

“A Study of Labour Welfare Practices companies: A Case Study of Auto Spare Part manufacturing Company Aurangabad District”

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Abstract:

Labour Welfare Practices is a convenient term to cover all those aspects of industrial life which contribute to the well being of the Employees .It includes various facilities services and amenities provide to workers for improving their health , efficiency betterment and social status .The organization should provide these facilities to Employees .It has challenge to keep labour welfare and keep our environment safe. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable Employees to have a richer and more satisfying life. In order to maintain better industrial relations and stability in the organizations, these types of welfare facilities can go a long way in improving efficiency in the organizations. Employees have always been an integral part of an organization and in this study an effort is put to realize the practices implemented to seek employee welfare in service sector by the way of making their work life contented. It has been observed that the workers do not need only monetary benefits but non-monetary also.

Introduction:

Employee welfare is the term that is always changing the image of the organization. Employee welfare is a term including various services, benefits and facilities provided by the employers to the employees for their worth living. Employee welfare may increase the expenses of the organization but it helps the organization in many ways. Investing in employees pays dividends in terms of higher productivity and greater loyalty. The basic purpose of employee welfare is to improve the lot of working class and thereby make a worker as a good employee and a happy corporate citizen.

Employee welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. Employee welfare includes monitoring of working conditions creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Employee's commitment is a workplace approach resulting in the right conditions for all members of an organization to give of their best each day, committed to their organization's goals and values, motivated to contribute to organizational success, with an enhanced sense of their own well-being.

Objective:

1. To assess the labour welfare practices and employee job satisfaction Auto Spare Part Manufacturing Company.
2. To assess the compliance between State Government rules and Labour welfare practices Auto Spare Part Manufacturing Company.
3. To study the influence of labour welfare facilities on the level of job satisfaction of employees Auto Spare Part Manufacturing Company.
4. To suggest measures for improving the overall quality of human resource function in these organizations.

Theories of Labour Welfare:

Labour Welfare – Meaning:

Labour welfare relates to taking care of the well-being of workers by employers, trade unions, governmental and non-governmental institutions and agencies. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Oxford dictionary- “Labour welfare is efforts to make life worth living for workmen.” The need for providing such services and facilities arise from the social responsibility of industries, a desire for upholding democratic values and a concern for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

According to ILO, labour welfare can be defined as a term, which is understood to include such services, facilities, and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

Seven Theories constituting the conceptual frame work of labour welfare activities are the following:



Labour Welfare –Theories:

1. The Policing Theory of Labour Welfare:

The policing theory is based on assumption that Human Being is so much selfish and always tries for own benefits whether on the cost of others welfare. Any of the employers will not work for the welfare of employees until he is forced to do so. This theory is based on the contention that a minimum standard of welfare is necessary for workers. The assumption on which the theory is based is the without compulsion, supervision and fear of punishment, no employer will provide even the barest minimum of welfare facilities for workers this theory is based on the assumption that man is selfish and self-centered, and always tries to achieve his own ends, even at the cost of the welfare of others. This is based on the contention that a minimum standard of welfare is necessary for labourers. Here the assumption is that without policing, that is, without compulsion, employers do not provide even the minimum facilities for workers.

According to this theory, owners and managers of industrial undertakings get many opportunities for exploitation of labour. Hence, the state has to intervene to provide minimum standard of welfare to the working class.



Labour Policy in India

2. The Religious Theory of Labour Welfare:

This is based on the concept that man is essentially “a religious animal.” Even today, many acts of man are related to religious sentiments and beliefs. These religious feelings sometimes prompt an employer to take up welfare activities in the expectation of future emancipation either in this life or after it. The theory views were an essentially religious. Religious feelings are what sometimes prompt employers to take up welfare activities in the belief of benefits either in his life or in support after life.

Any good work is considered an investment, because both the benefactor and the beneficiary are benefited by the good work done by the benefactor. This theory does not take into consideration that the workers are not beneficiaries but rightful claimants to a part of the gains derived by their labour.

