

# A Critical Study Employees Benefit and satisfaction in BHEL, Bhopal

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**Abstract:** - Employees benefits has been instrumental in satisfying the employees mental makeup in power sector. Employees satisfaction largely depends on the benefits provided by the organisation. Most of power sector in India tries their level best to satisfy their employees but full satisfaction among their employee can not be achieved and employees have always a list of more benefits in their demand. This paper critically analyse employees benefits and satisfaction in BHEL (Bhopal), in which focus has been given on the various benefits which BHEL (Bhopal), provides to its employees, in order to motivate, retain and satisfy, to make the BHEL, Bhopal state of art organisation, but the benefits should be enlarged.

**Key Words:-** Benefits, Demand, Environment, Medical, Safety, Sickness, etc.

## INTRODUCTION

The work culture and style of Bharat Heavy Electric Limited (BHEL) Bhopal is very genuine all employees feel very relax and never feel workload. BHEL takes care of all its employees like a family, services like medical, Life Insurance, paid leave, discounts, and canteen, develops for the betterment of employees of the organisation. BHEL is an organisation which ranked 7<sup>th</sup> largest manufacturing unit in the world. In this organization people got the chance to learn the world's best manufacturing system, and feel proud to work for Bharat Heavy Electric Limited (BHEL). Employee benefits are one tool in BHEL, Bhopal to make employees to feel value, appreciation, and loyalty. Ranging from health benefits, to retirement savings, to flexible schedules employees want to work for the organisation that makes them feel secure and satisfied. As a well-informed employee, BHEL think for what the organisation has to offer beyond the regular compensation. The benefit offered can help to gauge its organisational values such as employee-satisfaction, friendliness, work culture, social responsibility, innovativeness.

### Benefits and Satisfaction

Employee benefits, also known as perks or fringe benefits, are provided to employees over and above salaries and wages. These employee benefit packages may include overtime, medical insurance, vacation, profit sharing and retirement benefits. Offering benefits to employees is important because it shows them are invested in not only their overall health, but their future. A solid employee benefits package can help to attract and retain talent. Benefits can help to differentiate business from competitors. Employee benefits can improve organisational bottom line by engaging employees to participate in wellbeing programs,

healthier employees reduces healthcare costs for organization. Employees with fewer health risks experience fewer sick days, fewer trips to the doctor, and spend more time working in the organization, bringing their best to work every day. During the 20th century, employers increased the economic security of employees by providing, in exchange for labour, benefits in addition to direct compensation.

The BHEL, Bhopal implied process, based on social exchange, is that when employees are satisfied with benefits provided to them, they are committed to the employer, remain with the organisation.



**Fig.** Ways of Improving Employee Satisfaction

### Employees Benefit and satisfaction in BHEL, Bhopal

The happier people are within their job the more satisfied they are said to be job satisfaction is not be same as motivation although. It is clearly linked job design aims to enhance job satisfaction and performed methods include job satisfaction, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture employee involvement, empowerment and

autonomous workgroups. Satisfaction is a very important attribute which is frequently measured by organization. A company may be extending all the facilities including high salaries and perks, but the employees may be dissatisfied, and the same time the employee with poor salaries and perks may sometimes be having the highest satisfaction. The employees of BHEL, Bhopal are satisfied and committed.

The greatest strength of BHEL, Bhopal is its highly skilled and committed employees. Every employee is given an equal opportunity to develop himself and grow in his career. Continuous training and retraining, career planning, a positive work culture and participative style of management all these have engendered development of a committed and motivated workforce setting new benchmark in terms of productivity, quality and responsiveness. Employee satisfaction is of utmost importance for employees (BHEL) to remain happy and also deliver their level best.

Employees' satisfaction has a positive impact on productivity, presence and performance. Satisfied workers like to perform more willingly and happily, which increases the productivity. Dissatisfied employees prefer the channels of exit or neutral productivity. They do not like to work hard or demonstrate their capacities. They continue to work as routine and uninterested persons. If they are pressurised to resort to unhealthy and disinterested jobs, they prefer to leave the job. Loyalty declines and criticism of the organisation increases. Ultimately the image of the organisation will suffer a lot.

The BHEL secured orders worth Rs.23859 crore in FY 2018-19. This comprises orders worth Rs.15490 crore in power sector, Rs.7016 crore in industry sector and Rs.1353 crore in international operations. In the Power sector, the Company continues to maintain its market leadership, and has secured the only order for main plant package of a thermal power plant which was ordered in the nation in the year. In addition, various tenders where BHEL is favourably placed are expected to be finalized in 2019-20.

**Data Analysis and Interpretation**

Employee benefits means anything that can be done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry. BHEL, Bhopal provides benefits to their employees to keep their motivation levels high. The employee benefits measures are classified into two categories 1 statutory and 2 non-statutory benefits. The statutory measures are those measures that are compulsory provide by the BHEL as compliance to the law governing employee health and safety, these includes: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, latrines and urinals,

washing places, spittoons and rest rooms. Non statutory benefits may include: personal health care, flexi-time, employee assistance programs.

**DATA COLLECTION METHOD:**

**PRIMARY DATA:**

The primary data is collected by a questionnaire in BHEL Bhopal circulated among the employees to collect information.

