



# **BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES (BIITM), BHUBANESWAR**

Plot No. F/4, Chandaka Industrial Estate, Infocity, Patia, Bhubaneswar-24

Approved by AICTE, Govt. of India | Affiliated to BPUT, Odisha | NAAC Accredited | ISO 9001 : 2015

## **SUMMER INTERNSHIP PROJECT 2024**

### **REPORT TITLE**

A Study on Employee Welfare Policy in  
Mahanadi Coalfields Limited (MCL)

### **SUBMITTED BY**

**DEEPIKA RANI MURMU**

**MBA Batch: 2023-25**

**University Regn. No.: 2306258059**

### **Faculty Guide**

Dr. Prajna Mohapatra  
Assistant Prof. (HR)  
BIITM, Bhubaneswar

### **Corporate Guide**

Mrs. Manaswini Routray  
HR Manager, HRD  
MCL, Bhubaneswar



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**CERTIFICATE OF FACULTY/INTERNAL GUIDE**

This is to certify that Ms. Deepika Rani Murmu, bearing university registration no. 2306258059 of 2023-25 batch, has completed his/her summer internship at Mahanadi Coalfields Limited (MCL) from 01/06/2024 to 15/07/2024 under the supervision of Mrs. Manaswini Routray and has submitted this project report under my guidance in partial fulfilment of the requirements for award of the degree of Master of Business Administration at Biju Patnaik Institute of Information Technology and Management Studies, Bhubaneswar. To the best of my knowledge and belief, this project report has been prepared by the student and has not been submitted to any other institute or university for the award of any degree or diploma.

Date:

Place: Bhubaneswar

Signature of the Internal Guide

Dr. Prajna Mohapatra

Designation: Assistant Professor (HR)



ସଂଧବ ସଂ : ଏମ.ସି.ଏଲ/ମଂପ୍ର/ଭୁବନେଶ୍ୱର/ 2024/ 414

ଦିନାଂକ: 02.08.2024

**(CERTIFICATE FROM CORPORATE GUIDE)**

This is to certify that Deepika Rani Murmu student of MBA at BIITM, Bhubaneswar. Bearing University Registration No- 2306258059 has done a Summer Internship Project Work in “**A STUDY ON EMPLOYEE WELFARE POLICY AT MCL**” for a period from 01.06.2024 to 15.07.2024

She has carried out the Project under my supervision and guidance for the fullfillment of Summer Internship. During her internship period She was found to be sincere and hardworking.

I wish her all the success in her professional career.

Smt. Manaswini Routray  
Manager(Personnel), MCL BBSR  
प्रबंधक (कार्मिक)  
Manager (Personnel)  
महानदी कोलफील्ड्स लिमिटेड  
Mahanadi Coalfields Ltd.  
भुवनेश्वर, ओडिशा/Bhubaneswar, Odisha

## **DECLARATION**

I, Ms. Deepika Rani Murmu Bearing university registration no. 2306258059 (2023-25 batch), hereby declare that the project report titled A Study on Employee Welfare policy in Mahanadi Coalfields Limited (MCL) is based on my internship at Mahanadi Coalfields Limited (MCL), during the period 01/06/2024 to 15/07/2024 and is an original work done by me under the supervision of Mrs. Manaswini Routray HR Manager (HRD) and Dr. Prajna Mohapatra Assistant Professor (HR). This report is being submitted to Biju Patnaik Institute of Information Technology and Management Studies, Bhubaneswar, affiliated to Biju Patnaik University of Technology, Odisha, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration. This project report has not been submitted to any other institute/university for the award of any degree or diploma.

Date:

Place:

Signature

## **ACKNOWLEDGEMENT**

A project work cannot be a sole effort. A lot of people contribute towards the completion of a project to make it a successful. Many people have played a vital role to make this project a success. It is really a great pleasure to have this opportunity to express the feeling of gratitude.

I am grateful to principal Dr. MIHIR RANJAN NAYAK, & Dean Dr. CHINMAYA KUMAR DASH of Biju Patnaik Institute of Information Technology & Management Studies, for providing us the best facilities and atmosphere for the development and implementation of our project. I thank Mr. K CHANDRASEKHAR, Head of Placement & Training department for his encouragement and support, also I thank my guide DR. PRAJNA MOHAPATRA for her valuable suggestions and support. I express my deep sense of gratitude to MRS. MANASWINI ROUTRAY, HR Manager, HRD MCL, Bhubaneswar for giving me an opportunity to do an internship in the company and for guiding me throughout the Industrial Training.