3. The Philanthropic Theory of Labour Welfare:

Philanthropy is the inclination to do or practice of doing well to ones fellow men. Man is basically self- centered and acts of these kinds stem from personal motivation, when some employers take compassion on their fellowmen, they may undertake labor welfare measures for their workers.

This theory is based on man's love for mankind. Philanthropy means "Loving mankind." Man is believed to have an instinctive urge by which he strives to remove the suffering of others and promote their well-being. In fact, the labour welfare movement began in the early years of the industrial revolution with the support of philanthropists.

4. The Paternalistic or Trusteeship Theory of Labour Welfare:

In this theory it is held that the industrialists or employers hold the total industrial estate, properties and profits accruing form them in trust for the workmen, for him, and for society. It assumes that the workmen are like minors and are not able to look after their own interests that they are ignorant because of lack of education. Employers therefore have the moral responsibility to look after the interests of their wards, who are the workers.

In other words, the employer should hold the industrial assets for himself, for the benefit of his workers, and also for society. The main emphasis of this theory is that employers should provide funds on an ongoing basis for the well-being of their employees.

5. The Placating Theory of Labour Welfare:

As labour groups are becoming better organized and are becoming demanding and militant, being more conscious of their rights and privileges than even before, their demand for higher wages and better standards increases. The placing theory advocates timely and periodical acts of labour welfare to appease the workers.

This theory is based on the fact that the labour groups are becoming demanding and militant and are more conscious of their rights and privileges than ever before. Their demand for higher wages and better standards of living cannot be ignored. According to this theory, timely and periodical acts of labour welfare can appease the workers. They are some kind of pacifiers which come with a friendly gesture.

6. The Public Relations Theory of Labour Welfare:

This theory provides the basis for an atmosphere of goodwill between labour and management, and also between management and the public, labour welfare programmes under this theory, work as a sort of an advertisement and help an organization to project its good image and build up and promote good and healthy public relations.

The labour welfare movements may be utilized to improve relations between management and labour. An advertisement or an exhibition of a labour welfare programme may help the management projects a good image of the company.

7. The Functional Theory of Labour Welfare:

The concept behind this theory is that a happy and healthy person is a better, more productive worker. Here, welfare is used as a means to secure, preserve and develop the efficiency and productivity of labour. The approach to any solutions, especially as that as between the workers and the management should be dialogue and an understanding of one another's viewpoint.



Theories of Labour Welfare

Overview Of Auto Spare Part Manufacturing Company In Aurangabad District:

The Indian auto-components industry has experienced healthy growth over the last few years. The auto-components industry expanded by a CAGR of 3.28% over FY16 to FY20 to reach US\$ 45.90 billion in FY21. The industry is expected to reach US\$ 200 billion by FY26.

Due to high development prospects in all segments of the vehicle industry, the auto component sector is expected to rise by double digits in FY22. Auto-components industry account for 2.3% of India's Gross Domestic Product (GDP) and employs as many as 1.5 million people directly and indirectly. A stable government framework, increased purchasing power, large domestic market, and an ever-increasing development in infrastructure have made India a favorable destination for investment.

The industry can be broadly classified into organized and unorganized sectors. The organized sector caters to original equipment manufacturers (OEMs) and consists of high-value precision instruments while the unorganized sector comprises low-valued products and caters mostly to the aftermarket category.

The automobile component industry's turnover was Rs 3.40 lakh crore (US\$ 45.9 billion) in FY21, a 3% decrease from the previous year and is expected to reach US\$ 200 billion by FY26. Exports of auto components declined by 8.28% to Rs. 0.98 lakh crore (US\$ 13.3 billion) in FY21, from Rs. 1.02 lakh crore (US\$ 14.5 billion) recorded in FY20. As per Automobile Component Manufacturers Association (ACMA), automobile components export from India is expected to reach US\$ 80 billion by 2026. The Indian auto components industry is expected to reach US\$ 200 billion in revenue by 2026.

Strong international demand and resurgence in the local original equipment and aftermarket segments are predicted to help the Indian auto component industry grow by 20-23% in FY22.

