

Comparative study of allowance provided by cement industries in Vindhya Region

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Abstract

The success or failure of an organization depends not on materials, machines and equipment but on the 'will' and 'ability' of the personnel to put in their best efforts for an efficient performance of their job. Therefore we say that the role of personnel management is very important in any enterprises. It is increasing day-to-day because it is concerned with the procurement, development, selection, compensation, allowance, integration and maintenance of the personnel of the organization towards the achieving its fixed or major goals.

Cement-Industries, Iron-Industries, Electricity-Industries, Thermal Power Plant Projects, Chemical – Industries are most important industries. Whereas Cement-Industries are play most roles in all these industries because India is the world's second largest cement producer after china so we can say that Cement Industries is play important role in Indian Industries.

Keywords: Comparative study, Allowance, Development policy, Cement industries, Vindhya region

1. Introduction

Personnel management is considered as the backbone of any economic enterprise. In recent years the economist has added "human resource" besides land, capital and technology as the key factor for building and developing the nation. The optimal utilization of natural resources and the factor inputs of capital technology depend on the extent of use of human resources largest that goes in the cement industry.

In Vindhya region many large scale cement industry are established, whereas large scale employees are working in this region. Some are on regular basis and some on contract. Different cement companies adopted different policies and procedure for their employees' betterment, satisfaction and Accomplishments Companies' goal. In this study we research that to know about their company's policies and level of satisfaction in employees in different cement companies.

Personnel management in Cement industry

Personnel management is concerned with people at work and their relationships whit each other it may be defined as a best of programmers, functions and activities designed to maximize both personal and organizational goals. It ensures that the organizations attract and higher qualified imaginative and competent people. It involves the establishment of various policies to deal with employees and to retain them.

Definition of personnel

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List of Cement Plants in Vindhya region

- Satna Cement Works.
- Birla Vikas Cement.
- Maihar Cement.
- Aditya Birla Group Cement Plant.
- Reliance Cement Plant Satna.
- Prism Cement Plant Satna.
- KJS Cement Plant in Satna.
- Jaypee Cement Plant Rewa, Bela and Sidhi.
- Centuary Cement Maihar
- Kymore Cement works

Object of this work

1. To know about cement company personnel management.
2. To compare the employee satisfaction allowances provided by the company.
3. This study selected year to 2010-2014.

History

Jaypee Cement

The founder of Jaypee group is Jaiprakash Gaur, In 1979, Jaiprakash Associates Ltd (JAPL) was formed, in 1983 Jaypee Rewa cement plant (JRCL) was established with an initial capacity of one (1) million tone. In 1986 Jaiprakash Industries Limited (JIL) was formed by amalgamating JAPL into JRCL. In 1996 Jaypee Bela Cement plant (JBCP) was established with an initial capacity of 1.9 million tons In 2000 JRCL and JBCP were merged to form Jaypee cement Ltd.

Prism Cement

Prism Cement is cement manufacturing company promoted by Rajan Raheja Group. The company was incorporated in 1992 as Karan Cement. Later in the year 1994 the name was changed to Prism Cement.

2. Methodology

In the present study an attempt has been made to compare the employee satisfaction level of the taking Jaypee Cement Company and Prism cement company. This study is based on primary and secondary data, non-participative method, and questionnaire and schedule techniques and for secondary data collection is used from other sources like company profile data, employee file etc.

Scope of the study

This study is based on Jaypee Cement plant, Prism Cement plant at Comparative study of allowance provided by cement industries in Vindhya region.

3. Review of Literature

Before we discuss the terms namely personnel management let us look at the meaning of management. As Giller (2002:42) ^[3] argues, the word "management" comes from Latin and means "hand" and is typified by the word "control".

Boris *et al.* (2004) ^[2], Reported in their article named "The Risky Business of Hiring Stars" that, companies hire stars when the stars luster fades, the group's performance slips and the company's valuation suffers. The drivers of star performance are resources and capabilities, systems and processes, leadership, internal network, training and teams. An executive's performance depends on both his/her personal competencies and also on the capabilities of the organization. The authors think that, in business, the only viable strategy is to recruit good people develop them and retain as many stars as possible. It sports the present study, as recruitment is one of the sub-systems of Human Resource Development.

