Social Security Measures in Mining Industries : A Study with Reference to Manganese and Iron Ore Industries in Ballari District, Karnataka

** Sadyojathappa S.*

Abstract

Social security is one of the key components of labour welfare. Labour welfare refers to services, amenities, and facilities provided to the employees that improve their working conditions as well as their standards of living. Social security 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 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 social security measures provided to employees in the working mining units of Ballari District, Karnataka.

Keywords : social security measures, employees, management and mining units

JEL Classification : J50, J53, I30,I38

Paper Submission Date : August 17, 2015 ; Paper sent back for Revision : September 9, 2015 ; Paper Acceptance Date : November 20, 2015

Social security is a tern having no definite meaning. There are two main schools which analyze social security in different angles. One school is represented by International Labour Organization that limits scope of social security to maintenance of one's income against loss or diminution. This is described as protective form of social security. The other school view social security in a broader perspective. It is a basket of policies and institutions fashioned to enable a person to attain and maintain a decent standard of life. This is described as preventive or promotional form of social security.

Many view social security as a system of proper distribution of income and also as a right mechanism of wage fixation. The poverty reduction is not a separate welfare issue but it goes along with the issue of industrial relations and social relations. Recently, the concept of social security (safety) nets has emerged. Social safety nets are measures adopted to mitigate the negative effects of structural adjustments mostly in the form of cash payments.

Needs that necessitate social security :

(1) Physical Risks: Sickness, in-validity, old age, maternity, accidents, death,

(2) Economic Risks : Unemployment,

(3) Economic burden of large family.

* *Assistant Professor,* Department of PG Studies in Commerce, SSA Government First Grade College (Autonomous), Ballari - 583101, Karnataka. E-mail : dr_jathappa@yahoo.co.in

Aim of Social Security

Measures to be taken to improve the condition of workers :

- Reduction in the hours of work.
- Better lighting and ventilation.
- Proper disposal of trade waste and adequate provision for bathrooms etc.
- Improve the safety measures to reduce accidents and disability.
- Restoration: Early restoration of the workers to their normal occupation as early as possible.

Review of Literature

A brief previous studies in the area related to the mining industries are more in the form of reports of committees and commissions and published articles. Very few research studies are found in this area. In the following paragraphs an attempt is mad to give an account of existing studies and major contributions thereof and locating the gap in the present studies and creating scope for the present study.

Duggal (2006) stated that those who can afford it get their own social security through a public mandate and those who cannot afford it have to buy or arrange their own social security. Further, he stated that the malaise can only be overcome by universalizing social security. Senguta (2007) stated that organizations should design welfare schemes keeping in view the well-being of employees. This is because, the provision of welfare facilities leads to a motivated and happy work force, who are obviously more productive, efficient, and creative, ultimately leading to the formation of a performing organization.

Kala (2008) revealed that people who are employed in shops and establishments, handlooms and power looms, agriculture, and construction are not covered by social security measures and hence, the government introduced Aam Aadmi Bima Yojana and Indira Gandhi National Old Age Pension Scheme to help the unorganized sector employees as well as the old people who are above 65 years of age. Deepika (2008) stated that governments should measure the gross National Happiness (GNH) rather than Gross National Product (GNP) as gross national happiness is a better indicator of human welfare and happiness. Asher (2009) stated that the major objectives of any social security system are consumption smoothing over an individual's life time, insurance against longevity and inflation risks, income redistribution for society as a whole and poverty relief. He felt that these have to be traded off against economic growth, labour market efficiency, and labour market flexibility. Bhatia (2010) stated that the formal social security support is available to only a small fraction of India's labour force working in the organized sector. A massive 93% of the labour workforce in the unorganized sector continues to remain uncovered by any social security programs despite its huge contribution to the GDP.

Jeya and Samuel (2010) dealt with the impact of social welfare schemes on rural women. The study outlined the extent of benefit availed by the rural women based on field survey. The results revealed that rural women are greatly benefitted by the provision of social welfare schemes. Poongavanam (2011) made an attempt to study the welfare facilities provided by a large, well-recognized Government enterprise in Pondicherry, namely Anglo French Textiles. The study found that welfare measures improve the physique, intelligence, morality, and standard of living of workers, which in turn improve their efficiency and productivity. Satyanarayana and Reddy (2012) analyzed the satisfaction levels of employees about labour welfare measures in KCP limited (Cement Division). The results of the research revealed that majority of the employees were satisfied with all the welfare measures provided by the organization.