Aurangabad is becoming a hub of auto spare parts as a growing globalization and growing population and many companies have sprung up here to cater to the growing needs. They are mainly owned by auto spare parts companies. Auto Spare Parts includes companies manufacturing two wheeler, three wheeler, four wheeler, and large vehicle parts. Auto spare parts manufacturers include Bajaj, Varroc, Endurance, DNR AutoTech and many more.

Auto Spare Parts Manufacturing Industry Categorization:



Auto spare part manufacturing unit



Various type of Auto Spare Parts



Highly skilled, experienced, competent manpower and efficient resources to meet your needs.

- CNC Turning
- Milling (Up & Down)
- Boring (Rough & Finish)
- Drilling
- Tapping
- Grooving
- Spot Facing

➤ Reaming

Categories of Automotive Spare Parts:

Our Products for Four Wheelers:

Valve Housing 800 CC (TATA Motors)	Heat Sink (TATA Motors)	Gear 3rd Driven 2448 (Eicher Motors)
Valve Housing 700 CC (TATA Motors)	Balancer Idler Holder (Bajaj Auto Ltd.)	Sprag Clutch Gear 2420 (Eicher Motors)
Bearing Housing-654 (Mercedes Benz)	Front Bracket	G-Housing (Schaeffler India Ltd)

Our Products For Three Wheelers:

Clutch Housing
Manifold BS-VI
Manifold Valve

(DNR Autotech Ltd.)

Two Wheeler Auto Parts:

Crane Case Clutch	Cyl. Head CT-100	Connector	Nipple 15.0mm
Crane Case Magna	Adaptors	Braze Nipple	Intex Pipe
Cyl. Block Pulser 150	Cap	Nipple 0.8mm	Auto Parts
Cyl. Block 4S	Turbo Elbow	Nipple 10.0mm	Nuts

Industry Classification:

Industry classification or industry taxonomy is a type of economic taxonomy that classifies companies, organizations and traders into industrial groupings based on similar production processes, similar products, or similar behavior in financial markets. National and international statistical agencies use various industry-classification schemes to summarize economic conditions. Securities analysts use such groupings to track common forces acting on groups of companies, to compare companies' performance to that of their peers, and to construct either specialized or diversified portfolios.

Classification of Labour Welfare Facilities:

(1) Intra-mural Facilities:

The facilities provided inside the factory are known as intra-mural facilities. These facilities include activities relating to minimization of industrial fatigue, provision of safety measures like fencing

and covering of machines, good layout of the plant and machinery, sufficient lighting conditions, provision of first aid appliances etc.

Provisions of such facilities are also obligatory in all industrial establishments all over the world.

(2) Extra-mural Facilities:

Facilities offered to the workers outside the factory are known as extra-mural facilities. They include better housing accommodations, indoor and outdoor recreation sports, educational facilities etc. The provision of these facilities is voluntary. Earlier, due attention was not given to the provision of extra-mural facilities to the workers but now it is realized that these facilities are very important for the general welfare and upliftment of the workers.

(3) Statutory Facilities:

Under this category, welfare facilities are provided according to the labour legislations passed by the Government. The nature and coverage of these facilities vary from country to country. Again these facilities may be either intra-mural facilities or extra-mural facilities. These facilities must be provided by all the employers and cannot be ignored. Any contravention of the statutory provisions shall render the employer punishable under the Act concerned.

The National Commission of Labour has divided all the statutory measures under two distinct heads:

1. Facilities which have to be provided irrespective of the size of the establishment e.g., drinking water.
2. Facilities which are to be provided subject to the employment of a specified number of persons, e.g., crèches.

(4) Mutual Facilities:

These facilities are usually outside the scope of the statutory facilities. These activities are voluntarily undertaken by the workers themselves for their own interest. As such the employer has no say in it.

(5) Voluntary:

The facilities which are voluntarily provided by the employers come under this category. Hence these are not statutory. No doubt, the activities under this category ultimately lead to increase in the efficiency of workers.