I also remember with gratitude, all the employees of MCL, who provided me with information and support from various departments during the training period.

Name of the Student:

**DEEPIKA RANI MURMU**

Regn. No: **2306258059**

## **ABSTRACT**

Employees' play a key role in the existence and growth of any organization; therefore, their welfare is essential. During the past few years, organizations have been contributing towards the employee's benefits and also increase their efficiency. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. If the organizations do not bother about the employees' benefit, but expect efficient and high performance from them, it is a mere waste. So, there is utmost need for the employee's welfare in any type of organization. Organizations have to provide welfare facilities to their employees to keep their motivation levels high.

# CONTENT

SL. NO.	TOPIC	PAGE NO.
<b>1</b>	<b>CHAPTER-I</b>	<b>1-6</b>
	INTRODUCTION SCOPE OBJECTIVES METHODOLOGY LIMITATIONS REVIEW OF LITERATURE	
<b>2</b>	<b>CHAPTER-II</b>	<b>7-16</b>
	COMPANY PROFILE	
<b>3</b>	<b>CHAPTER-III</b>	<b>17-33</b>
	DATA ANALYSIS AND FINDINGS	
<b>4</b>	<b>CHAPTER-IV</b>	<b>34-35</b>
	SUGGESTIONS CONCLUSION	
<b>5</b>	<b>BIBLIOGRAPHY</b>	<b>36</b>

# **CHAPTER-I**

## **INTRODUCTION**



## **INTRODUCTION**

Mahanadi Coalfields Limited (MCL) is one of the major coals producing company of India. Mahanadi Coalfields Limited (MCL), a Miniratna company It is one of the eight subsidiaries of Coal India Limited, a Maharatna company of Government of India. Mahanadi Coalfields Limited was carved out of the South Eastern Coalfields Limited in 1992 its headquarters at Sambalpur, it has total seven open cast mines and three underground mines spread across Odisha.

This project covers the topic "**Employee Welfare policy at Mahanadi Coalfields Limited**" It gave me a great experiences and knowledge about the welfare facilities at MCL.

The survey was carried out the data collected has been well organized.

### **1.1 EMPLOYEE WELFARE**

Employee welfare defines as "efforts to make life worth living for workmen". These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer's own initiatives. It is a comprehensive term including various services, benefits, and facilities offered to employees by the employer. Through such generous fringe benefits the employer makes life worth living for employees.

### **1.2 SCOPE OF THE STUDY**

- The report examines collective welfare measures introduced by MCL, including housing, health services, education support and recreationaning recreational facilities provided for the employees of Mahanadi Coalfields Ltd. It will include works on infrastructure building, water supply as well to enforcement of community services.
- The scope is to also evaluate how these welfare measures contribute towards the satisfaction & well-being of MCL employees as whole.
- It uses more than a year worth of data to look at how things have spread out over time (2020-23) as the way matters change can help us assess if and how social welfare initiatives work.
- The need for Directives based on the findings, scope includes giving a set of recommendations which can help enhance and scale upthe welfare measures at MCL.

### **1.3 OBJECTIVES OF THE STUDY**

The objectives of the study are:

- To study the employee welfare activities at Mahanadi Coalfields Limited (MCL), Odisha.
- To understand the number of welfare facilities availed by the employees at MCL.
- To evaluate the effectiveness of current employee welfare measures in enhancing the living conditions and job satisfaction of MCL employees.

### **1.4 RESEARCH METHODOLOGY**

1. **Data Collection** The research primarily utilized secondary data sources, including:
  - MCL's annual reports and official documents.
  - Government regulations and industry standards relevant to employee welfare.
  - Academic journals and literature on employee welfare practices.
  - Industry benchmarks and best practices.
2. **Data Analysis:** Qualitative and quantitative analysis of the collected secondary data to identify trends, strengths, and areas needing improvement.

### **1.5 LIMITATION OF THE STUDY**

- First of all, 45 days of project work is not sufficient enough to conduct a study on employee welfare in a big company like MCL.
- Secondly, limitations with regards to availability & accessibility of various sources of the secondary data.
- Insufficient support from employees of the company because of their busy schedule.
- It is very much uncomfortable and stranger on the part of trainees to interact with the workers initially because they are unknown to us by nature; it took few days to get acquainted with them.

