

Actual Situations of LNT Company's Employees in Puducherry: An Empirical Study

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Abstract

L&T Company is most famous one in India's various cities with the symbol of producing and manufacturing various types of iron, steel pillars, beams and supporting pillars. It is used to make strong and steady building durably in various nook and corner of the Indian cities, additionally it has been used for various projects, road and building construction in India's villages, at present without steel and iron nothing could be possible in human being life .LNT company has been major supporter and encourager and motivator of the various contractors and building owners to complete their task timely. From its inception to now has been dedicated at several projects such as road laying, cannels construction, bridge construction, skyscraper building construction ,metro railway construction, foot bridge construction and reservoir making .Its mammoth and steady service in the field of construction and iron manufacturing activities are led to create huge employment activities across the India and world ,apart from that it protects lakhs of worker's future and career by providing salary and career opportunities at divergent fields. This study is attempting to analyse working nature, scale pay, hours of working ,bonus ,job security in both permanent and impermanent employees .Though this company seems to be one of the biggest and largest one in multiple cities ,its employees life ,income ,mental calmness and peaceful working natures are the subject to be analysed to know wholly about company nature and growth. In general client and may be big in its size, building, infrastructures and investment but it employees will suffer and worry not able to government said

benefits though they work more hours for their survival. Best companies have to follow government's norms and procedures in terms treating employees and providing salary unless and otherwise it will lose company image from the heart of employee's thought .In this sense this study has chosen this company which is located at sedurapet in the border of Tamilnadu Jurisdiction ,surrounded villages are popularly know Puducherry and Tamilnadu villages from which it gets most of workers both male and female people for lowest rate ,many of them having certain feelings to revel to interviewer about their needs and necessities to be implemented .

Key Words: Labour, Income, slary, inconvemiece, working hours, ESI, Pension schemes and annual salary hike

Introduction

L&T's Puducherry facility manufactures standard steel components and timber beams for all formwork applications including slip form and tunnel forms. The workshop manufactures all components required for Alufo - aluminum paneled modular formwork. Also located at Puducherry is one of the Company's 50,000 MTPA transmission line tower works. The plant is equipped with the latest CNC lines for fabrication of towers and microprocessor-based, temperature-controlled eco-friendly systems for galvanizing tower members. The fabrication process is controlled through multipurpose CNC machines. Heavy duty machines perform even the heaviest of bends without distortion. The Works has one of the biggest (size 10 x 1.2 x 2 m) galvanizing baths in the industry, employing environment friendly processes. A 40,000 MTPA capacity rolling mill ensures availability of quality raw material for angles, channels and re-bars. It is certified with ISO 9001, ISO 14001, OHSAS 18001 and accredited with the energy management certification - ISO 50001.

Company Profile

Most of companies which are running and operated by its clients and owners are located in Puducherry at the edge of Tamilnadu borders ,to work in these companies labourers and workers are drawn from both Pondicherry and Tamilnadu, very specifically Pondicherry citizens are well off and rich in their income ,property and career ,many of them are not working in all those Pondicherry companies except 10 %.All those 10 % labourers are working as permanent employees in permanent and quality companies with all types of allowances and benefits .Out of 100 merely 10 % percentage people are going to companies work from poor family background ,on other hand remaining labourers shortages are filled by the Tamilnadu citizens because villages remaining around those companies are going to daily work in those companies on contract basis and permanent basis but very less people and Percentage people are working in permanent pattern ,rest of people are working on daily basis and contract basis without basic job security ,bonus facility, annual salary increment and other motivational treatment. This company is located in sedurapet at 10 kilometers distance of Puducherry and 1 kilometers of Tamilandu.It has been functioning on shift basis on contract basis with fixed salary .Major task of the company is manufacturing iron ,steel, supporting pillars and pipe for the various construction purposes ,in which labourers are working from both Tamilnadu and Puducherry and half of people are working from North India .Both married ,unmarried male ,female ,scavengers ,sweepers ,daily wages labourers ,contractors ,crane operators, engineers ,electricians ,machine operators ,loader ,have been working in this company toward fulfilling company's goal of production and manufacturing against what does company do them ?

To know employee's status in all forms, this study has been chosen 25 contract labourers and 25 permanent labourers Total sample size is 50 in this company

alone .Since research has to start or begin from micro to macro this study is chosen limited samples to know their issues comprehensively and detail without any commission and commissions .Because ,this is a cluster sampling study since it is analyzing various labours and workers in the same companies .Whose range ,salary structure , working hours and feed backs are covered here altogether .