Principal Structure of Labour welfare Practices

Principles of Labour Welfare in India:

Welfare is a positive concept, as to establish a minimum standard of living, it would demand cer-

tain minimum acceptable conditions of existence in both biological and social. Thus, when this is defined it is necessity for the components of welfare in terms of health, food, clothing, housing, medical assistance, insurance so on are to be taken care of. Further, labour welfare as a concept has both positive and negative sides like, it deals with the provision of opportunities which enable the worker and his family to lead a good life, socially and personally and on the negative side it provides opportunities for undesirable consequences and labour problems. It could also be defined as “such services, facilities, amenities, which may be established in or in the vicinity of undertakings to enable persons employed therein to perform their work in healthy and congenial surroundings and to provide them with amenities conducive to good health and good morals.”

Labour welfare is also defined as “anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies over and above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers may have bargained”. Another definition on labour welfare defines it as “that cover all the efforts which employers make for the benefit of their employees over and above the minimum standard of working conditions fixed by the factories act and over and above the provision of social legislation providing against accident, old age, unemployment and sickness.”

The most significant definitions describes labour welfare work as “ the voluntary effort of the employer to improve the living and working conditions of his employees, the underlying assumption of course being that the first essentials to the welfare of the employees are steady work, a fair wage and reasonable hours of labour .



Principles of Labour Welfare In India

Job Satisfaction:

A structured questionnaire was used as the data collection instrument which was designed cov-

ering all the aspects related to the job satisfaction of the factory workers in the manufacturing plant. Every single question was designed very carefully by considering the formulated objectives, selected target population, sampling method and data collection method that decided under the survey design. Mainly the questionnaire contained 3 types of variables: Demographic variables, Personal variables, Job related variables. The questionnaire was initiated with an introduction clarifying the purpose and the confidentiality of the information provided by the survey. Questions on the same variable has been clustered together to improve the ease of filling and all the questions were given in table format to reduce the messiness between the questions. Five-point likert scale questions were used to represent job related variables where 1 represents “Highly satisfied/Strongly agree” and 5 represents “Highly dissatisfied/Strongly disagree”. When developing the questionnaire, the nature of the mind set and the knowledge of the respondents were taken in to consideration. Hence, the questionnaire was built in Sinhala and Tamil languages and questions were structured in an easier and casual way to improve its understandability.



Job Satisfaction

A pilot survey was carried out before conducting the main survey in order to check the quality of the questionnaire. Initially questionnaires were distributed among the factory workers to check the effectiveness of the designed questionnaire. Few modifications were done in some questions, few questions were added to the questionnaire and few questions were removed from the questionnaire. After carrying out the required modifications, other developed questionnaires were distributed among the factory workers to check the quality of the modified questionnaire. No more modifications were required; hence the data was collected using the modified questionnaire. Data collection procedure for the main survey was carried out within four working days at the manufacturing plant.

Auto Spare Parts Manufacturing Company Worker Job Satisfaction.

The Kaiser-Meyer-Olkin measure of sampling adequacy and Bartlett’s test for sphericity is used to test the sample adequacy for applying factor analysis. Kaiser recommends values greater than 0.5 as acceptable. Since the value is 0.743, it is a good value and hence we are confident that factor analysis could be appropriate for these data. The Bartlett’s test for sphericity is significant hence R-matrix is not an identity matrix. It reveals that there are some relationships between variables and therefore factor analysis is appropriate for these data.

Chi-square test		0.743
Chi-square test	Chi-square	685
	Df	153
	Sig.	.000

Table 1: KMO and Bartlett's Test

The table shows that the KMO value is 0.743 which is greater than 0.5 which is the acceptable score. The Bartlett's Test of Sphericity is 1.000 which is significant at .000 thereby confirming that the data is satisfactory enough to perform factor analysis. Rotated Component Matrix The rotated component matrix displays the statement with its factor loadings. When the rotated matrix is compared with unrotated matrix, we infer that there are three factors and variables load highly onto one factor.