## **LITERATURE REVIEW**

The term welfare suggests the state of well-being and implies wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral and emotional factor of a person. Adequate level of earnings, safe and human conditions of work and access to some minimum social security benefits are the major qualitative dimensions employment which enhance quality of life of workers and their productivity.

Institutional mechanisms exist for ensuring these to workers in the organized sector of the economy. These are being strengthened or expanded to the extent possible. However, workers in the unorganized sector, who constitute 90 per cent of the total workforce, by and large, do not have access to such benefits. Steps need to be taken on a larger scale than before to improve the quality of working life of the unorganized workers, including women workers. Classical economics and all microeconomics labour is one of four factors of production, the others being land, capital and enterprise.

It is measure of the work done by human beings. There is a macroeconomics system theory which have created a concept called human capital (referring to the skills that workers possess, not necessarily their actual work), although there are also counterpoising macroeconomic system theories that think human capital is a contradiction in terms of Labour.

In the view of K.K Chaudhuri, the author of the book Human Resource Management, in his Human Resources: A Relook to the workplace, states that HR policies are being made flexible. From leaves to compensations, perks to office facilities, many companies are willing to customize policies to suit different employee segments.

Conventions and Recommendation of ILO (1949) sets forth a fundamental principle at its 26th conference held in Philadelphia recommended some of the measures in the area of welfare measures which includes adequate protection for life and health of workers in all occupations, provision for child welfare and maternity protection, provision of adequate nutrition, housing and facilities for recreation and culture, the assurance of equality of educational and vocational opportunity etc.

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of

the Provident Fund, gratuity and unemployment insurance etc. Shobha Mishra and Dr. Manju Bhagat (PhD Guide, 2007) in their article "Principles for Successful Implementation of Labour Welfare Activities", stated that labour absenteeism in Indian industries can be reduced to a great extent by providing good housing, health and family care, canteen, educational and training facilities and provision of welfare activities. The principle for successful implementation of labour welfare activities is nothing but an extension of democratic values in an industrialized society. P.L. Rao, the author of the book- Comprehensive Human Resource Management, in his article "Labour Legislation in the Making", opines that professional bodies like National Institute of Personnel Management should constitute a standing committee to monitor the proceeding in the Parliament regarding the labour welfare measures.

In this context, a study conducted by Saiyadin, the author of the book "Voluntary Welfare in India", Lok Udyog October, 1983 for examined the purpose and cost of non-statutory welfare activities for the organizations. Five public and six private sector organizations were selected for the study. The study brought out an important conclusion that the most predominant theme in the minds of organizations when they think of the voluntary welfare measures was not only the output and efficiency but also increasing loyalty and morale. In respect of cost, the study revealed, that the public sector organizations spend more on welfare activities, as compared to private sector. While public sector spends more on transportation and recreation, private sector was found to be spending more on housing according to the study.

The research work of KK Misra, the author of "Labour Welfare in Indian Industries aimed at sociological analysis of the labour welfare problems of sugar industry. The analysis was based on the first-hand data collected from the sugar factories of Eastern Uttar Pradesh. The study concluded that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not very satisfactory particularly in the respect of safety measures, cleanliness, sanitation, latrine facilities, drinking water, rest rooms, etc. It also pointed out that the provisions for leaves and holidays, lighting, housing, medical, education, are far from satisfactory. The study of Zachariah, the author of "Industrial Relations and Personnel Problems-A study with particular reference to Bombay" based on a sample survey of manufacturing undertakings in Bombay, covered welfare services and working conditions while surveying the factors affecting industrial relations.

It was observed that better working conditions and adequate provision of welfare services would contribute to harmonious industrial relations. Also, study conducted by Koshan Manjulika the author of "Labour Welfare In India in J.S Uppal (ED), India's Economic Problems, an analytical approach" pointed out that inspite of statutory provisions and enforcing agencies in India, the welfare facilities were absent and the cement industry was the only one where provisions were adequately enforced. The study suggested that need for overhauling and tightening the machinery of inspection. Appointment of welfare inspectors for different industries, distinguishing the duties of factory inspectors from those of welfare inspectors to submit annual and quarterly reports and empowering the welfare inspectors to fine in case of default, were some of the steps suggested in this study. In addition to the above discussion, others also defined on about welfare measure of employees like; Welfare includes such activities as private advice on any type of personal problem, assistance with problems of heath or sickness; special responsibilities for young people and elderly and retired staff and the provision of sports and social facilities.

