

**A STUDY ON CONTRACT LABOUR MANAGEMENT SYSTEM AT ULTRATECH
CEMENT LIMITED, TADIPATRI, ANDHRA PRADESH**

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Abstract

"This project presents a comprehensive investigation into the effective management of contract labour within modern organizations. The study seeks to address the challenges and opportunities associated with contract labor, exploring strategies to enhance operational efficiency, compliance with labor laws, and the overall well-being of contract workers. Through a combination of qualitative and quantitative research methods, including surveys and case studies, this study sheds light on the various dimensions of contract labor management. Findings indicate that implementing transparent communication, fair compensation, and robust monitoring mechanisms positively influence both contractor-employee relationships and organizational outcomes. The implications of this research extend to organizational policies and practices, providing valuable insights to HR professionals, managers, and policymakers engaged in contract labour management.

The main objective of this Labor Management System project is to have a completely automated project allotment system which can even be managed by a non-technical person. This project will serve the purpose of maintaining all the contractor and sub-contractor details along with issuing registration certificate to contractor and license certificate to sub-contractor. This Labour Management System project will definitely reduce the time and effort in searching for contractors with expired licenses and intimating them beforehand. Fetching all the contractor details, sub-contractor details and work order details will be made easy with just a single mouse click. Overall management of Contract labour will be easy and quick

INTRODUCTION

Contract labor management system is a web based system for employers to have a better check and control over their contractor and the labor under them. With the help of the contract labor management system the organization and establishments are able to implement the security norms which help to create a safe and secure work environment. Contract labor management (CLM) is an important process in all companies. The agreement helps improve the result and limit liabilities. Today, it is almost inevitable that no major employer will use the services of contract workers. However, due to compliance, safety and security issues, accidents, periodic health checks, etc., the entire contract management process becomes a complex affair for departments such as HR, Security and Facilities, etc. Specific contractor names and contract termination dates are included with the module. Contract Labor Management System is based on biometric fingerprint technology, where all jobs are registered with their fingerprint and other information, which can also be used for authentication. Only authorized personnel can enter the premises according to the allocated quota. It helps the company in a big way to manage all information about workforce to prevent fraud, get the required workforce and manage them efficiently through the system.

2.1. INDUSTRY PROFILE

INTRODUCTION

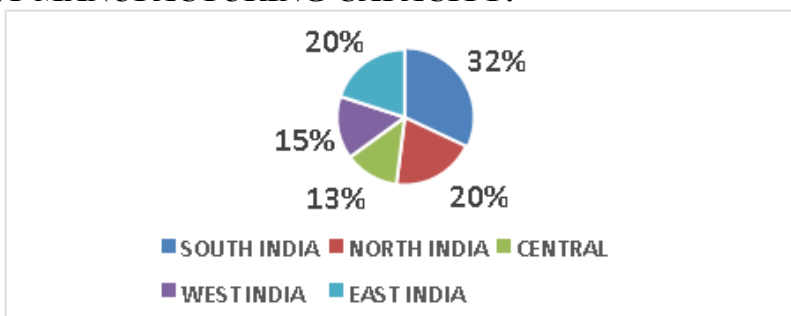
India is the world's second-largest cement manufacturer. It makes up more than 8% of the installed capacity worldwide. The cement industry is anticipated to gain the most from India's potential for expansion in the infrastructure and building sectors. The desire for rural housing in India has also increased the usage of cement, which is one of the cheapest products to purchase in terms of rupees per kilogram. One of the key factors driving demand for the cement industry is the robust expansion of the industrial sector, which has completely recovered from the COVID-19 pandemic shock.

Consequently, there is a good chance that the long-term demand for the cement sector will raise. The creation of 98 smart cities is only one of the current efforts that are anticipated to have a big impact on the industry.

A number of international companies, including Lafarge-Holcim, Heidelberg Cement, and Vicat, have recently made investments in the nation with the help of appropriate government foreign policies. The easy access to raw resources for creating cement, like limestone and coal, is a crucial factor that supports the sector's expansion.