Statements	Components		
	1	2	3
Motivation level in the organization is higher.	0.788		
I am satisfied with the pay given for my work.	0.736		
I satisfied with the type of leadership you have been getting from my supervisor.	0.727		
I am satisfied with my present salary.	0.686		
I have a comfortable personal workspace.	0.645		
I receive a feeling of accomplishment from the work I do.	0.645		
I have satisfied with my working condition.	0.564		
I gain more information from my job.	0.543		
I feel comfortable that excessive working hours are recognized and compensated.		0.743	
Salary increment is given based on the performance.		0.735	
I am satisfied with the benefits offered to me.		0.671	
I satisfied my chance of being promoted to a better promotion.		0.496	
I am happy with the relationship between management and employee.		0.460	
I am happy with the promotion policy.		0.454	
I am satisfied with my surrounding environment.			0.769
I am happy with the relationship between management and union.			0.664
I enjoy the 'social' aspect of my work.			0.631

I enjoy interacting with my colleagues.			0.585
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Table 2

This rotated component has the value limit from 0.788 to 0.543. The statement in the first component namely working condition has the highest value of 0.788, the statement aspects is motivation level in the organization and the least value 0.543 more information regarding their job. The statement in the second component namely promotion has the highest value of 0.743, the statement is with regard to the reorganization and compensation and the least value is of 0.454, the statement's aspect is promotion policy.

The final rotated component has the value limit from 0.769 to 0.585. The statements in this component namely work environment has the highest value of 0.769; the statement aspect is surrounding environment and the least value 0.585 is the statement of interaction of colleagues. The table shows the factor loadings extracted under each factors. First factor is named as 'working condition'. Second factor is named as 'Promotion' and the third factor is named as 'Environment'.

Factors	Descriptions of the factor statement	Factor loadings
Working condition	I have a comfortable personal workspace.	0.788
	I have satisfied with my working condition.	0.736
	I am satisfied with the type of leadership you have been getting from my supervisor.	0.727
	I am satisfied with my present salary.	0.686
	I am satisfied with the pay given for my work.	0.645
	Motivation level in the organization is higher.	0.645
	I receive a feeling of accomplishment from the work I do.	0.564
	I gain more information from my job.	0.543
Promotion	I am happy with the relationship between management and employee.	0.743
	I am happy with the promotion policy.	0.735
	I am satisfied with my chance of being promoted to a better promotion.	0.671
	Salary increment is given based on the performance.	0.496
	I feel comfortable that excessive working hours are recognized and compensated.	0.460
	I am satisfied with the benefits offered to me.	0.454
Work Environment	I enjoy the 'social' aspect of my work.	0.769
	I am satisfied with my surrounding environment.	0.664
	I enjoy interacting with my colleagues.	0.631
	I am happy with the relationship between management and	0.585

	union	
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Table 3: Description of the Factor

All these statements are grouped in to three factors, the factors are working condition, promotion, and work environment.

The working condition is the first factor it has the questions related to the working condition taking place in the organization. There exists statements related to working condition they are, comfortable workspace and it has the higher value when compared to other statements the value being 0.708.

The second factor promotion has statements created to the promotion's strategies. The first statement which has 0.743 has the larger value is with regard to the relationship between management and employee. The last factor is working environment and it has 4 statements related to the work environment. The statement has the value of 0.767 and it is with regard to the regard to the social aspect of the work.

Ranking for Factor Involved Job Satisfaction

Respondents were asked to give rating between 1 (Strongly Disagree) and 5(Strongly Agree) to perceived quality of work life related variable identified for studying employees adoption behavior.

Factors	Mean	S.D	Rank
Working condition	3.2250	0.839	3
Promotion	3.5244	0.651	1
Work Environment	3.368	0.599	2

Table 4 Source: Primary data

The highest mean score of the variable is 3.52 and the lowest mean score is 3.33 for the variable .Standard deviation of the variable is 0.839. As the factor promotion takes the first place, it is interpreted that promotion plays the major role in the job satisfaction of the employees. The next factor is work environment which is in the second place and working condition holds the last place, it is found out that working condition and work environment gives lesser job satisfaction when compared to the factor promotion.

Frequency Analysis of Different Factors:

Based on the convenience, the five point scale of different factors can be classified into three groups for easy interpretation of data. Number of employees fall under each category is shown.