Srinivas (2013) made an attempt to identify welfare facilities and employees' satisfaction levels about welfare facilities provided by Bosch limited, Bangalore. The study found that most of the respondents were aware about the legislative and non - legislative employee welfare facilities provided in the company, welfare facilities like medical, canteen, working environment, safety measures, and so forth provided by the company. The study found that most of the employees were satisfied with the welfare facilities adopted by the company

Objectives of the Study

The main objective of the study is to inquire into the social security measures provided to employees. The following objectives were also framed :

(1) To study the existing social security measures in the working mining units of Ballari District.

(2) To know the opinions of employees about the provision of social security benefits.

(3) To know the adequacy of social security facilities in the sample area.

(4) To offer suggestions for improvement in the social security measures.

Research Methodology

The present study is based on survey method adopted in order to explore and analyze the various social security benefits provided by the sample mining units to their employees. In the present study of working mining units is taken as the unit of study and almost all the aspects of social security measures have been studied in-depth. The collection of opinions of employees constituted the survey method in the study.

(1) Sample Design : It is a definite plan for obtaining a sample from a given population. The sampling technique used was the stratified random sampling. It was the method by which each number of the population had a chance of being selected. Total working mining units in the Ballari district were 24. Total size of universe in 24 working mining units was 9545 permanent employees. Out of which 1501 were executives and 8044 were non-executives. 5 % each of total universe were chosen as sample i.e. 477 employees were selected for the study. A sample of 477 respondents, include 75 Executives and 402 Non-Executives have been chosen from the working mines of Ballari district using stratified random sampling technique. The period of the study is confined to six months, that is, from January - June 2014.

(2) Sources of Data Collection : The present study is based on primary data; secondary data also used limited extent to draw better inferences. The primary data was collected by means of a structured questionnaire from all the respondents. The secondary data was collected through annual reports, office records, files, brochures and other published and unpublished material of the Mining Industries as well as books, and government reports.

(3) Tools and Techniques Used : In the present study, Chi-square test has been used. The chi-square test is applied for the data on the distribution of the responses of executive and non-executive employees on different social security measures in the mining units. It is to be noted that chi-square describes the magnitude of discrepancy between theory and observation. This method has been applied as per the need and appropriateness to lend the data greater precision and systematization.

Hypotheses

The chi-square test was used to test the hypotheses.

➷ **H01:** There is no significant difference in the opinions of executives and non executives with view to the provision and adequacy of social security benefits.

↬ **H02 :** There is a significant difference in the opinions of executives and non - executives with view to the provision and adequacy of social security benefits.

↬ **H03 :** There is no significant difference in the opinions of executives and non-executives with regard to the provision of social security measures help in increasing the productivity of the company.

↬ **H04 :** There is a significant difference in the opinions of executives and non-executives with regard to the provision of social security measures help in increasing the productivity of the company.

↬ **H05 :** There is no significant difference in the opinions of executives and non-executives with regard to the provision of social security measure helps in controlling employee absenteeism.

↬ **H06 :** There is a significant difference in the opinions of executives and non-executives with regard to the provision of social security measure helps in controlling employee absenteeism.

Analysis and Results

↬ **Social Security Measures in the Sample Area :** Table 1 reveals the opinions of sample executives and non-executives about the provision of social security benefits. Among the Executives, 75 respondents said that the company provides social security benefits like provident fund, gratuity, maternity benefit, insurance benefits and accidental benefits. Similarly, non-executives who account for 402 said that the companies give all the social security benefits as cited above. In the case of pension, 81.33% of the executives and 66.17% of the non-executives of the total respondents said that their employer providing pension benefits and rest of the executives and non-executives said that there is no pension scheme in their mining units. from the above analysis, it can be concluded that the mining units provide social security benefits like provident fund, gratuity, maternity benefit, insurance benefits and accidental benefits to their employees.

