



Employee Welfare and Social Security; A Study of Select Cement Units in Andhra Pradesh and Telangana.

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ABSTRACT

Social security is one of the main components of labour welfare. Labour welfare refers to amenities, services, and facilities provided to the employees by employer that improve their working conditions as well as their standards of living. Employee welfare is a benefit provided by entrepreneurs to protect not only the employees, but also their family members through financial security, including health care. Social security envisages that the employees shall be protected against all types of social risks that may cause undue hardships to them. Employees play an important role in the industrial development of a country. The human resource managers are really concerned with the management of people at work. Hence, it is necessary to secure the cooperation of labour or the employee force in order to increase production and to earn more profits. In the new developed economy, the freedom of the workers as human beings has been exposed to new dimensions of invasions and controls. To dispense with unsatisfactory economic situations in the labour field, controls through State regulations have become necessary. The main objective of the present study was to inquire into the employee welfare and social security measures provided to employees in the select cement units of Andhra Pradesh and Telangana states.

KEYWORDS

Employee welfare, Social Security Measures, cement units, social risks.

Introduction

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also 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. Through these generous benefits the organisation makes life worth living for employees. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare measures helps in maintaining the morale and motivation of the employees high so as to retain the employees for longer periods. This welfare need not be in monetary terms 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. The following are the features of employee welfare:

- Employee welfare is a comprehensive term including various services, facilities and amenities
- Provided to employees for their better living, Welfare measures are in addition to regular wages and other economic benefits available
- Employees under legal provisions and collective bargaining. The basic purpose of employee welfare is to develop the lot of the working class and thereby developing a sense of belongingness
- Employee welfare is an essential part of social welfare. It involves adjustment of an employee's work life and family life to the community or social life.
- Welfare measures may be both statutory and voluntary.

The concept of Labour welfare is elastic and flexible and differs widely with regions, time, industries, country, social values and customs, the degree of industrialization, the general social economic development of people and political ideologies prevailing at particular moments. However, the Committee on Labour Welfare (1969) defined the phrase to mean, "Such facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities arrangements for travel to and from and for accommodation of workers employed at a distance from their homes, and such other services, amenities and facilities including social security measures as contribute to conditions under which workers are employed." The concept of labour welfare has received inspiration from the concept of democracy and welfare state. Democracy does not simply denote a form govt; it is rather a way of life based on certain value such as equal rights and privileges of all. The constituents of labour welfare included working hours, working condition, safety, industrial health insurance, workmen's compensation, provident funds, gratuity pensions, protection against in-debttness, industrial housing, rest room, canteens, and crèches wash places, toilets facilities, lunch, cinemas, music, reading rooms, co- Employee welfare measures in Auto sector www.ijbmi.org 67 | P a g e operatives store, playground etc. Employee welfare measures to promote the physical, social psychological and general well –being of the working populations. Welfare work in any industry aims at improving the working and living conditions of workers and their families

Social security is one of the pillars on which the structure of a welfare state rests, and it constitutes the hard core of social policy in most countries. It is through social security measures that the state attempts to maintain every citizen at a certain prescribed level below which no one is allowed to fall. It is the security that society furnishes through appropriate organization, against certain risks to which its members are exposed (ILO, 1942). Social security system comprises health and unemployment insurance, family allowances, provident fund, pensions and gratuity schemes, and widows and survivors allowances. The essential characteristics of social insurance schemes include their compulsory and contributory nature; the members must first subscribe to a fund from which benefits could be drawn later. On the other hand, social assistance is a method according to which benefits are given to the needy persons, fulfilling the prescribed conditions, by the government out of its own resources. Labour welfare activities in India with particular emphasis on the unorganized sector. Although provisions for workmen's compensation in case of industrial accidents and maternity benefits for women work-force had existed for long, a major breakthrough in the field