An organization is concerned with these matters since the reputation for their showing concern helps to improve the local image of the firm as a good employer and thus assists in recruitment (Armstrong 1992 p.775). Welfare may not directly increase productivity but may add to general feelings of satisfaction with the firm and cut down labour turnover. Also, According to Beach (1980) personal services should be provided when a welfare need is established and a welfare need exists where it is clear that help is required and that it cannot be given more effectively from another source, and that the individual is likely to benefit from the services that can be offered. In an organizational setting, an essential element in personnel services is confidential.

There is no point in offering help or advice to people if they think that their personal problems are going to be revealed to others, possibly to the detriment of their future careers. Armstrong (1992) says that this is the argument for having specialized welfare officers in organizations large enough to be able to afford them.

**CHAPTER-II**  
**COMPANY PROFILE**  
**&**  
**INDUSTRY ANALYSIS**

## COMPANY PROFILE

### 2.1 MAHANADI COALFIELDS LIMITED



**Mahanadi Coalfields Limited (MCL)** is one of the major coals producing company of India. It is one of the eight subsidiaries of Coal India Limited. Mahanadi Coalfields Limited was carved out of South Eastern Coalfields Limited in 1992 with its headquarters at Sambalpur. It has its coal mines spread across Odisha. It has total seven open cast mines and three underground mines under its fold.

MCL has two subsidiaries with private companies as a joint venture. The name of these companies is MJSJ Coal Limited & MNH Shakti Ltd.

There are 45 sanctioned mining projects in MCL with a capacity of 190.83 Mty of coal. The total capital outlay of 45 projects is ₹6,076.78 crore (US\$730 million) & out of which 28 with a total capacity of 73.98 Mty have been completed by 1 April 2009 with a sanctioned capital investment of ₹2,348.61 crore (US\$280 million). Out of the 28 completed projects, 2 have been exhausted (Balanda OCP & Basundhara-East OCP). One Expn. Project, namely, Lajkura Expn. (2.50 Mty, 1.50 Mty incr.) is going to be approved within a short period of time.

Approval of Garjanbahal OCP (10.00 Mty) has been stalled temporarily due to delay in getting Forestry clearance. Seventeen ongoing projects i.e. Kulda OCP (10.00 Mty), Bhubaneswari OCP (20.00 Mty), Kaniha OCP (10.00 Mty), Bharatpur Expn. Ph.-III (9.00 Mty Incr.), Balaram OC Extn. (8.00 Mty), Ananta Expn. Ph.-III (3.00 Mty Incr.), Lakhanpur Expn. Ph.-III (5.00 Mty Incr.), Hingula Expn. Ph.-III (7.00 Mty Incr.), Talcher West) UG (0.52 Mty), Natraj U/G (0.64

Mty), Jagannath U/G (0.67 Mty), Bharatpur OC Expn. Ph-II (6.00 Mty Incr.), Lakhanpur Expn. (5.00 Mty Incr.), HBI UG Aug. (0.42 Mty), Basundhara (W) Expn. (4.60 Mty Incr.) and two JV projects Gopalprasad OCP (15.00 Mty), Talabira OCP (20.00 Mty) with a capital investment of ₹3,728.17 crore (US\$450 million) are under implementation.



## **2.2 VISION OF MCL**

"To be the leading energy supplier in the country, through best practices from mine to market"

## **2.3 MISSION OF MCL**

"To produce and market the planned quality of coal and coal products efficiently and economically with due regard to safety, conservation quality". MCL believes in its slogan of "Growing Along with the Surroundings" there by "Bringing a Smile in Every Hut "and is every committed to achieve it.

## **2.4 MCL's POLICY FOR Corporate Social Responsibility (CSR)**

Corporate Social Responsibility (CSR) is defined within a frame work of Corporate Philosophy which factors the needs of the community and the regions in which corporate entity functions. Policy on Corporate Social Responsibility of Central Public Sector Enterprises is mandatory as per guidelines issued by Govt. of India.