India now produces 298 MTPA of cement per installed capacity of 553 MTPA. MARKET SIZE India's demand for cement is growing at a CAGR of 5.6 percent between 2016 and 22. India has expansive limestone reserves of excellent quality and volume, which offers the cement sector tremendous expansion eventuality. There are 127 big cement plants in India 77 - Andhra Pradesh, 24 - Rajasthan, and 26-Tamil Nadu.

INDIA'S CEMENT MANUFACTURING CAPACITY:



INVESTMENTS

- Between April 2000 and September 2022, FDI inflows into the sector, which is involved in the production of cement and gypsum products, totaled US\$5.49 billion.
 - In 2022, PE/VC investments totaled US\$ 5.81 billion across 71 projects in real estate and US\$ 7.9 billion across 47 deals in infrastructure, respectively.
 - Compared to December 2021, PE/VC investments in real estate and infrastructure saw a strong 27% increase, reaching US\$13.7 billion in December 2022.
 - According to DGCIS, India exported US\$118.15 million worth of Portland cement, aluminous cement, slag cement, super sulphate cement, and similar hydraulic cement in FY21.
- In 2021, the adoption of remote work will pick up speed, and in Tier 2 and 3 cities, demand for cheap homes with ticket prices under Rs. 40-50 lakh (US\$ 53,694-67,118) will likely surge, driving up cement demand.

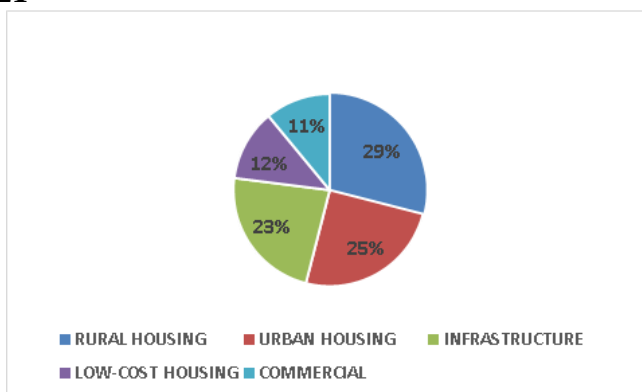
The following are some of the significant investments and developments in the Indian cement industry:

- At the Dhule Grinding unit in Maharashtra, Ultra Tech Cement completed a Greenfield grinding capacity with a capability of 1.8 million tons per annum (MTPA) in December 2022.
 - At the Dhar Cement Works in Madhya Pradesh, Ultra Tech Cement put into operation a second grinding capacity with a brownfield clinker with a 1.8 MPTA capacity.
- Shree Cement Group finished a 6.7 Mega Watt ground-mounted solar installation in Haryana in September 2022.
- In Andhra Pradesh, a 3 million tons integrated cement factory is scheduled to open in August 2022. The project should be finished by the second quarter of FY 2024–25.
 - The Ametha Integrated Unit is scheduled to be put into operation by July 2023, increasing cement production capacity by 3.3 MTPA.
 - Ultra Tech Cement approved a capital investment of Rs. 12,886 crore (US\$ 1.65 billion) in June 2022 to build new projects and enhance capacity by 22.6 million tons per annum (MTPA).
 - In September 2022, PE/VC investments in real estate and infrastructure totaled \$338 million and \$795 million, respectively.

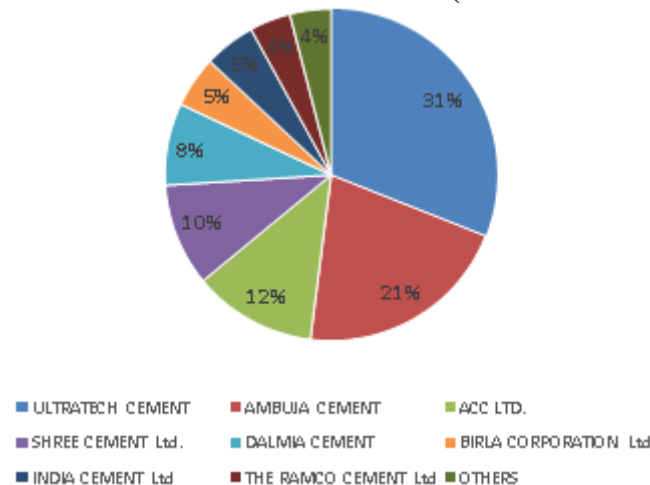
When compared to September 2021, India's cement production grew by 12.1% in September 2022.