The Table 2 states the opinions of sample respondents on the provident fund benefit provided by the mining units. Among the total sample respondents, majority of them i.e., 58.91% said that the provident fund benefit provided by the mining units is high. Those who follow it and account for 18.24% said that the provident fund is

Table 1. Provision of Social Security Benefits

Sl. No.	Provision of non-statutory welfare facilities	Opinions of Executives		Total number of Executives	Opinions of Non-Executives		Total number of Non-Executives
		Yes	No		Yes	No	
1	Provident fund	75 (100)	-	75 (100)	402 (100)	-	402 (100)
2	Gratuity	75 (100)	-	75 (100)	402 (100)	-	402 (100)
3	Pension	61 (81.33)	14 (18.67)	75 (100)	266 (66.17)	136 (33.83)	402 (100)
4	Maternity benefit	75 (100)	-	75 (100)	402 (100)	-	402 (100)
5	Insurance benefit	75 (100)	-	75 (100)	402 (100)	-	402 (100)
6	Accidental benefit	75 (100)	-	75 (100)	402 (100)	-	402 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 2. Opinions on the Provident Fund Benefits

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very high	15 (20)	72 (17.91)	87 (18.24)
2	High	51 (68)	230 (57.21)	281 (58.91)
3	Moderate	5 (6.67)	75 (18.67)	80 (16.77)
4	Low	4 (5.33)	25 (6.21)	29 (6.08)
5	Very Low	-	-	-
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 3. Opinion on the Gratuity Benefits

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very high	24 (32)	92 (22.88)	116 (24.32)
2	High	39 (52)	237 (58.96)	276 (57.86)
3	Moderate	12 (16)	73 (18.16)	85 (17.82)
4	Low	-	-	-
5	Very Low	-	-	-
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

very high. Rest of the respondents who felt that the provident fund is moderate are more than those who said that the provident fund benefit is low.

Table 3 states the opinions of sample employees on the Gratuity benefit provided by the mining units. Among the Executives, majority of them i.e., 52 % said that the gratuity benefit is high followed by 32% of the said respondents felt that the gratuity benefit is very high. The remaining sample executives who constitute 16 % said that the gratuity benefit is moderate. more or less, similar opinions have been expressed by non-executives with little variation in percentages. from the above analysis, it can be concluded that the gratuity benefit is high as said by majority of the sample executives and non-executives.

Table 4 highlights the opinions of sample respondents about the adequacy of pension to meet their monthly household needs. Among the sample respondents, 51.37% said that the pension given by the mining units is moderately adequate to meet their monthly household needs. 23.55% respondents expressed their opinion that the pension is highly adequate and rest of the respondents said that the pension to meet the monthly house hold needs is inadequate are higher than those who said very highly adequate.

Table 5 reveals the opinions of sample respondents about the adequacy of insurance benefits provided to them. Among the total sample respondents, 48.64% felt that the insurance benefits provided by the mining units are

Table 4. Adequacy of Pension to Meet the Monthly Household Needs

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very highly adequate	9 (14.75)	8 (3.00)	17 (5.20)
2	Highly adequate	38 (62.30)	39 (14.67)	77 (23.55)
3	Moderately adequate	14 (22.95)	154 (57.89)	168 (51.37)
4	Inadequate	-	65 (24.44)	65 (19.88)
5	Highly inadequate	-	-	-
	Total	61 (100)	266 (100)	327 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 5. Adequacy of Insurance Benefits

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very highly adequate	-	-	-
2	Highly adequate	9 (12)	73 (18.16)	82 (17.19)
3	Moderately adequate	31 (41.33)	201 (50)	232 (48.64)
4	Inadequate	27 (36)	75 (18.66)	102 (21.38)
5	Highly inadequate	8 (10.67)	53 (13.18)	61 (12.79)
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total

moderately adequate. Those who follow it i.e., 21.38% expressed that the insurance benefits are inadequate. In the remaining sample respondents who felt that the insurance benefits are highly adequate are more than those who felt that the insurance benefits are highly inadequate.

Table 6 reveals the opinions of sample respondents about the adequacy of maternity benefits. Among the Executives, 50.67 % opined that the maternity benefits are very highly adequate. Those who follow it, that is, 21.33 % felt that the maternity benefits are highly adequate. In the remaining sample executives who felt that the maternity benefits are moderately adequate are more than those who felt that the maternity benefits are inadequate.

Among the non-executives, 45.77 % felt that the maternity benefits provided by the mining units are highly adequate. those who follow it i.e., 24.63 % felt that the maternity benefits are very highly adequate. in the remaining sample non-executives i.e. 22.14 % who felt that the maternity benefits are moderately adequate. the analysis reveals that the maternity benefits provided by the sample units are very highly adequate for executives and highly adequate for non-executives.