Statement	1-2.5		2.5-3.5		3.5-5	
	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage

Working condition	31	21	54	36	65	43
Promotion	13	9	62	41	75	50
Work Environment	16	11	88	58	46	31

Table 5

Working Condition:

It is interpreted that around 43 percent of employees have less satisfaction in working condition whereas 36 percent of employees are moderately satisfied in working condition and 21 percent of the employees are highly satisfied in working condition.

Promotion:

It is interpreted that around 50 percent of employees are less satisfaction involved in promotion whereas 41 percent of employees are moderately satisfied in promotion and 9 percent of the employees are highly satisfied in promotion.

Work Environment:

It is interpreted that around 58 percent of employees are highly satisfied in work environment whereas 31 of employees are moderately satisfied in work environment and 11 percent of the employees are less satisfied in work environment.

Segmentation of Job Satisfaction:

Based on the three factors the employee job satisfaction, the respondents can be segmented. K-means cluster is used to categorize job satisfaction of employee in three clusters, as shown below.

Factors	Cluster		
	1	2	3
Working condition	2.08(III)	3.16(II)	3.84(I)
Promotion	3.50(II)	2.77(III)	3.95(I)
Work Environment	3.06(II)	3.01(III)	3.72(I)
Mean	2.88	2.98	3.84
No. of cases in each cluster	37	40	73
Total Percentage	25	27	48

Table 6: Final Cluster Centers
Source: Primary data

Table contains the mean value score of three factors related to job satisfaction and the ranks are specified in the bracket. Table shows that around 37 employees belong to cluster 1 category, 40 employees are in cluster 2 category and 73 respondents belong to cluster 3 categories. This reveals that majority of employees are satisfied in cluster 3 category. The mean values of these three clusters are 3.84 the first ranking to cluster 3 and 2.98 second ranking to cluster 2 and 2.88 the third ranking to cluster 1. The respondents are divided into three categories namely highly satisfied (I), moderately satisfied (II) and less satisfied (III).

Working Condition

The cluster 3 of the respondents are highly satisfied with their working condition (3.84), cluster 2 of the respondents are moderately satisfied (3.16) and cluster 1 of the respondents are less satisfied with their working condition (2.08).

Promotion

The cluster 3 of the respondents are highly satisfied with their promotion (3.95), cluster 1 of the respondents are moderately satisfied (3.50) and cluster 2 of the respondents are less satisfied with their promotions (2.77).

Work Environment:

The cluster 3 of the respondents are highly satisfied with their work environment (3.72), cluster 1 of the respondents are moderately satisfied (3.06) and cluster 2 of the respondents are less satisfied with their work environment (3.01).

Statement	Cluster		Error		F	Sig.
	Mean square	Degree of freedom	Mean square	Degree of freedom		
Working condition	37.999	2	0.197	147	192.602	.000
Promotion	18.095	2	0.184	147	98.320	.000
Work Environment	8.775	2	0.244	147	35.917	.000

Table 7: Relationship between Employees Job Satisfaction and the Cluster Variables

The ANOVA table indicates that there exists significant difference among all the three clusters. The significant value for all the three factors is 0.000. This means that all the three factors have significant contribution on dividing employees into three segments based of the job satisfaction. It is found that all the three factors of various clusters of working condition, promotion and environment which all have significant relationship on job satisfaction of employee.

Findings:

From the analysis, job satisfaction is divided into three factors they are working condition, promotion and work environment which are named on the basis of the statements and their type. Analysis reveals that the factor promotion gives maximum job satisfaction to the employees. Frequency Analysis infers that the working environment has the highest percentage. By segmenting it is found that majority of the employees are satisfied with the job.

Suggestions & Recommendations:

The industries may concentrate on working environment, so that employees will feel safe and secure at the work place. This leads to much improvement in the production.

Conclusion:

The main aim of any organization is to earn profit. But to attain the maximum profit, the organization should concentrate on its employees and take care of them. Employees play a vital role in production. Hence job satisfaction of employee is extremely important. This research study reveals that the employees are satisfied with their job.

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