Contract labour's Economic Growth in LNT company in Puducherry

SN	Details of Economic status	Male	Female	Reasons	Expectations	Remarks
1	Life Style	4% Poor life styles	3 % Poor life styles	Less wages	Need Minimum Income	Needs to be Strengthened
2	Child Education	3% in Private School	4 % Private School	Less wages and poor situations	Need Minimum Income	Needs to be Strengthened
3	Family Expenditure	4% doing less expenditure	4.1 doing less expenditure	Less wages and poor situations	Need Minimum Income	Needs to be Strengthened
4	Saving	4% workers without saving	3.8 women are without saving	Less wages and poor situations	Need Minimum Income	Needs to be Strengthened
5	Job security	0% insecure	0%insecure	Government has to give order	Needs to follow govt order	Needs to be Strengthened

6	Education Status	4% X and XII and BA	4.5 X and XII and BA	Lack of revenue in families	Salary Hike	Needs to be Strengthened
7	Uniform Code	No	No	Company has to give	Company has to give and beautify	Needs to be Strengthened
8	Annual salary Increment	No	No	Company should follow government order	Needed	Needs to be Strengthened
9	Land buying	No	No	Meagre salary	Salary hike needed	Needs to be Strengthened
10	Possessing Costly vehicles	No	No	Meagre salary	Need revised salary	Needs to be Strengthened
11	Worry free life	2%	1.8%	Meagre salary	Need revised salary	Needs to be Strengthened
12	Ratio of debit	4.8%	4.1%	Meagre salary	Need revised salary	Needs to be Strengthened
13	Daily Income	400	300	Insufficient	Need revised salary	Needs to be Strengthened
14	Caring relations	2.5%	3.5%	Low Revenue	Need revised salary	Needs to be Strengthened

15	Harmony in family	2.6%	3.2%	Income problem	Need revised salary	Needs to be Strengthened
16	Education of Auxiliary Workers	2.1% Illiterate, 1'8 literate	2.5 % Literate .1.9 Illiterate	Facing income problem	Need Nominal salary to run their life	Needs to be Strengthened

Source field visit: April: 2022

Details of Permanent Worker's economic Growth in LNT Company in Puducherry

To know employee's economic growth in this company, puducherry, this study has chosen 25 samples

SN	Details of Economic status	Male	Female	Reasons	Expectations	Remarks
1	Life Style	4% Good life styles	4.2 % good life styles	Comfortable salary	Further Need revised Income	Needs to be Strengthened
2	Child Education	4.1% in Private School	4 % Private School	Average salary	Further need hiked salary	Needs to be Strengthened
3	Family Expenditure	4% doing minimum expenditure	4.4 doing minimum expenditure	Average salary	Further need hiked salary	Needs to be Strengthened
4	Saving	4.6%	4.8 women	Average	Further need	Needs to be

		saving	are saving	salary	hiked salary	Strengthened
5	Job security	4% insecure	4% insecure	Company follows govt norms	Needs to be strengthened	Needs to be Strengthened
6	Education Status	4.8% graduates	4.7 graduates	Average revenue influences in education status	Further needs Salary Hike	Needs to be Strengthened
7	Uniform Code	5% Offering	5% offering	Company follows govt norms	Further uniform must be changed in new range	Needs to be Strengthened
8	Annual salary Increment	5% offering	5 % offering	Company follows government order	It must be continue	Needs to be Strengthened
9	Land buying	3.8% buying	3.1% buying	Average salary and saving instigating	Salary hike needed further	Needs to be Strengthened
10	Possessing Costly vehicles	3.2%	2.3 %	Average salary and saving instigating	Further Needed to revise salary	Needs to be Strengthened

11	Worry free life	3.2	3.8%	Average salary and saving instigating	Further Needed to revise salary	Needs to be Strengthened
12	Ratio of debit	4.8%	3.1%	Average salary	Need to be given revised salary	Needs to be Strengthened
13	Daily Income	700	700	Insufficient	Need to be given revised salary	Needs to be Strengthened
14	Caring relations	3.5%	3.7%	Average salary	Need to be given revised salary	Needs to be Strengthened
15	Harmony in family	3.8%	3.5%	Average salary	Need to be given revised salary	Needs to be Strengthened
16	Education status of auxiliary workers	2.3 X and XII standard	1.2 illiterate	Average salary	Need to be given revised salary	Needs to be Strengthened

Source: Field Visit, April, 2022

Conclusion

Though India has been traversed many years ,stages and attained 75 years ,still problems and issues were existed before 1947 have been found due to unsympathetic and merciless heart of the government's officers ,because in many companies rulers, owners and management authority toward protecting ,preserving and safeguarding the dignity, respects and responsibility .Each one of companies has to give government benefits and welfare items to its labourers without any bias and partiality .Through they give all types of amenities and welfares of the government quoted labours would be able to run their family peacefully without any quarrel and gossip ,and also they will not become subject of debit, getting amount on interest form rich people and able to work in particular company .Labourers are working interestingly and eagerly to develop company's profit and income to get all benefits and welfares for run their life happily but they are getting frustration and disheartened when they not able get benefits and welfare from their company so, all company have to protect government and human rights law for protect them from all types of physiological and psychological stress and inconvenience

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