- In October 2022, Ultra Tech declared that four of its cement products—Ordinary Portland Cement (OPC), Portland Pozzolana Cement (PPC), Portland Slag Cement (PSC), and PCC (Portland Composite Cement)—had been awarded Environmental Product Declaration (EPD) certificates.
- According to Invest India, the National Infrastructure Pipeline (NIP) increased from 7,400 to 9,305 projects.
- The 'PM Gati Shakti - National Master Plan (NMP)' for multimodal connectivity was introduced by Prime Minister Mr. Narendra Modi in October 2021. Gati Shakti will work in harmony to build India a top-notch, seamless multimodal transport network. Future cement demand will increase as a result.
- The Urban Rejuvenation Mission, which includes the AMRUT and Smart Cities Missions and the Swachh Bharat Mission, received funding from the Union Budget of Rs. 13,750 crore (US\$ 1.88 billion) and Rs. 12,294 crore (US\$ 1.68 billion).

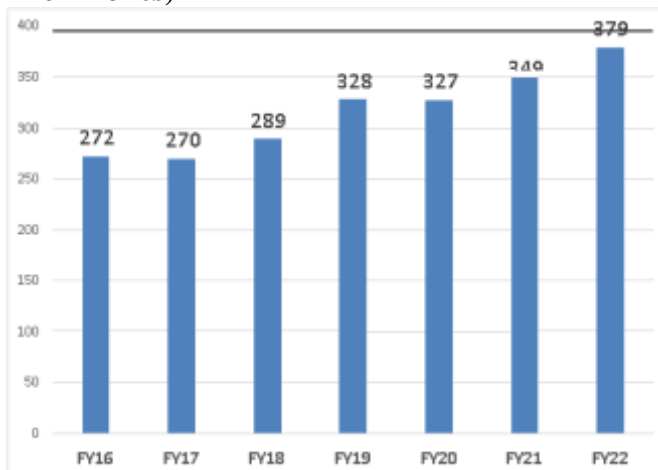
Cement Demand in FY21



Top Cement Producers In India 2022 (Market share)



Cement Production (Million Tonnes)



OBJECTIVES OF THE STUDY

- To determine whether the contract labor are aware of the labor act and their rights at UTCL, Tadipatri.
- To study the perception of the contract labor towards the facilities provided by the factory management at UTCL, Tadipatri.
- To study the impact of the contract labor on production at UTCL, Tadipatri.

RESEARCH METHODOLOGY

Data is collected from primary and secondary sources. Collection of the data is of primary importance in the research process. Data which is collected for the purpose of research helps in proper analyze which is helpful to conduct research effectively. The data source, which is very important in the collection of data, is primary data and secondary data..

DATA ANALYSIS AND INTERPRETATION

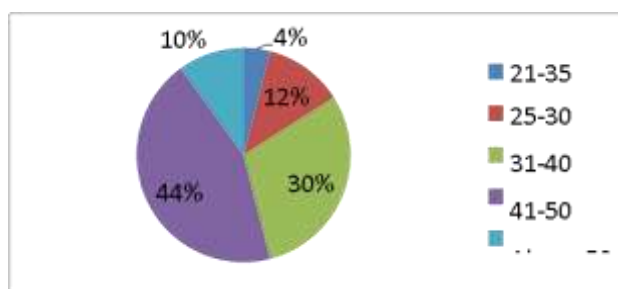
4.1. RESPONDENTS AGE ANALYSIS:

Table: 4.1

Age	No. of respondents	% Of respondents
21-25	2	4
25-30	6	12
31 – 40	15	30
41-50	22	44
50 and above	5	10
Total	50	100

Source: Primary data

Chart No: 4.1



INTERPRETATION:

The above table shows, it is clear that 4% of the respondents are under the age of 25, 12% of the respondents are between the age group of 25 – 30, 30% of the respondents are between the age group of 31 – 40, 44% of the respondents are between the age group of 41-50 and 10% of the respondents are 50 and above.