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of social security came only after independence. The Constitution of India (Article 41) laid down that the State shall make effective provision for securing the right to public assistance in case of unemployment, old age, sickness and disablement and in other cases of underserved want. The Government took several steps in compliance of the constitutional requirements. The Workmen's Compensation Act (1926) was suitably revised and social insurance programmes were developed for industrial workers. Provident funds and gratuity schemes were introduced in most industries, and maternity legislation was overhauled. Subsequently, State governments instituted their own social assistance programmes. The methods of providing social security largely depend upon the resource and needs of the country. Social security legislation in India provides security against loss of earning e.g., industrial accident and diseases, sickness, invalidity, maternity, benefits, retirement benefits and unemployment benefits in certain cases for certain industrial workers. The social security legislation also provides security in cases of (i) Loss of earning of bread winner; and (ii) Death of bread winner. More over it also makes provision to meet special expenses such as funeral expenses, maternity benefits etc., broadly speaking the social security measures adopted in India may be classified into five categories.

1. Workmen's compensation act, 1923
2. Employee's state insurance act, 1948
3. Employees provident fund and miscellaneous provisions act, 1952
4. Maternity benefit act, 1961
5. Payment of gratuity act, 1972.

Company profile

Cement Corporation of India Limited (CCI) is a public-sector undertaking of the government of India. The company was incorporated as a wholly government-owned corporation on January 18, 1965, with the objective of setting up cement units in public sector to help achieve self-sufficiency in cement production in the country. CCI currently has 10 operating units spread over seven Indian states and union territories, with a total annual installed capacity of 38.48 lakh MT. Cement Corporation of India Limited (CCI) was incorporated as a Company wholly owned by Government of India on 18th January 1965 with the principal objective of achieving self-sufficiency in cement production. The authorised

India cements company having a capacity of just 1.3 million tonnes in 1989, the company has robustly grown in the last two decades to a total capacity of 15.5 million tonnes per annum. It has 7 integrated cement plants in Tamil Nadu, Telangana and Andhra Pradesh, one in Rajasthan (through its subsidiary, Trinetra Cement Ltd) and two grinding units, one each in Tamil Nadu and Maharashtra.

UltraTech Cement Ltd. is the largest manufacturer of grey cement, Ready Mix Concrete (RMC) and white cement in India. It is also one of the leading cement producers globally. UltraTech as a brand embodies 'strength', 'reliability' and 'innovation'. Together, these attributes inspire engineers to stretch the limits of their imagination to create homes, buildings and structures that define the new India.

The company has an installed capacity of 66 Million Tonnes Per Annum (MTPA) of grey cement. UltraTech Cement has 12 integrated plants, 1 clinkerisation plant, 17 grinding units and 7 bulk terminals. Its operations span across India, UAE, Bahrain, Bangladesh and Sri Lanka. UltraTech Cement is also India's largest exporter of cement reaching out to meet the demand in countries around the Indian Ocean and the Middle East.

Penna Cement is one of the largest privately held cement companies in India, with an installed cement capacity of 7 Million Tonnes Per Annum.

Founded in 1991, Penna Cement has established itself as one of the most trusted cement brands, with significant footprints

in southern and western India. Our clientele ranges from small house owners to established real estate developers and from various state governments to global construction majors.

REVIEW OF LITERATURE

Binoyjoseph, josephinjodey (2009), studies in the article points out that, the structure of welfare states rests on a social security fabric. Government, employers, trade unions have done a lot to promote the betterment of workers conditions.

* David, A Decenzo (2001) and Stephen P. Robbins in their book, "Personnel / Human Resource Management explained the various benefits and services provided by the companies to their employees. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.

* Michael (2001) in his book, "Human Resource Management and Human Relations" said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employee's thereby good human relations will develop among different cadres of employees.