Balyan Ram Kumar (2007) ^[1] has shared his experience in the article titled as "Changing Pattern of HRM Practices under Globalization: A Case study of MNCs in India." The author has carried out a research study of MNCs in India from different sector with one of the objectives of knowing and highlighting the HRM practices adopted by MNCs to deal with the competitive situation.

Prakash, *et al.* (2008) ^[4] in the article entitled as "Training in APSRTC"- An Empirical Study", have observed that the training programs designed by the APSRTC are proved to be successful and knowledge gaining to the employees. This study was carried out in Andhra Pradesh State Road Transport Corporation. Majority of the employees expressed that the training programs are wrathful and very useful for updating the skills to meet the challenges of the changing environment in the present competitive transportation industry.

4. Personnel Management in Cement industry

Personnel management is the function performed in organizations that facilitates the most effective use of people (employees) to achieve organizational and Individuals goals.

Personnel & Administration department

The department is divided into following section:-

- (a) Personnel section
- (b) Safety section

- (c) Estate section
- (d) Medical section
- (e) Security section

This study based on personnel management were personnel section is most and here I work to comparative study to know about allowance Policy in Vindhya region.

Meaning and definition

In simple terms, performance appraisal may be understood as the assessment of an individual's performance in a systematic way, the performance being measured against such factors as job knowledge, quality of output, initiative, leadership abilities, supervision, dependability, co-operation, judgment, versatility etc.

Allowances

In Vindhya region mostly all cement companies provided different allowances in his employee according to his level and grades. In this study I highlighted on medical allowance and House rent allowance according to taking company respondent results.

House rent allowance

House rent allowance is applicable to all employees except the employees who are provided family accommodation by the company at any place according grade it's differ.

Medical Allowance

Equal to one basic is paid to all employees once in a year. It has to be claimed by the employees by showing medical bills, condition is these:-

1. The employee and his family, if residing at the project sites will be treated by the company's doctors and the medicines as available shall be provided to them by the company dispensary.
2. In addition to medical facilities provided at project site, medical expenses incurred by the employee on his/her and his/her family's treatment will also be reimbursed limited to one month's pay excluding allowances in a financial year based on pay excluding allowances as at beginning of the financial year.
3. Claim along with bills will have to be made within 15 days of expenses incurred to the accounts section for processing.
4. Any amount unutilized in a financial year will neither be in cashable nor carried over to next year.

In case of husband/wife both working in the company they will get on month basic equal to salary of the one getting higher pay.

Conveyance Allowance

Personal scooter/motorcycle allowance is sanctioned to individual permitted to use personal transport for performing duties connected with their official function. Cases of personal car allowance are referred to head office. Conveyance allowance however will not be admissible in following case:

1. To those employees who are provided company vehicle.
2. To those employees who are paid conveyance maintenance allowance.

Terms and Condition of Conveyance allowance

- Company provide conveyance allowance according to level/grade of the employee.
- Personal Scooter/Motor cycle allowance may be sanctioned at the discretion of the unit in-charge on the case basis at the rates and for the duration considered appropriate, to individuals permitted to use personal transport for performing duties connected with their official functions. Admissibility of the allowance shall be regulated at the discretion of the unit in charge based on actual duty days in a month after excluding period of absent, leave or for any other reason. Case of personal car allowance, if any, shall be referred to the head office for orders. This conveyance allowance however will not be admissible to following categories of employees :

- (a) Who have been provided company vehicles?
- (b) Who are paid conveyance allowances?
- (c) Who are paid conveyance maintenance allowances?

Company provides allowance only those employee who is not entitled on accommodation. Cement Company provides different types of accommodation.

House Accommodation

A cement company is responsible for proper upkeep of all the amenities provided in the township maintenance of

residential facilities along with utilities including fitting & fixtures plumbing, power supply, cable TV network etc.