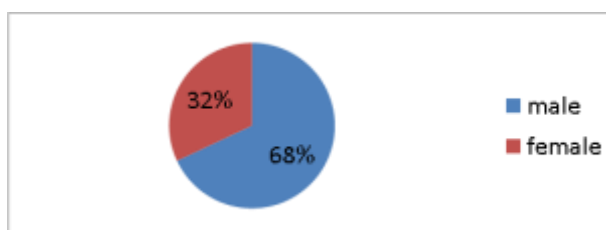
4.2. RESPONDENTS GENDER ANALYSIS:

Table 4.2

Gender	No. of respondents	% Of respondents
Male	34	68
Female	16	32
Total	50	100

Source: Primary data

Chart No.4.2



INTERPRETATION:

The above table shows, it is clearly stated that 68% of the respondents are male employees and 32% of the respondents are female employees.

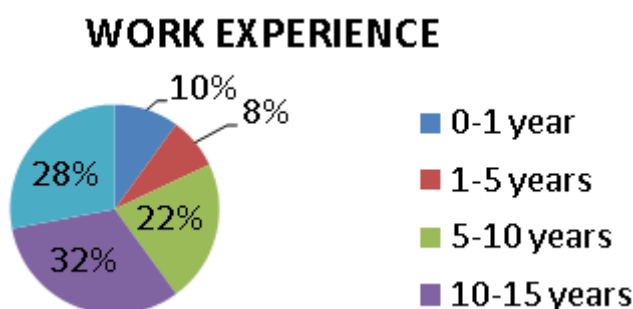
4.3. EXPERIENCE OF RESPONDENTS:

Table 4.3

No of years' experience	No. of respondents	% Of respondents
0-1 year	5	10
1-5 years	4	8
5-10 years	11	22
10-15 years	16	32
15 years above	14	28
Total	50	100

Source: Primary data

Chart No. 4.3



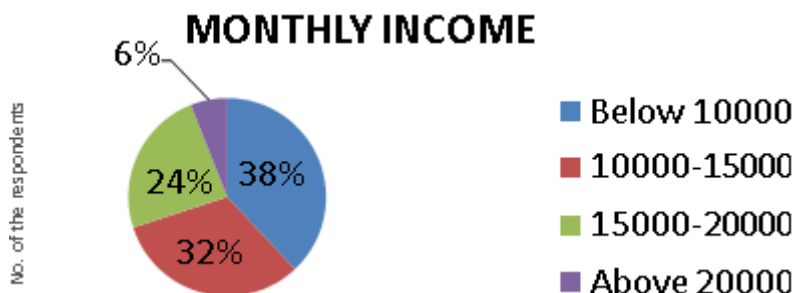
4.4. Monthly Income of the respondents:

Table: 4.4

Monthly Income	No. of respondents	% Of respondents
Below 10000	19	38
10000-15000	16	32
15000-20000	12	24
20000 Above	3	6
Total	50	100

Source: Primary data

Chart No. 4.4



INTERPRETATION:

The above table shows, 38% of the respondents are having income below 10000, 32% of respondents are having income below 15000, 24% of respondents are having income below 20000 and 6% of respondents are having income above 20000.

4.5. Labor attending medical check-up

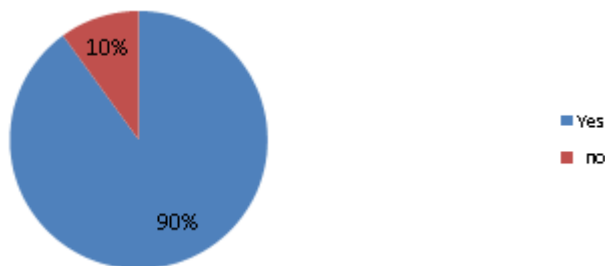
Table: 4.5

Attributes	No. of respondents	% Of respondents
Yes	45	90

No	5	10
Total	50	100

Source: Primary data

Chart No. 4.5



INTERPRETATION:

The above table shows, 90% of the respondents are attending the annual medical check-up, 5% are not attending the medical check-up.