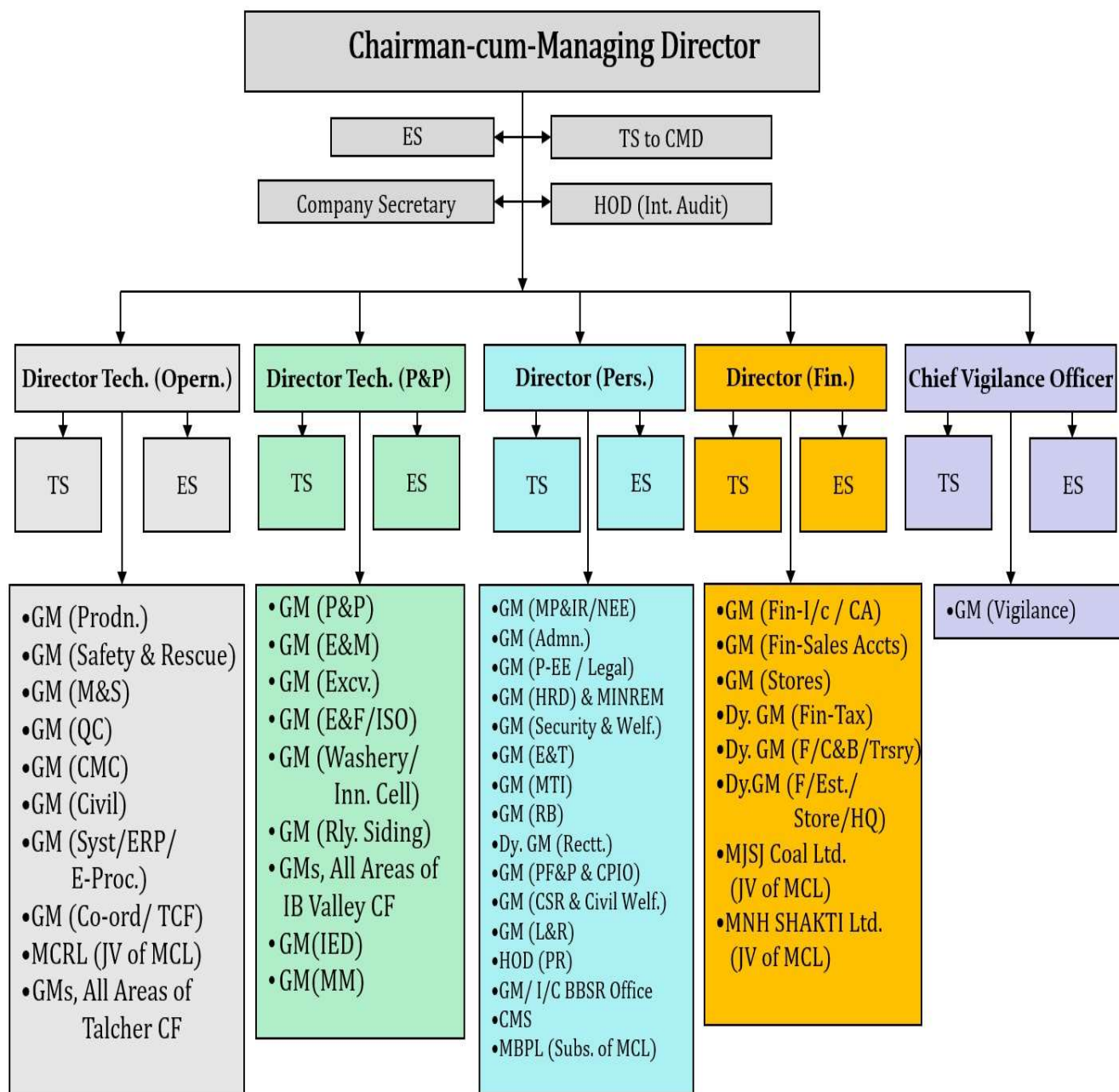
Moreover, as per Prime Minister's address on inclusive growth/challenges for corporate entity in a modern democratic society, business must release its wider social responsibility. Corporate industry should invest in environment friendly technology and environment and ecology must be protected, safeguarded for future generations. The Committee on Public Undertaking in its 24th report "Social Responsibilities and Public Accountability of Public Undertaking has brought out that Government believes in making PSEs growth oriented and technically dynamic.



Since all PSEs cannot be treated on equal footings for undertaking various types of social activities, it is the responsibility of each PSE to identify and implement Social Responsibilities keeping in view its financial ability to sustain such activities. Policy in CSR of a Central Public Sector Enterprises is mandatory as per guidelines issued by DPE Ministry of Heavy Industries Public Enterprises, Govt. of India. CIL and its subsidiaries. On implementation of CSR policy by CIL, 5/- tons or 5% of retained earnings whichever is higher is being allocated for CSR activities to be carried out in the following year.