*Punekar, Deodhar and Sankaran (2004) in their book, "Labor Welfare, Trade Unionism and Industrial Relations" stated that labor welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

*Aswathappa (2010) in his book, "Human Resource Management" discussed the various types of benefits and services provided to employee's in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

NEED FOR THE STUDY:

Welfare benefits are a necessity in every organization today. Employees have to be kept motivated at all times through various measures and activities. This strengthens their sense of belongingness and responsibility towards the company. Social security plays a vital role at the end stage of every human being.

Employees play an important role in the industrial production of the country. Hence, organizations have to secure the co-operation of employees in order to increase the production and to earn higher profits. The co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their employees was to pay them satisfactory wages and salaries. But in present era the total scenario has changed a lot, along with welfare activities, they should implement the social security laws as per the law of country.

The present study focus on operation of employee welfare and social security of select cement units in Andhra Pradesh and Telangana.

OBJECTIVES OF THE STUDY:

Keeping the nature of employee welfare and social security in mind, to be more specific, below mentioned objectives are framed for the study

- To analyse and appraise the opinions, satisfactory levels of employees in relation to statutory and non-statutory provisions provided by the sample cement units.
- To study aspects of social security acts followed by the sample cement units.
- To elucidate employee welfare and social security and draw inferences, suggestions.

HYPOTHESIS:

Keeping in view all the above mentioned theoretical background and objectives, the following hypothesis has been framed.

There is a significant impact on level of awareness and extent of the implementation of the statutory provisions in respect to health, safety and welfare activities.

There is a significant impact on opinions, satisfactory levels of employees in relation to statutory and non statutory provisions provided by the sample cement units.

There is a significant impact on social security acts followed by the organisations.

SCOPE OF THE STUDY:

The present study has been undertaken to study the effectiveness of employee welfare and social security in select cement units in Andhra Pradesh and Telangana.

- Cement units chosen for the present study are:
- Ultratech cement pvt ltd, Tadipatri, Andhra Pradesh.
- India cements pvt ltd, Chilamkur, Andhra Pradesh.
- Penna cement pvt ltd, Thandur, Telangana.
- Cement corporation of India ltd, Thandur and Telangana.

Though the researcher wishes to cover the entire cement units in Andhra Pradesh and Telangana, for arriving at meaningful conclusions, due to paucity of time and other constraints the researcher has decided to limit her area of study only to select four cement units in Andhra Pradesh and Telangana.

RATIONAL IN SELECTING SAMPLE CEMENT INDUSTRY:

Cement industry is one of main sectors which leading for the growth of the nation, it is one of the few industries which are labour intensive, almost hazardous in nature creating ill-health to every employee, so there should be a minimum need to provide health, safety and social security measures.

RESEARCH DESIGN:

A Research design is simply the framework or plan for a study. The design may be a specific presentation of the various steps in the process of Research. For this descriptive design was used. Descriptive research includes survey and fact finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exists at present. Descriptive analysis deals with summary measures relating to the sample data.

SOURCES OF DATA COLLECTION:

The researcher has collected both primary & secondary data for the present study.

PRIMARY DATA:

For collecting the primary data, the questionnaire method was employed. The total data was collected from 444 respondents of select cement units covering minimum 100 respondents in each cement unit. Personal interaction was also made with respondents to explore detailed information.

SECONDARY DATA:

For the secondary data the researcher has collected information from various records of cement manufacturers, websites and journals, company newsletters, company annual reports, reference books etc.,

As the data being primary and secondary, it was collected from respondents. Questionnaire was designed in such a way that it covers all the aspects of the problem under the study and also to know the general information about the respondents. The questions included were closed ended and hence keeps the respondents on the subject and is relatively objective. Utmost care was taken to see that the questions are simple and unambiguous.

TOOLS OF ANALYSIS

The primary data collected through the schedules have been analysed by using simple statistical tools like:

Simple Percentage, ANOVA, Correlation, T-test, weighted average and Regression are sparingly used. The data was also presented with the help of tables and charts.