Table 7 gives out the opinions of sample respondents on the timely settlement of terminal benefits. Among the Executives, majority of them i.e., 84 % felt that the mining units settle the terminal benefits in time. The

Table 6. Adequacy of Maternity Benefits

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very highly adequate	38 (50.67)	99 (24.63)	137 (28.72)
2	Highly adequate	16 (21.33)	184 (45.77)	200 (41.93)
3	Moderately adequate	15 (20)	89 (22.14)	104 (21.8)
4	Inadequate	6 (8)	30 (7.46)	36 (7.55)
5	Highly inadequate	-	-	-
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 7. Opinions on the Timely Settlement of Terminal Benefits

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Yes	63 (84)	342 (85.07)	405 (84.91)
2	No	-	-	-
3	Can't say	12 (16)	60 (14.93)	72 (15.09)
Total		75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total

remaining sample Executives who constitute 16 % cannot say anything. More or less, similar opinions have been expressed by Non-Executives with little variation in percentages. From the above analysis, it can be concluded that the mining units settles all the terminal benefits in time to their employees.

Table 8 highlights the opinions of sample respondents about the adequacy of labour management relation in the sample units. Among the total sample respondents, 46.33% opined that the labour management relation in the sample units is moderately adequate. 32.50% opined that the labour management relation is highly adequate. Rest of the respondents opined that the labour management relation is inadequate relatively more than those who said that the labour management relation is very highly adequate.

Table 9 states the opinions of sample employees on the feedback and counseling facilities in the mining units. Among the sample respondents, majority of them who account for 58.70 % felt that the feedback and counseling system is high and 22.43 % felt that the feedback and counseling is moderate. The rest of the respondents i.e., 18.87 % felt that the feedback and counseling is very high.

Table 10 shows the overall satisfaction of sample respondents with the social security benefits provided to them. Among the total sample respondents, 51.36 % are highly satisfied with the social security benefits provided to them. Those who follow it i.e., 35.64 % are moderately satisfied. Rest of the respondents who constitute 13 % are very highly satisfied with the social security benefits provided to them.

The data are also tested with the help of statistical values. Chi-square test is used to interpret the values. The values of $\div^2$ - test have been presented in the Table 10(a). It is witnessed from the Table 10(a) that the calculated

Table 8. Adequacy of the Labour Management Relations

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very highly adequate	10 (13.33)	40 (9.95)	50 (10.48)
2	Highly adequate	27 (36)	128 (31.84)	155 (32.5)
3	Moderately adequate	33 (44)	188 (46.77)	221 (46.33)
4	Inadequate	5 (6.67)	46 (11.44)	51 (10.69)
5	Highly inadequate	-	-	-
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 9. Opinions Regarding Feedback and Counseling Facilities

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very high	20 (26.67)	70 (17.41)	90 (18.87)
2	High	43 (57.33)	237 (58.96)	280 (58.7)
3	Moderate	12 (16)	95 (23.63)	107 (22.43)
4	Low	-	-	-
5	Very Low	-	-	-
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

Chi-Square value (5.991) is less than the table value (1.72) at 5% significance level. Hence, the null hypothesis [H01] is accepted and alternative hypothesis [H02] is rejected. From the analysis it is concluded that there is no significant difference in the opinions of Executives and Non-Executives with regard to the social security benefits.

Table 11 reveals whether the provision of social security measures helps in increasing the productivity of the company or not. Among the total sample respondents, majority of them i.e., 80.92 % said that the provision of social security measures helps in increasing the productivity of the companies. Those who follow it and account for 11.53 % cannot say anything. The remaining few sample employees expressed their opinions in the negative way.

It is observed from the Table 11(a) that the calculated Chi-square value (5.991) is less than the table value (0.75) at 5% significance level. Hence, the null hypothesis [H03] is accepted and alternative hypothesis [H04] is rejected. From the analysis it is concluded that there is no significant difference in the opinions of executives and non-executives with regard to the provision of social security measures help in increasing the productivity of the company.

