

Examining Employee Welfare Initiatives at Tata Steel: A Comprehensive Analysis

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Abstract- This project report presents a comprehensive analysis of employee welfare practices at Tata Steel, one of the leading global steel manufacturers renowned for its commitment to employee well-being. The study delves into various facets of Tata Steel's employee welfare initiatives, encompassing both traditional and contemporary approaches to fostering a conducive work environment.

The methodology explains systematic review and analysis of existing secondary data sources, including scholarly articles, company reports, and industry publications. By synthesising this information, the report offers a comprehensive overview of the various facets of employee welfare initiatives at Tata Steel, encompassing aspects such as healthcare benefits, occupational safety measures, work-life balance policies, and professional development opportunities.

Key Words: Employee Welfare, Manufacturing Sector, Employee, Brand, Steel, TATA.

INTRODUCTION:

Employee welfare has emerged as a critical component of organisational strategy, reflecting its commitment to its workforce's holistic well-being. The following research is based on the Employee welfare at TATA Steel. In this context, Tata Steel, a prominent player in the global steel industry, stands as a paradigm of exemplary corporate governance and employee-centric policies. This report endeavors to delve into the realm of employee welfare practices at Tata Steel, employing a rigorous analysis of secondary data sources.

This research project, "An Analysis of Employee Welfare at Tata Steel," aims to delve into the various aspects of employee welfare provided by Tata Steel, relying on secondary data sources for a comprehensive examination. This study will explore the policies, programs, and practices Tata Steel uses to enhance the well-being of its employees. By analysing existing reports, documents, and studies related to Tata Steel's employee welfare initiatives, this research will provide valuable insights into the company's approach to employee welfare.

Employee welfare is vital for several reasons. First and foremost, it helps organisations retain talent and reduce turnover rates. Well satisfied, motivated and engaged employees are more likely to stay with a company, saving the significant costs associated with recruitment and training. Furthermore, employee welfare enhances productivity and job satisfaction. Employees who feel cared for tend to be more motivated and focused on their tasks. This, in turn, leads to improved performance and higher overall job satisfaction levels. Finally, in the broader context, employee welfare has social implications. Organisations invest in the well-being of their employees contribute to a more positive and ethical corporate culture. This not only benefits individual employees but also the community at large.

OBJECTIVE:

1. To study the measures taken by TATA Steel for their employee.
2. To find out various initiatives for employee welfare.
3. To find out how TATA steel has a different approach.
4. To find out about best practices in employee welfare.

RESEARCH METHODOLOGY:

In the Preparation of this project, it is necessity to collect the Secondary data as data related with at TATA steel is time consuming as well as confidential at the same time. This research explained a mixed-methods approach to investigate employee welfare at TATA Steel. Qualitative data helped be gathered through semi-structured interviews with TATA Steel employees, management, H.R. personnel, stakeholders, industry experts, and academics. These interviews will explore TATA Steel's measures for employee welfare, initiatives, unique approaches, and best practices.

Quantitative data will be collected through surveys distributed to a representative sample of TATA Steel 30 employees. Stratified random sampling will ensure diverse representation. Data analysis will involve thematic analysis for qualitative data and statistical techniques for quantitative data.

Ethical considerations, It has been be prioritised. Limitations, including potential bias and generalizability constraints, will be acknowledged. Findings will be disseminated through academic channels, conferences, and potentially through engagement with TATA Steel and relevant stakeholders to facilitate practical application.

LITERATURE REVIEW:

1. Employee Welfare Measures at Tata Steel: Tata Steel, an iconic name in the steel industry, has been renowned for its progressive employee welfare measures. A study was conducted on the various welfare schemes at Tata Steel, highlighting the company's commitment to employee well-being. (Ghosh & Dash, 2016).
2. Comparative Analysis of Employee Welfare Practices a comparative analysis was conducted between Tata Steel and J.S.W. Steel provides insights into how Tata Steel's employee welfare initiatives differ from those of other major players in the industry (Choudhary & Kapoor, 2018).
3. Employee Welfare in Indian Steel Industry: A study conducted on a comparative study of employee welfare measures between Tata Steel and the Steel Authority of India Limited (SAIL). This study provides a comprehensive view of how Tata Steel's initiatives differ from a major state-owned competitor (Jha & Kumar, 2017).
4. Employee Welfare in the Steel Industry: A case study on employee welfare measures at Tata Steel, shedding light on practical implementations and their impact. This case study helps understand how employee welfare is carried out on the ground (Aggarwal & Kaur, 2017).

EMPLOYEE WELFARE AGENCIES AND TATA STEEL'S INTITATIVE:

Employee welfare agencies:

1. Central government: The central government has made elaborate provisions for the health, safety and welfare under Factories Act 1948, and Mines Act 1952. These acts provide for canteens, crèches, rest rooms, shelters etc.
2. State government: In different states and Union Territories provide welfare facilities to workers. State government prescribes rules for the welfare of the workers and ensures compliance with the provisions under various labour laws.
3. Employers: Employers in India in general looked upon welfare work as fruitless and barren though some of them indeed had done pioneering work.
4. Trade unions In India: trade unions have done little for the welfare of workers. But few sound and strong unions have been the pioneering in this respect. E.g. The Ahmedabad textiles labour association and the Mazdoor Sabha, Kanpur.
5. Other agencies some philanthropic, charitable social service organisations like: - SevaSadan society, Y.M.C.A. etc. are contributing towards employee welfare.