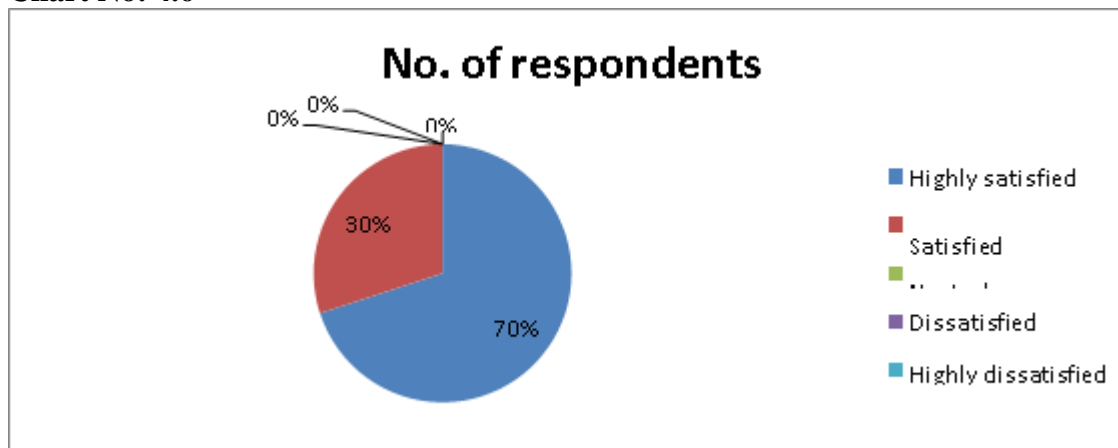
4.6. Opinion on the safety measures:

Table: 4.6

Satisfaction level	No. of respondents	% Of respondents
Highly satisfied	35	70
Satisfied	15	30
Neutral	0	0
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	50	100

Source: Primary data

Chart No: 4.6



INTERPRETATION:

The above table shows, 70% of the respondents about the opinion of their safety measures is highly satisfied, 30% are satisfied.

4.7. Labor attending safety training sessions:

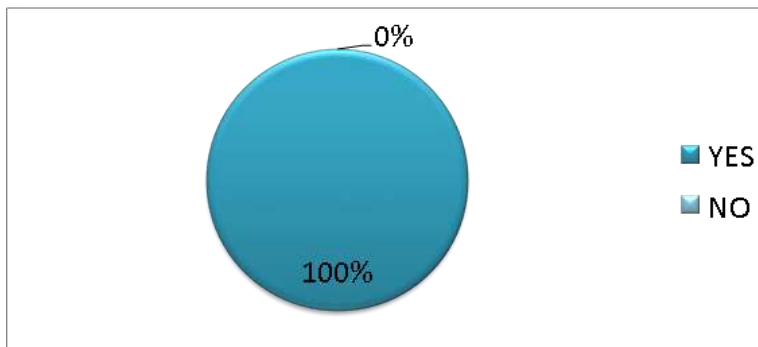
Table: 4.7

Attributes	No. of respondents	% Of respondents
Yes	50	100

No	0	0
Total	50	100

Source: Primary data

Chart No: 4.7



INTERPRETATION:

The above table shows, 93% of the respondents are satisfied with the management and remaining 7% are feeling not satisfied.

4.8 .Opinion of labor on warning sign boards arranged by the factory management in the work place

Table 4.8

Attributes	No of respondents	%Of respondents
YES	50	100
NO	0	0
TOTAL	50	100

Source: Primary data

Chart 4.8



INTERPRETATION:

The above table shows that there are warning sign boards arranged by the factory in the workplace of the labour.