SAMPLING- SELECTION:

The study has been based on stratified random selection of 444 respondents/employees of the select cement units in Andhra Pradesh and Telangana viz.,

- Ultratech cements pvt ltd, Tadipatri, Andhra Pradesh.
- India cements pvt ltd, Chilamkur, Andhra Pradesh.
- Penna cements pvt ltd, Thandur, Telangana.
- Cement corporation of India ltd, Thandur, Telangana.

The respondents of the select cement units have been divided in to executives, supervisors and worker categorically by covering minimum 100 respondents from each sample unit and totally 444 respondents put together in four sample cement units. Minimum 8% of sample population is chosen from each sample cement unit.

Analysis:

Factors	Variables	Percentage of satisfied respondents
safety	Machinery condition	69%
	Ventilation	78%
	First aid	86%
	Drinking water	98%
	Ambulance	62%
	Shoes	88%
	Gloves	94%
Welfare	Canteen	65%
	Transport	60%
	Uniform	94%
Health	Medical check-up	58%
	Shift timings	67%
	Cleanliness	75%
	Lighting	82%
Working conditions	Hours of working	83%
	Training & development	60%
Non statutory provisions	Quarters, recreation, children education	89%
	Stores and maintenance	58%

Table -3.34: Components of Overall Welfare Index

Particulars	N	Mean	S.D	CV (%)	Rank	
Welfare Index	CCI	19	1.3083	.14493	11.08	4
	ICL	22	1.2273	.07189	5.86	3
	PCIL	20	1.7143	.00000	0.00	1
	UCL	18	1.3175	.06111	4.64	2
Safety Index	CCI	19	3.4306	.46734	13.62	4
	ICL	22	3.9587	.07799	1.97	3
	PCIL	20	3.5455	.00000	0	1
	UCL	18	3.9040	.02143	0.55	2

Overall Welfare Index	CCI	19	2.3694	.30608	12.92	4
	ICL	22	2.5930	.03934	1.52	3
	PCIL	20	2.6299	.00000	0	1
	UCL	18	2.6108	.02741	1.04	2

Source: Primary data and SPSS.

Table- 3.34 indicates that performance of sample cement companies with regard to welfare index, safety index and overall welfare index.

With regard Welfare Index:

- PCIL has scored highest mean of 1.7143 with regard to welfare index and its risk is measured by standard deviation (S.D) .The PCIL has zero percent risk with regard welfare index .Then it has zero percent CV. Therefore PCIL has achieved highest consistency in welfare index. Hence, PCIL has awarded first rank among the sample cement companies in welfare index.
- UCL has scored 2nd highest mean of 1.3175 with regard to welfare index and it has risk of 6.111 percent. Then it has 4.64 percent CV. Therefore, UCL has achieved 2nd highest consistency in welfare index. Hence, it has awarded 2nd rank among the sample cement companies in welfare index.
- ICL has scored 2nd highest mean of 1.2273 with regard to welfare index and it has risk of 7.189 percent. Then it has 5.86 percent CV. Therefore, ICL has achieved 3rd highest consistency in welfare index. Hence, it has awarded 3rd rank among the sample cement companies in welfare index.
- CCI has scored 4th highest mean of 1.3083 with regard to welfare index and it has risk of 14.49 percent. Then it has 11.08 percent of CV. Therefore, ICL has achieved 3rd highest consistency in welfare index. Hence, it has awarded 4th rank among the sample cement companies in welfare index.