Tata Steel Limited is an Indian multinational steel-making company. It is based in Jamshedpur, Jharkhand and headquartered in Mumbai, Maharashtra. It is a part of the Tata Group. Formerly known as Tata Iron and Steel Company Limited (T.I.S.C.O.), Tata Steel is among the largest steel-producing companies in the world, with an annual crude steel capacity of 35 million tonnes. It is one of the world's most geographically diversified steel producers, with operations and commercial presence across the world. The group (excluding S.E.A. operations) recorded a consolidated turnover of US\$31 billion in the financial year ending 31 March 2023. It is the the largest steel company in India (measured by domestic production), with an annual capacity of 21.6 million tonnes after the Steel Authority of India Ltd. (SAIL). Tata Steel, SAIL, and Jindal Steel and Power are the only three Indian steel companies with captive iron-ore mines, giving the three companies price advantages.

Tata Steel was among the first Indian companies to provide various labour welfare benefits, such as eight-hour workdays since 1912, free medical care since 1915, school facilities for the children of employees since 1917, paid time off since 1920, formation of a provident fund and accident compensation in 1920, vocational training since 1921, maternity benefits since 1928, profit sharing bonuses since 1934, and retiring gratuity since 1937. Some of the early employee welfare schemes introduced by the company were the Eight Hour Working Day in 1912, Free Medical Aid in 1915, Leave with Pay in 1920, Workers' Provident Fund Scheme in 1920, Workmen's Accident Compensation Scheme in 1920, Maternity Benefit in 1928, Profit Sharing Bonus in 1934, Gratuity Scheme in 1937, and study leave in 1945. In 1956, Tata Steel and Tata Workers' Union signed an agreement which became the 'Magna Carta' of the working class, a historic milestone in the history of the trade union movement in India. Later, the company introduced other schemes like the Pension Scheme in 1989, the Medical Separation Scheme in 1990, the Employees' Family Benefit Scheme in 1995, the Suraksha Scheme (for contract employees) in 2012, the Family Support Scheme in 2014, and the Paternity Benefit Scheme in 2019.

In September 2019, under the Women@Mines initiative, O.M.Q. The division became the first mining division in the country to deploy women in all shifts in mines.

In 2020, the company introduced agile working models (work-from-home and location-agnostic roles) for flexible work arrangements. Tata Steel is committed to creating a diverse, inclusive, safe, and fair workplace. In 2020, it started a drive to hire transgender people, who have also been deployed in mining operations.

In 2020-21, Tata Steel inducted a batch of 22 women who have been deployed as H.E.M.M. (Heavy Earth Moving Machinery) operators at Noamundi Iron Mines. A similar initiative was also taken up in West Bokaro Division.

In 2021, StepUp (an Internal Talent Marketplace) was introduced to give employees visibility into opportunities and connect them through A.I. platforms.

Not is Tata Steel committed to the the welfare of employees and their dependents, but also to developing the region's human resources relationship between Tata Steel and Tata Workers' Union (TWU) has been cordial and celebrated its 100 100th anniversary 2019. The two have worked together on several initHR initiatives

J N Tata Vocational Training Institute (J.N.T.V.T.I.) was set up in 2015 as an independent institute to provide world-class training and recruitment support to youths who reside in the vicinity of Tata Steel operating locations in Jharkhand and Odisha.

FINDINGS AND SUGGESTIONS:

1. TATA Steel emphasises safety measures and provides regular training to ensure the well-being of employees in a hazardous work environment.
2. The company supports employee education by offering scholarships, vocational training, and opportunities for skill development.
3. Employee engagement programs, like cultural events and sports competitions, contribute to a sense of belonging and emotional well-being.
4. TATA Steel distinguishes itself by its strong focus on community development and social responsibility. The company's initiatives extend beyond its employees to the communities in which it operates.
5. The company prioritises sustainability and environmental welfare, integrating it with employee welfare programs and adopting a holistic approach to well-being.

CONCLUSION:

TATA Steel's commitment to ethical and responsible business practices, including transparency and employee participation in decision-making, sets it apart from other organisations.

Tata Steel demonstrates a solid commitment to employee welfare, deeply embedded in the company's culture. The organisation's longstanding history and reputation for putting its employees' well-being first have led to a robust framework of initiatives and measures.

Tata Steel's approach to employee welfare is multifaceted. The company provides many benefits, including healthcare, education, housing, and social programs. These initiatives not only address basic needs but also promote holistic well-being.

The study identified several best practices that can be valuable for other organisations. These include a firm commitment from top management, a focus on employee development, and a flexible approach. It adapts to the changing needs of the workforce. Additionally, integrating corporate social responsibility into employee welfare initiatives can be a model for other companies.

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