<b>Company type</b>	Public sector undertakings (PSU)
<b>Industry</b>	Coal Mining
<b>Founded</b>	1992
<b>Headquarters</b>	Sambalpur, Odisha, India
<b>Area served</b>	India
<b>Key people</b>	Shri O P Singh (Chairman & MD)
<b>Products</b>	Bituminous Coal
<b>Revenue</b>	₹23,619.94 crore (US\$2.8 billion) (FY21)
<b>Operating income</b>	₹9,316.79 crore (US\$1.1 billion) (FY21)
<b>Net income</b>	₹6,872.35 crore (US\$820 million) (FY21)
<b>Total assets</b>	₹8,232.15 crore (US\$990 million) (FY21)
<b>Owner</b>	Government of India
<b>Number of employees</b>	22,352 (1 April 2019)

## ORGANIZATION STRUCTURE OF MAHANADI COALFIELDS LIMITED



## SWOT ANALYSIS

<b>STRENGTH</b> <ul style="list-style-type: none"><li>• Labours easily available.</li><li>• Low customs duty on capital equipment.</li><li>• Tax Holiday.</li></ul>	<b>WEAKNESS</b> <ul style="list-style-type: none"><li>• Poor infrastructure facilities.</li><li>• Low innovation capabilities.</li><li>• Labour force is highly unskilled and inexperienced.</li></ul>
<b>OPPURTUNITIES</b> <ul style="list-style-type: none"><li>• Setting up manufacturing unit.</li><li>• Export Potential.</li></ul>	<b>THREATS</b> <ul style="list-style-type: none"><li>• Foreign investment.</li><li>• Stricter environmental rules restricting coal mining activities.</li><li>• High rate of accidents.</li></ul>

### INDUSTRY PROFILE:

#### 2.5 COAL INDIA LIMITED



The coal deposits workable under the current techno- economics of mining the country occur in two distinct stratigraphic horizons: Gondwana and Tertiaries. The total spread of Gondwana formations in the country is about 64,000 sq.km. out of which are not considered economically

viable at present, the aerial coverage of 57 Gondwana coalfields is about 49,470 sq.km, out of which 36,210 sq. km. area is prognosticated to be coal bearing. Excluding the regions of coalfields which have deep seated coal deposits (exceeding 1200-meter depth) the potential area which may contain coal seam is about 15101sq. Km.

Within this workable area about 5,628 sq. Km. Area has shallow deposits i.e. coal seams occur up to a depth range of 300 meters from the surface and rest of the area has coal seams between 300-to-1200-meter depth. Coal India Limited, was born on November 1, 1975 as public sector undertaking, from Coal Mines Authority Limited in 1973 for reorganizing the nationalized coal mines and ensuring integrated development of coal sector.

Today, Coal India is the world's largest coal producer and a Maharatna status company of Government of India headquartered at Kolkata (West Bengal) under the administrative control of Ministry of Coal. It has adopted a unique set up of having independent Government of India Undertaking as its wholly owned subsidiaries to undertake coal mining and planning operations at their Command levels within India as well as abroad (in Africa). This unique set up provides greater independence to all the Coal India subsidiaries, which have independent Board of Directors headed by a chairmen-cum-Managing Director, by generating competitive spirit among sister subsidiaries to meet nation's energy requirement.

Coal India Limited is the largest coal producing company in the world. It produced 452.21 MT (million tons) coal during FY 2012-13. Coal India operates through 81 mining areas in eight states in India. It has 470 coal mines out of which 164 are open cast, 275 are underground and 31 are mixed mines. Production from open cast mines during 2012-13 was 91.65% of total production of 452.21 MT. Underground mines contributed to 8.35% of production. CIL further operates 17 coal washeries, out of which 12 are for coking coal and 5 are for non-coking coal. It also manages 200 other establishments like workshops, hospitals etc.

Coal India produces coal through seven of its wholly owned subsidiaries. It's another wholly owned subsidiary CMPDIL carries out the exploration activities for other subsidiaries. CMPDIL also provides technical and consulting services to it and to third party clients for coal exploration, mining, processing and related activities. CIL also has a wholly owned subsidiary in Mozambique, Coal India Africana Limited (CIAL) for pursuing coal mining opportunities in that country. Coal

India has seven coal producing companies and one Mine Planning and Design Institute as its subsidiaries in India while one subsidiary in Africa.