With regard to Safety Index:

- PCIL has scored 3rd highest mean of 3.5455 with regard to safety index and its risk is measured by standard deviation (S.D) .The PCIL has zero percent risk with regard safety index. Then it has zero percent of CV .Therefore PCIL has achieved highest consistency in safety index. Hence, PCIL has awarded first rank among the sample cement companies in safety index.
- UCL has scored 2nd highest mean of 3.9040 with regard to safety index and it has risk of 2.143 percent. Then it has 0.55 percent of CV .Therefore, UCL has achieved 2nd highest consistency in safety index. Hence, it has awarded 2nd rank among the sample cement companies in safety index.
- ICL has scored 1st highest mean of 3.9587 with regard to safety index and it has risk of 7.79 percent. Then it has 1.97 percent of CV. Therefore, ICL has achieved 3rd highest consistency in safety index. Hence, it has awarded 3rd rank among the sample cement companies in safety index.
- CCI has scored 4th highest mean of 3.4306 with regard to safety index and it has risk of .46 percent. Then it has 13.62 percent of CV. Therefore, ICL has achieved 4th highest consistency in safety index. Hence, it has awarded 4th rank among the sample cement companies in safety index.

With regard to Overall Welfare Index

- PCIL has scored 3rd highest mean of 2.6299 with regard to overall welfare index and its risk is measured by standard deviation (S.D) .The PCIL has zero percent risk with regard overall welfare index. Then it has zero percent of CV .Therefore PCIL has achieved highest consistency in overall welfare index. Hence, PCIL has awarded first rank among the sample cement companies in overall welfare index.
- UCL has scored 2nd highest mean of 2.6108 with regard to overall welfare index and it has risk of 2.741percent. Then it has 1.04 percent of CV .Therefore; UCL has achieved 2nd highest consistency in overall welfare index. Hence, it has awarded 2nd rank among the sample cement companies in overall welfare index.
- ICL has scored 1st highest mean of 2.5930 with regard to overall welfare index and it has risk of 3.934 percent. Then it has 1.52 percent of CV. Therefore, ICL has achieved 3rd highest consistency in overall welfare index. Hence, it has awarded 3rd rank among the sample cement companies in overall welfare index.
- CCI has scored 4th highest mean of 2.3694 with regard to overall welfare index and it has risk of 30.61 percent. Then it has 12.92 percent of CV. Therefore, ICL has achieved 4th highest consistency in overall welfare index. Hence, it has awarded 4th rank among the sample cement companies in overall welfare index.
- From the above analysis, it is observed that PCIL has achieved first rank followed by UCL with 2nd rank, ICL with 3rd rank and CCI with 4th rank in welfare index, safety index and overall index based coefficient of variance (CV).PCIL has maintained adequate welfare measures compared with other companies. Hence, it is suggested to the managements of sample cement companies to take adequate measures for providing appropriate employee welfare that optimize quality of work life, motivation, loyalty and performance of the managers and the enhanced productivity of the organization as well.

Coming to the different acts which falls under social security,,,acts like workmen compensation act,employee state insurance act,employee provident fund act.....these are strictly following by all cement units. some of respondents are unsatisfied with maternity benefit and gratuity payment benefits which vary from unit to unit.

FINDINGS

- Maximum 83%, 90%, 75%, 80%,73%,68% of the respondents are satisfied with Transport facilities, Medical facilities, canteen, lunch room, Sports and Recreational facilities, Children education facilities, , Housing facilities, Leave travel concessions, Special medical aid facilities and Retirement benefits provided by the organization.
- Minimum 46% of the respondents are highly dissatisfied with the retirement benefits and Consumer Cooperative stores provided by the CCI units.
- Minimum 60% of the respondents are moderately satisfied with the internal maintenance of factory and accident benefits, provided by the organization.
- Most of the temporary employees are highly dissatisfied with least benefits providing to them by the organisation.

Suggestions

Facilities for women should develop in form of maternity, crèche benefits.

The researchers suggests to the company to check the machinery condition and make service at a periodical time to

control the air pollution by planting trees around the industry and nearby villages or areas.

CONCLUSION

The study of Employees welfare and social security schemes and its impact on employee's efficiency at different cement companies is satisfactory. As per the study it is observed that the cement units are providing various facilities to the employees as per the rules and regulation of state and Indian Government. The management required to provide good facilities for both permanent and temporary employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favourable effects of profitability and products of the organization. At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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