The Table 12 shows whether the provision of social security measures helps in controlling employee

Table 10. Overall Satisfaction with the Social Security Benefits

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Very highly satisfied	8 (10.67)	54 (13.43)	62 (13)
2	Highly satisfied	45 (60)	200 (49.75)	245 (51.36)
3	Moderately satisfied	22 (29.33)	148 (36.82)	170 (35.64)
4	Dissatisfied	-	-	-
5	Highly Dissatisfied	-	-	-
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total

Table 10(a). Overall Satisfaction with the Social Security Benefits (Chi-Square Values)

Sl. No.	Choice of response	O_{ij}	E_{ij}	$O_{ij} - E_{ij}$	$(O_{ij} - E_{ij})^2$	$\frac{(O_{ij} - E_{ij})^2}{E_{ij}}$
Executives						
1	Very highly satisfied	53	48.27	4.73	22.37	0.46
2	Highly satisfied	(45+8)				
3	Moderately satisfied	22	26.73	-4.73	22.37	0.84
4	Dissatisfied	-	-	-	-	-
5	Highly Dissatisfied	-	-	-	-	-
Non - Executives						
1	Very highly satisfied	54	52.25	1.75	3.06	0.06
2	Highly satisfied	200	206.48	-6.48	41.96	0.20
3	Moderately satisfied	148	143.27	4.73	22.37	0.16
4	Dissatisfied	-	-	-	-	-
5	Highly Dissatisfied	-	-	-	-	-
	Total					**1.72**

Table 11. Whether the Provision of Social Security Measures Helps in Increasing the Productivity of a Company ?

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Yes	58 (77.33)	328 (81.59)	386 (80.92)
2	No	7 (9.33)	29 (7.21)	36 (7.55)
3	Can't say	10 (13.34)	45 (11.19)	55 (11.53)
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 11(a). Whether the Provision of Social Security Measures Help in Increasing the Productivity of a Company ? (Chi-Square Values)

Sl. No.	Choice of response	O_{ij}	E_{ij}	$O_{ij} - E_{ij}$	$(O_{ij} - E_{ij})^2$	$\frac{(O_{ij} - E_{ij})^2}{E_{ij}}$
Executives						
1	Yes	58	60.69	-2.69	7.25	0.12
2	No	17	14.31	2.69	7.25	0.51
3	Can't Say	(7+10)				
Non - Executives						
1	Yes	328	325.31	2.69	7.25	0.02
2	No	29	30.34	-1.34	1.79	0.06
3	Can't Say	45	46.35	-1.35	1.83	0.04
	Total					**0.75**

Table 12. Whether the Provision of Social Security Measures Helps in Controlling Employee Absenteeism ?

Sl. No.	Choice of response	Executives	Non-Executives	Total
1	Yes	29 (38.66)	186 (46.27)	215 (45.07)
2	No	18 (24)	64 (15.92)	82 (17.19)
3	Can't say	28 (37.33)	152 (37.81)	180 (37.74)
	Total	75 (100)	402 (100)	477 (100)

Note: Figures in the parentheses are the Percentages on column total.

Table 12(a). Whether the Provision of Social Security Measures Helps in Controlling Employee Absenteeism ? (Chi-Square Values)

Sl. No.	Choice of response	O_{ij}	E_{ij}	$O_{ij} - E_{ij}$	$(O_{ij} - E_{ij})^2$	$\frac{(O_{ij} - E_{ij})^2}{E_{ij}}$
Executives						
1	Yes	29	33.81	-4.81	23.09	0.68
2	No	18	12.89	5.11	26.08	2.02
3	Can't Say	28	28.3	-0.3	0.09	0
Non - Executives						
1	Yes	186	181.19	4.81	23.09	0.13
2	No	64	69.11	-5.11	26.08	0.38
3	Can't Say	152	151.7	0.3	0.09	0
	Total					**3.21**

absenteeism or not. Among the total respondents, 45.07% said that the provision of social security measures helps in controlling absenteeism. Those who follow it i.e. 37.74% can't say anything. Rest of them i.e., 17.19% expressed their opinions in the negative way.

It is observed from the Table 12(a) that the calculated chi-square value (5.991) is less than the table value (3.21) at 5% significance level. Hence, the null hypothesis [H05] is accepted and alternative hypothesis [H06] is rejected. From the analysis it is concluded that there is no significant difference in the opinions of executives and non-executives with regard to the provision of social security measures help in controlling employee absenteeism.

Findings

The major findings of the study are :

(1) Sixty eight percent (68 %) of the executives and 57.21% of non-executives said that the provident fund benefit is high. the study found that the provident fund benefit is high as said by majority of the sample executives and non-executives.