**SECONDARY DATA:**

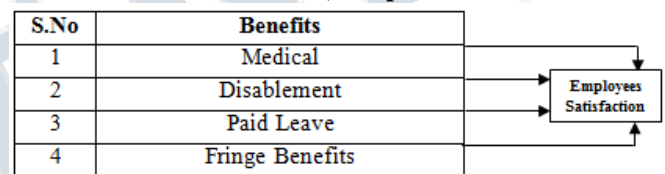
The secondary data has been collected from:

Reviews of books, Digital libraries, journals, online database on other web resources. A structured questionnaire has been prepared to get the relevant information from the respondents.

**STATISTICAL TOOLS**

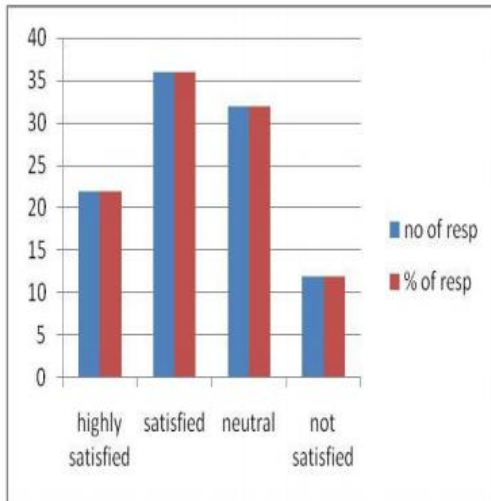
- Bars & charts
- Percentage analysis
- Correlation Test
- Chi – Square Test.

**LOCATION AREA: BHEL, Bhopal**



**Table : Employees satisfied with Fringe Benefits provided by BHEL, Bhopal**

Opinion	No. of Respondents	% of Respondents
Highly Satisfied	22	22%
Satisfied	36	36%
Neutral	32	32%
Not Satisfied	12	12%
Total	100	100



**Chart : Employees satisfied with Fringe Benefits provided by BHEL, Bhopal**

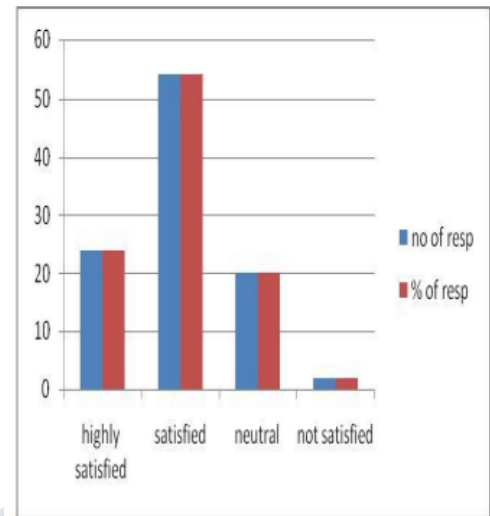
**Interpretation:**

By the survey collected from the questionnaire in BHEL, 36% of the respondents are satisfied, 32% of the respondents are neutral, 22% of the respondents are highly satisfied, and 12% of the respondents are not satisfied.

**Table : Medical benefits provided by the BHEL, Bhopal**

Opinion	No. of Respondents	% of Respondents
Highly Satisfied	24	24%
Satisfied	54	54%
Neutral	20	20%
Not Satisfied	2	2%
Total	100	100

**Chart : Medical benefits provided by the BHEL, Bhopal**



**Interpretation:**

By the survey collected from the questionnaire in BHEL, 54% of the respondents are satisfied, 24% of the respondents are highly satisfied, 20% of the respondents are neutral and 2% of the respondents are not satisfied.

**Hypothesis**

There is no association between Gender and overall Employees satisfaction.

**Cross Tabulation**

**Overall Employees Satisfaction**

Particulars	Disagree strongly	Disagree	Neutral	Agree	Agree strongly	Total
Married	2	5	11	15	56	64
Un married	2	0	5	12	37	31
3.00	0	0	0	1	1	2
4.00	0	0	0	0	2	2
5.00	0	0	0	0	1	1
Total	4	5	16	28	97	100

**Chi – Square Test**

Particulars	Value	Df	Asymp.Sig.(2.Sided)
Pearson chi square	7.424	16	.964
Likelihood ratio	10.011	16	.866
Linear – by – linear association	1.714	1	.191
No. of. Valid cases	100	-	-

18 cells (75.5%) have expected count less than 5. The

minimum expected count is 0.3.

#### **Result**

From the above table it is inferred that chi square value (3.160), disagree of freedom (4), and the significant value which is below the required criteria (.05). Thus the hypothesis is rejected. There is association between working experience and overall employees satisfaction.

#### **Conclusion**

Employees Satisfaction largely depends on the benefits provided by the organisation. Employees outcome performance, dedication is very much related with the satisfaction. A satisfied employees of an organisation are the assets for the organisation. Organisation believe that satisfied employees are more productive than dissatisfied employees and can use their basic talent for the betterment of organisation. A person such high level of job satisfaction holds positive feeling about the job. In this study we have found that in BHEL, Bhopal benefits provided by the organisation for the employees are good but it should be improved. It may be concluded that organisation should provide existing benefits to retain talented employees and must provide more benefits for higher employees satisfaction in future.

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