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STUDY ON EMPLOYMENT CONDITIONS AND WORKING AT CASTING INDUSTRY IN AGRA

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ABSTRACT

The study is based on the working conditions of workers in small Engg./casting units of Agra. The working environment is the most significant part of any organization on which the efficiency of employee depends. It is broadly divided into three categories physical, mental and social. If the work environment is pleasant and favorable-monotony and boredom can be minimized and work performance can be maximized.

The city has around 50 working iron casting units having about 20 – 30 workers per unit. The present study identifies that how far the industries are implementing the rules and regulations concerned to the working conditions of employees and regarding safety and security arrangements. A questionnaire survey was done on a sample of 20 employees from each unit where the target groups were workers and supervisors to know their views and satisfaction regarding the working environment of the unit. The results indicates that most of the units are not following the provisions of state and Central Govt. and those provided by the Factories Act 1948 due to which accidents occurs and society suffers a great deal due to the industrial accidents however some of the units are providing congenial working environment.

KEYWORDS: Casting industry, Congenial, Cupola, Factories Act.