(2) Among the executives, majority of them i.e. 52% said that the gratuity benefit is high. more or less, similar opinions have been expressed by non-executives with little variation in percentages. the study found that the gratuity benefit is high as said by majority of the sample executives and non-executives.

(3) As far as pension is concerned, 62.30 % said that the pension given by the sample units is highly adequate. 57.89% non-executives said that the pension given by the sample units is moderately adequate. the study concluded that the pension given by the above said sample mining units is highly adequate for the executives and moderately adequate for the non-executives.

(4) Among the total sample respondents, 48.64% felt that the insurance benefits provided by the mining units are moderately adequate. 21.38 % felt that the insurance benefits are inadequate. In the remaining sample respondents who felt that the insurance benefits are highly adequate are more than those who felt that the insurance benefits are highly inadequate.

(5) The analysis revealed that 50.67 % executives felt that the maternity benefits are very highly adequate and 21.33 % felt that the maternity benefits are highly adequate. in the remaining sample executives who felt that the maternity benefits are moderately adequate are more than those who felt that the maternity benefits are inadequate. in the case of non-executives, 45.77 % felt that the maternity benefits provided by the mining units are highly adequate and 24.63 % felt that the maternity benefits are very highly adequate. in the remaining sample 22.14 % non-executives who felt that the maternity benefits are moderately adequate. the analysis reveals that the maternity benefits provided by the sample units are very highly adequate for executives and highly adequate for non-executives.

(6) In the case of terminal benefits 84% of executive respondents felt that the mining units settle the terminal benefits timely. the remaining sample executives i.e. 16 % cannot say anything. more or less, similar opinions have been expressed by non-executives with little variation in percentages. from the above analysis, it can be concluded that the mining units settles all the terminal benefits timely to their employees.

(7) Among the total sample respondents, 46.33 % opined that the labour management relation in the sample units is moderately adequate. 32.50 % opined that, it is highly adequate. Rest of the respondents opined that, it is inadequate relatively more than those who said that the labour management relation very highly adequate.

(8) Overall satisfaction of sample respondents with the social security benefits provided to them is concerned, among the total sample respondents, majority of them i.e. 51.36 % are highly satisfied with the social security benefits provided to them. 35.64 % are moderately satisfied. All the remaining sample employees who constitute 13 % are very highly satisfied with it. The chi-square test supports the observation.

(9) Among the total sample respondents, majority of them i.e. 80.92 % said that the provision of welfare and social security measures helps in increasing the productivity of the companies and 11.53 % cannot say anything. The remaining few sample respondents expressed their opinions in the negative way. The Chi-square test supports the study.

(10) Among the total respondents, 45.07 % said that the provision of social security measures helps in controlling absenteeism. 37.74% of the respondents have chosen can't say anything. Rest of them i.e., 17.19 % expressed their opinions in the negative way.

Suggestions

The important suggestions on the study are as follows :

(1) It is suggested that in order to run the mining companies smoothly, the workers may be allowed to participate in the affairs of the management. The workers association should take necessary steps in this regard and management must be prepared to accept the participation of workers. The government may encourage the worker to organize themselves into effective association.

(2) Frequent meetings of the workers may be convened to discuss all the problems experienced by them and brought before in these discussions. The managements should encourage social group activities by the workers. This will help to develop greater group cohesiveness, which can be used by the management to improve quality of social security measures as well as satisfaction.

(3) The medium and small scale sample units pay lump-sum amount if an employee met with the accident or died during the working hours. It appears that the quantum of compensation in terms of lump sum payment is low. In view of this, it is suggested to the management of the said sample units to provide adequate and fair amount to his dependents. Further, it is suggested that the management should maintain transparency and fairness while settling the compensation.

(4) Provision of suitable atmosphere by good infrastructure facilities will improve the efficiency of workers. This can be improved only when the authorities of the government instructs the management of the mining units strictly.

(5) In the context of the globalization, it is necessary to have a national policy on the provision of social security to different group of workers in different sectors. So, it is suggested to the government to make the provision of social security as a national policy so that all workers would get same benefits.

(6) It is essential that, Government should generate awareness among workers through seminars, workshops, press media and electronic media about social security measures which are commonly available to employee.

(7) Need to appoint special officers having full knowledge of the Social Security Acts to visit the factories for the sake of disseminating knowledge through various means.