Type of House Accommodation

Family quarters

In cement company have own family quarters of different types which is allotted us per the entitlement and seniority to this employees.

Accommodation at Bhawan/Hostel

This type of accommodation is allotted to bachelor officers/staff and guests of the company as per their entitlement this has single, double and triple bed accommodation. Employee hostel accommodation is allotted to the employee in the operative category of the company.

Colony

This type of accommodation is allotted to the contract worker who wishes to keep their family themselves.

Camps

This accommodation is for bachelor employees engaged through contractors. According to work area camps will be established.

Table 1: Allowance wise classification of the Respondents

Base	Company	Satisfied	%	Moderate	%	Not satisfied	%	Total	Rank
Medical Facilities	Jaypee Cement	70	70%	20	20%	10	10%	100	III
	Prism Cement	66	66%	23	23%	11	11%	100	IV
	Total	136	68%	43	21.5%	21	10.5	200	
House Rent Allowance	Jaypee Cement	78	78%	17	17%	5	5%	100	I
	Prism Cement	72	72%	15	15%	13	13%	100	IV
	Total	150	75.00%	32	16.00%	18	9.00%	200	
Conveyance Allowance	Jaypee Cement	70	70%	20	20%	10	10	100	IV
	Prism Cement	80	80%	10	10%	10	10	100	I
	Total	150	75.00%	30	15.00%	20	20	200	
Overall total			72.67		17.50		9.83		

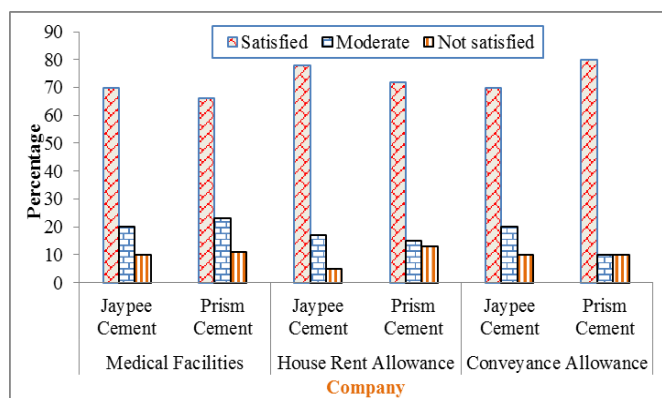


Fig 1: Graphics analysis of Allowance wise classification of the Respondents

In this study medical facility of Jaypee Cement 70% respondent are satisfied were are 20% are moderate satisfied, 10% respondent are not satisfied and Prism Cement 66% respondent are satisfied were are 23% are moderate satisfied and 11% respondent are not satisfied

In this study House rent allowance of Jaypee Cement 78% respondent are satisfied were are 17% are moderate satisfied, 5% respondent are not satisfied and Prism Cement 72% respondent are satisfied were are 15% are moderate satisfied and 13% respondent are not satisfied. In this study Conveyance Allowance of Jaypee Cement 70% respondent are satisfied were are 20% are moderate satisfied, 10% respondent are not satisfied and Prism Cement 80% respondent are satisfied were are 10% are moderate satisfied and 10% respondent are not satisfied. According to higher percentage of satisfaction in Jaypee Cement Company is best for medical and house rent allowance. Conveyance Allowance satisfaction is higher at the best in Prism cement company.

5. Conclusion

The overall allowance provided of the Cement Factories in table 1 revealed that 72.67 percent respondents (employees) had fully satisfied of the policy, 9.83 percent respondent, did not satisfy the policy of allowance in Cement Company.

Similar in the medical facilities had fully satisfied 68.00 percent, 21.5 percent moderate and 10.5 percent were not satisfied. Whereas House rent allowance policy had fully satisfied 75.00 percent, 16.00 percent moderate and 9.00 percent were not satisfied and Conveyance allowance policy had fully satisfied 72.67 percent, 17.50 percent moderate and 9.83 percent were not satisfied. It could be concluded that the allowance policy of the factories were most important role for management. Similarly the House rent allowance policy of the factories for employees were better than other policy.

6. References

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