOCORP Pvt. Ltd. The scope of the overview is limited to the statistics collected from the original company.
- ◆ Evaluation is done by obtaining a complaint form from Human Resources and representatives of HERO MOTOCORP
- ◆ Consulting Agency Aid Study conducted in Dilsukhnagar, Madhapur, and Erragadda at HERO MOTOCORP Hyderabad's workplace
- ◆ Optional research and exploration carried out will provide information about the sports authorities within the company as well as to the workers
- ◆ This quiz is intended to provide valuable insights to HERO MOTOCORP management on employee empowerment to help win the company.

RESEARCH METHODOLOGY

To stop the test, important and ancillary data have been accumulated. Observational and evaluative research approaches were applied to obtain the essential data. Significant facts have also been accumulated from relevant records and various attribution sources. The accumulated information is later characterized, classified, studied, and deciphered. Information collection:

There are many types of statistics first.

1. Main profile
2. Secondary information

Essential stats

Essential facts are generated by statistics and provide the most up-to-date data and provide much greater accuracy and reliability. • There are special access points to get important logs, such as message previews, character reunions,

Field assessment, chart exploration and sensing methods, etc. • The big picture involves the highest level of critical information, accumulated through male or female customer-facing structures. Strategies that can be applied to a wide range of key statistics are:

Ancillary statistics

The supplementary facts are the records that have been delivered. It is now convenient for its use and recovery time. Supporting data sources in the letter are distributed market reviews, government distributions published research papers, and domestic sources, for example, offers, record orders, feedback customer statements and other company reports, etc. The overview is also less based on optional statistics. degrees, accumulated through incoming supply. Techniques that can be used to collect elective records are:

Distributed assets: There are many public institutions and global corporations, which collect and distribute measurable records related to business, changes, paintings, fees, usage, referrals, etc. The distributions of these specific associations are valuable sources of information about choice. Unpublished assets: Information recorded by proprietary companies or trading companies that prefer not to provide their statistics to an outside company is known as an undisclosed source. Mandatory not yet announced.

TECHNIQUES OF ANALYSIS

Ancillary sources are taken into account:

- ✓ Location
- ✓ Diary
- ✓ Annual report
- ✓ Design check:

An instance configuration is a limited association to get an instance from a given set. Simple anomaly test used for this review

Test scale:

The number of test devices selected from the set is called the instance size. For this preview, an example of 50 respondents was evaluated by Hero Motocorp customers at select stores. Search Results:

A lot of time was spent collating the review's findings. Findings must be expressed. These findings were also reviewed with Hero Motocorp's monitoring team at selected stores for a side view.

PERIOD OF THE STUDY

Each study has its very own limits concerning method and on hand property for its direct. For the formerly noted observe, the period of 45 DAYS have been handling it from the date 15-April- 2022 to 30-May-2022.

LIMITATIONS

- The exam changed into confined to simply HERO MOTOCORP vicinity of Hyderabad locale.
- The respondents might not have communicated regions of strength for them sentiments about the strategies, which brings approximately the mistake of focal propensity

- A part of the representatives had been hesitant to present the unique facts anticipated to the mission
- Scarcely any respondents were hesitant while addressing the inquiries □ The time was additionally one of the preventions within the examination
- A large records changed into now not there because of privateness engaged with it.
- Precision of the overview is restrained due to the workable inclination of the respondents

REVIEW OF LITERATURE

- A Saravanakumar and DR.S.

In their 2020 publication,

It is crucial to do research on the health, safety, and welfare of employees in private sector. The company has sufficiently ensured health and safety, according to Coimbatore City. But some other points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures.

The term "welfare" refers to a person's state of mind, body, and emotions.

In order to improve welfare in the future, management will need to consider the demands of the workforce.

- P.V.Satyanarayana (1997)

According to the Satyanarayana, the employee welfare and their Impact on QWL provided by the Sugar companies declared that improved quality of work-life in the organization among the employees increases their involvement in the job and results in increased productivity of the organization. To Maintain a smooth relationship between workers and management employee welfare is important.

- Harikrishnan (2014)

An employee who is wellfed, well clothed, and content is a valuable asset to the company, according to Harikrishna's research

Employee Welfare with the Special Reference to Rubber Board of India. He doesn't lose manhours due to absences, strikes, etc., and he has a strong sense of loyalty to the company where he works. Other resources become significant when employees are happy. This study's findings support the notion that Rubber Board is keen to offer social services to the people who work on its plantations. Group Insurance Cum Deposit Scheme, Medical Attendance Scheme, Sanitary Subsidy Scheme, and Housing and Sanitary Subsidy Scheme must all be offered by every organisation.