- Eastern Coalfields Limited (ECL), Sanatoria, West Bengal
- Bharat Coking Coal Limited (BCCL), Dhanbad, Jharkhand
- Central Coalfields Limited (CCL), Ranchi, Jharkhand
- Northern Coalfields Limited (NCL), Singrauli, Madhya Pradesh
- Western Coalfields Limited (WCL), Nagpur, Maharashtra
- South-Eastern Coalfields Limited (SECL), Bilaspur, Chhattisgarh
- Mahanadi Coalfields Limited (MCL), Sambalpur, Orissa
- Central Mine Planning and Design Institute Limited (CMPDIL), Ranchi, Jharkhand
- Coal India Africana Limited (CIAL), Mozambique, Africa

#### **FORMATION OF COAL INDIA LIMITED:**

With the Government's national energy policy, the near total national control of coal mines in India took place in two stages in 1970s. The Coking Coal Mines (Emergency Provisions) Act 1971 was promulgated by Government on 16 October 1971 under which except the captive mines of IISCO, TISCO, and DVC, the Government of India took over the management of all 226 coking coal mines and nationalized them on 1 May, 1972. Bharat Coking Coal Limited was thus born. Further by promulgation of Coal Mines (Taking over of Management) Ordinance 1973 on 31 January 1973 the Central Government took over the management of all 711 non-coking coal mines. In the next phase of nationalization these mines were nationalized with effect from 1 May 1973 and a public sector company named Coal Mines Authority Limited (CMAL) was formed to manage these non-coking mines. A formal holding company in the form of Coal India Limited was formed in November 1975 to manage both the companies.

**Financial Performance of last 5 years: -**

<b>S.I N O.</b>	<b>PARTICULARS</b>	<b>UNIT</b>	<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>	<b>22-23</b>
1.	Production of coal	MT (million te.)	144.15	140.36	148.01	168.17	193.26
2.	Dispatch of coal	MT (million te.)	142.30	134.02	146.71	176.37	192.75
3.	Sale of coal (Gross)	₹ crore	24607. 68	22834. 92	23619. 94	30557. 39	41918.7 7
4.	PBT	₹ crore	9281.0 8	8645.4 7	9316.7 9	11464. 42	18493.0 2
5.	PAT	₹ crore	6039.5 4	6427.3 9	6872.3 5	8480.5 0	13475.2 1
6.	Dividend paid	₹ crore	3875.0 0	5225.0 0	5225.0 0	5800.0 0	8425.00
7.	Net fixed Assets	₹ crore	6433.8 4	7248.5 7	8232.1 5	9944.7 2	11197.5 7
8.	Net worth	₹ crore	3873.1 7	3923.1 1	5533.0 4	8212.5 5	13308.0 2
9.	Long Term loans	₹ crore	6.29	6.10	5.67	4.93	4.58
10.	Capital Employed (Restated)	₹ crore	23346. 84	24602. 08	25309. 74	28758. 09	33669.6 3
11.	Return on capital employed	%	26%	26%	27%	29%	40%

12.	Value addition (Restated)	₹ crore	12836. 41	12375. 37	13176. 55	15867. 11	23948.2 6
13.	Face value per share	₹	1000.0 0	1000.0 0	1000.0 0	1000.0 0	1000.00
14.	Book value per share	₹	5852.1 6	5927.6 1	8360.1 3	12,408 .73	20107.7 2
15.	Dividend per share	₹	5854.9 2	7894.7 0	7894.7 0	8763.5 0	12729.7 3
16.	Earning Per Share	₹	8622.4 5	9592.9 3	10327. 22	12812. 10	20428.7 2
17.	No. of Equity shares	Numbers	66183 63	66183 63	66183 63	66183 63	661836 3

## **CHAPTER-III:**

## **DATA ANALYSIS**



## DATA ANALYSIS

### EMPLOYEE WELFARE AT MCL

#### 4.1 Welfare Budget

Sanctioned during the year 2020-21 Rs 342,42,44,944/- (Out of which Rs 119,22.50,000/- towards decent housing).

Spent during the year 2021-22 Rs 223,36,74,312/- (Out of which Rs 32,70,64,312-towards decent housing).