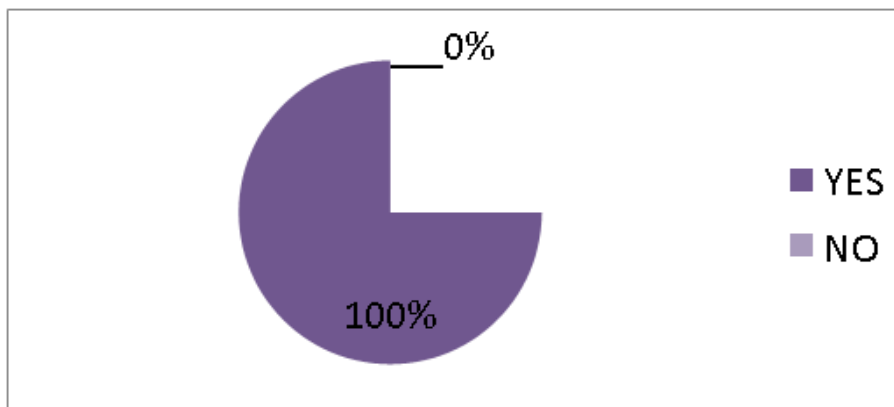
4.9 .Opinion of labour on receiving wages on time from the contractor

Table 4.9

Attributes	No of respondents	% of Respondents
Yes	50	100
No	0	0
Total	50	100

Source: Primary data

Chart 4.9



INTERPRETATION:

The above table shows that the contract labour are receiving the wages from the contractor on time.

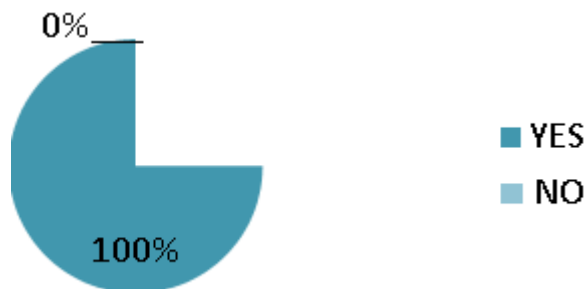
4.10. Opinion of labour if the contractor follows the statutory compliances like PF and ESI

Table 4.10

Attributes	No of respondents	%Of respondents
YES	50	100
NO	0	0
TOTAL	50	100

Source: Primary data

Chart 4.10



INTERPRETATION:

The above table shows that the contractor follows the statutory compliances like PF and ESI.

5.1 FINDINGS

- The people under the age of 25 working as contract labour are 4%, the people between the age group 25-30 are 12%, the people between the age group 31-40 are 30%, the people between the age group 41-50 are 44% and the people above the age group 50 are 10%.
- The people who responded are 68% male and 32% are female.
- The people working for below one year in the factory are 10%, the people working for below 5 years are 8%, the people working for below 10 years are 22%, the people working for below 15 years are 32% and the people working for above 15 years are 28%.
- The 38% labour working in the factory are having income below 10000, 32% of labour are having income below 15000, 24% of the labour are having income below 20000 and 65 of the labour are having income more than 20000.

- 90% of the labour attends the medical check-ups and 10 % of the labour does not attend the medical check-ups conducted by the factory.
- 70% of the labour had said the safety measures are good and 30 % said they are excellent

5.2. SUGGESTIONS

- It is suggested to motivate all the contract labor to attend the medical check- ups conducted by the factory management at Ultra-Tech cement limited Tadipatri.
- It is suggested that to improve the way of readdressing the grievances of contract labor at Ultra-Tech cement limited Tadipatri.
- It is suggested to check whether all contract labour are receiving basic tools and equipment from the factory management for performing their duties at Ultra-Tech cement limited Tadipatri.

5.3. CONCLUSION

- The factory management of Ultra Tech Cement Limited is following the labour laws relating to The Factories Act 1948, The Payment of Wages Act 1936 and The Contract Labour Regulation and Abolition Act 1970 in correct manner.
- Majority of the labour working show satisfaction to the maximum extent. The UTCL Company has improved the labour's quality of work and their job efficiency by providing good working environment. The labour have also shown satisfaction with regard to wages, working conditions, welfare facilities, motivational talks, incentives, job responsibility, safety and security and nature of work etc....

REFERENCES

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www.cio.com/contract-labor-strategies

ARTICLES

Effective strategies for managing contract labour

Contract labour management: challenges and best practices Impact of technology on contract labour management