(8) It is suggested to the mining units to direct the Labour Welfare Officers towards constantly interact with the workers to make them aware of the specific provisions of the several Labour Acts and the contact points to get the benefits and redress the grievances if any thereof.

(9) The Government needs to arrange training for the staff directly dealing with the cases under Social Security Acts.

Conclusion

In India, mining sector is a leading sector, which generates more employment, needs social security measures for their improvement. The social security facilities help to motivate and retain employees. Social security in a welfare state like India has assumed great importance in recent years. It is spreading all over the world. To provide social democracy Social security is very necessary because without security, democracy can never be enjoyed. Social security measures provide a kind of protection and stability in midst the stress and strains of modern life. It is one of the fundamental human rights adopted by General Assembly of United Nations on 10^{th} December 1948.

Majority of the sample respondents are expressed positive opinion on the overall social security measures provided by the mining units. The $\div^2$-test supports the observation. So, there is no significant difference in the opinions of Executives and Non-Executives with regard to the overall social security measures. On the other hand, meager percentage of sample respondents has negative opinion on the social security measures offered by the mining units. Management of these mining units needs to undertake remedial measures and also protect the interest of employees. If possible personal counseling of these employees needs to undertake.

Managerial Implications

The present study is an attempt to make an enquiry into the various aspects of social security measures in Mining Industries in the Ballari District of Karnataka. The present study covers almost all the components of social security measures. It would help the organizations should develop sound policies with regard to human resources side of an enterprise. These policies are not only a statement of management intentions and indicate the basic organizational approach towards human factor, and also provide the much needed frame work to guide actions of all functionaries by taking important decisions on employees welfare and social security measures. It is also highly helpful for the management to understand the level of satisfaction among the employees for the overall development of the organization.

Limitations of the Study and Scope for Further Research

The study is restricted to only working mining (Manganese and Iron Ore) units. Further, it is focused only on the permanent employees (officers and workers) of the working mining units in the sample area and not those who are temporary, casual or on contract. The results of the study therefore relate to only the permanent employees in these companies. The results could differ for temporary, casual or contract employees and the study has focused only on social security measures influencing on employees. There could be other factors or variables that have influence on them are not considered in the study. The study provides scope to find out how the views of different groups of executives and non-executives coincide or differ on the issues relating to the topic understudy. further, the study provides scope for implementing changes in the policies relating to employee social security measures. The study would be highly helpful for further research in related areas of :

(i) Industrial relations (employer and employee relations),

(ii) To understand the impact of social security measures on the productivity of the companies and,

(iii) Social security measures with reference to any public or private organizations.

References

Asher, M. G. (2009). Pension plans, provident fund schemes and retirement policies: Indian social security reform imperative. *ASCI Journal of Management, 39* (1), 17-18.

Bhatia, H.I. (2010). Social security for the most overlooked human resources in India. *HRM Review, 3* (2), 49-53.

Deepika, M.G. (2008). A relook into the measurement of human welfare and happiness. *HRM Review, 6* (3), 42-44.

Duggal, R. (2006). Need to universalize social security. *Economic & Political Weekly, 41* (32), 189-197.

Jeya, A., & Samuel, K. (2010). A study on impact of social welfare schemes on rural women in Cuddalore district. *International Journal of Rural Development and Management Studies, 4* (1), 110-114.

Kala, S. (2008). Social security of unorganized sector workers. *HRD Times,* Chennai, pp. 45-46.

Poongavanam, S. (2011). A study on labour welfare facility (with reference to AFT, Pondicherry). *International Journal of Research in Commerce, Economics & Management, 1* (1), 40-44.

Sarma, A. M. (2011). *Aspects of labour welfare and social security* (11th ed.). New Delhi : Himalaya Publishing House.

Satyanarayana, M. R., & Reddy, R. J. (2012). Labour welfare measures in cement industries in India (A case of KCP Limited, Cement Division, Macherla, Andhra Pradesh). *IJPSS, 2*(7), 123-127.

Sengupta, D. (2007). Responsibility for sustainability: The changing face of CSR. *ICFAI Reader,* Hyderabad, 21-28.

Srinivas, K. T. (2013). A study on employees welfare facilities adopted at Bosch Limited, Bangalore. *Research Journal of Management Sciences, 2* (12), 7-11.

Venkateswarlu, V. (2008). Social security measures for the empowerment of the aged. *HRD Times,* Chennai, pp. 25-26.