- David, A Decenzo (2001) and Stephen P.Robbins

Concurring to them, the legitimately required benefits and administrations incorporate social security premiums, unemployment recompense, workers' remuneration, and state inability programs. They felt that the fetched of the deliberate benefits advertised shows up to be expanding.

- Michael (2001) in his book, "Human Asset Administration and Human Relations" said that the arrangement of intra-mural and extra-mural welfare offices offer assistance in progressing the quality of worklife of employee's subsequently great human relations will create among diverse cadres of workers.

DATA ANALYSIS AND INTERPRETATIONS

To analyze employee welfare measures at Hero MotoCorp percentage analysis has been done, according to the respondent's responses following is the table of summarization responses

Table representing the statement and responses of employees

Sl.no	Statement	Response
1	Respondent's Age	44% of the employees are age group between 29 to 32.
2	Work experience	40 % of the employees are 5 years of experience
3	What is your first objective in the company?	60 % of employees are from 0 to 1 year experience
4	Mainly the company is focusing on which welfare activity?	60 % of the employee's income 10,000 to 20,000
5	Are you satisfied with the welfare activities conducted by company?	40 % of high productivity in output
6	Does the welfare activity will affect the productivity of organization?	56% of employees, company is providing good allowance
7	What is your opinion regarding working conditions in the organization?	70% of employees are satisfied with their work
8	What according to you can be done to increase productivity?	84% of employees are affective with the organization
9	What is your opinion regarding the leave structure in the organization?	44% of the employees responding excellent
10	How frequently you take rest in between working hours?	44% of employee opinion is organization is providing good working environment
11	Do you move out of work place due to suffocation or other disturbance?	44% of the employees respond excellent leave structure
12	What do you opinion about uniform in your organization?	62% employees are choosing for 5-15 mins
13	What is your opinion about recreational facilities in your organization?	30% employees' option is "Yes"
14	How actively workers participate in workers participation programs?	56% employees respond with excellent.
15	Why would you select this organization to work?	40% employees respond with excellent.

FINDINGS

- Greater part of the respondents as an example people are in the age amassing of 29-32 years Greater part of the respondents (40%) are with an stumble upon of over five years and 36% are 3- 5 years of involvement
- 60% of respondents feel that there have to be a 0-1 years revel in for gambling out a venture in HERO MOTOCORP
- 60% of the respondents are in the higher pay accumulating of greater than Rs. 10,000 pay eachmonth
- 40% are saying that the High efficiency is the aim of the corporation
- 56% are pronouncing that agency is zeroing in on giving extraordinary recompenses, 28%experience that Good work area
- 70% of representatives are happy with the authorities help physical activities led by theorganization
- 86% are announcing that representative government help will influence the performance of association
- Greater part of the representatives experience that the functioning circumstances are first-rate inside the business enterprise
- fifty six% of respondents, addressing 28 people, stated that that leave structure is incredible in the organization environment

SUGGESTIONS

- As indicated in the overview presented, the association must pay attention to the proposed angles with the help of consultants. Next are the upgrades the association needs to make in order for the consultation to be successful.
- There must be a permanent presentation of government relief measures for number one departments, in such a volume that each department will recognize relief measures by the competent authorities
- Inspirational plans must be created, to excite workers
- The instructional workplace needs to take it to the next level|Must legally mark parts
- The sports workplace needs to take it to the next level
Some additional benefits should go to women's groups
- The association's ideal, spotless and quiet time allows tracking of performance and performance strength among representatives
- The most common way to leverage work in support of special authorities is extremely important and therefore it tends to be leveraged in the next major cycle
- Seasonal approvals from specific authorities supporting the office should be reduced.
- New workplaces must be moved to the highest places through an early pass initiated by the operator.

CONCLUSION

Image caption MOTOCORP is a business enterprise of money regulators located in Hyderabad, India and began its mission in 2007. The organization has an impressive group of academics to lead the public. and make advanced agreements. He has a large organization and contacts in various companies across India. Here, the representatives are treated with more respect and manage their workers remarkably. In any case, when it becomes useful, some hits are no longer enough to perform. In any case, the company is very satisfied. After completing my test, I came here and found that some citation reps were not happy with the desks hosting them. Either way, they really want an ever-increasing amount of office space. Because of this explanation, when they have been charged for the past two years, they can hope for something else and more places to work. With the actual association potentially absorbing the ideas put forward by the representatives and implementing some of the smartest thinking, worker frustration levels can be reduced. Affiliates must fulfill additional orders in connection with the help of the competent authorities of the representatives and ideas that are put forth using them. There should be a periodic review of the implementation of government aid measures for alignment.

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