Welfare Budget Sanctioned during the year 2022-23 Rs 265,48,32,980/-(Out of which Rs 68,00,00,000/- towards decent housing)

#### Information on year wise Expenditure on Employee Welfare

SI NO	Particular	2018-19 (Actual) Rs in Crores	2019- 20(Actual) Rs in Crores	2020-21 (Actual) Rs in Crores	2021- 22(Actual) Rs in Crores	2022- 23(Budgeted)
1	Medical Facility	39.8	46.79	49.7	57.42	61.72
2	Sports	4.47	9.23	5.42	4.65	5.63
3	Educational Expenses	21.85	27.98	36.64	32.28	40.86
4	Repair and maintenance of Township and other Welfare Buildings	52.29	59.98	62.38	57.68	59.08
5	Hire charges of school buses	3.32	3.17	3.8	4.53	4.85

6	Other Welfare expenses including Guest house/transit house/holiday home expenses & Water Supply	65.34	4.4	23.92	34.2	35.68
	Total Welfare Expenses	187.07	291.15	183.86	190.62	207.82

#### **4.2 ACTION PLAN 2022-23**

- Completion of 1327 no's of under constructed quarters in different Areas and MCL Hq.
- Completion of 224 nos of MT hostel at Talcher, Orient & Basundhara Area.
- Completion of 50 bedded hospital at Basundhara & Lakhanpur Area.
- Completion of 300 bedded Hospital at Taicher.
- Wi-Fi facility in colonies.
- Procurement of various advance medical equipment for MCL. Hospitals & Dispensaries (details in Annexure-A)
- CMD, MCL declared the year 2022-23 as "Welfare Year". Hence various welfare works in different Areas & MCL. Headquarter is being under process.

#### **4.3 ACHIEVEMENTS DURING 2022-23 (TILL 27TH NOVEMBER 2023)**

- Successfully organized Inter Area Cultural Meet & Football, Carom, Chess and Table Tennis Tournament-2022-23, Volleyball (28 to 30 November), Badminton & Kabaddi (1 to 3 December) Tournament will be completed by 3 December 2023.
- Sports Budget, DAV Budget & Welfare Budget-2022-23 has been finalized and communicated to Arts concerned.
- CIL. Scholarship is in final stage of completion. (Committee submitted report)
- 44 nos of retired executives were issued CPRMSE card. (46 applied and among the two cases one applicant have not submitted documents & other dismissed from service).

- Organized Independence Day, International Yoga Day, 44 CIL Foundation Day, Vigilance Awareness Week, Swachhata Pakhwada Constitution Day with full enthusiasm and involvement of all.
- Reimbursement of Tuition fees and hostel seat rent to 11 nos of medical students for Rs 2,01,500/- & 94 nos of Engineering students for Rs 27,25,313/-

#### **6.4 HOUSING**

Housing is a basic human need & it deserves special attention. MCL has given due attention on this aspect. The percentage of Housing Satisfaction has considerably increased. The status of Housing as on 31.08.2023 is given as below.

- Houses available as on 3.4.1992      9947
- Houses available as on 31.08.2023: 15096
- Housing satisfaction as on 03-04-1992: 55.33%
- Housing satisfaction as on 31-08-2023: 73.00%

The availability of different type of quarters in MCL-

Area	Type of Quarter						Total
	A	B	C	D	MQ	Others	
Jagannath	638	176	140	12	1741	0	2707
Hingula	432	284	24	5	0	0	745
Talcher	429	166	90	20	700	0	1405
CWS(X)Taicher	117	118	22	5	32	0	294
IB Valley	0	300	85	21	894	0	1300
Orient	941	316	121	7	2737	0	4122
Lakhanpur	478	334	86	11	908	0	1817
CWS, IB Valley	0	84	16	2	0	0	102
Basundhara	192	198	62	16	0	0	468
Lingaraj	350	164	82	3	300	0	899
MCL Hq.	279	128	131	75	0	0	613

Bharatpur	1062	400	88	15	0	0	1565
NSCH	60	89	39	13	0	0	201
Total							<b>16238</b>

### **RESIDENTIAL BUILDINGS UNDER CONSTRUCTION**

SI No	Name of the Area	No. of A type Qtrs.	No. of B type Qtrs.	No. of C type Qtrs.	No. of D type Qtrs.	Quarters Total	Hostel	Grand Total
1	MCL HQ	-	48	18	-	66	-	66
2	BASUNDHARA	-	-	-	-	928	128	1064
3	ORIENT	-	-	-	-	-	48	48
4	TALCHER	-	-	-	-	-	48	48
5	CWS(T)	36	18	6	-	60	-	60
6	IB VALLEY	7	42	-	-	49	-	49
<b>GRAND TOTAL</b>		<b>43</b>	<b>102</b>	<b>26</b>	<b>-</b>	<b>1103</b>	<b>224</b>	<b>1327</b>

### **6.5 EDUCATION**

As a part of Welfare activities, considerable emphasis has been given on Education of our employees Children. Though education is a State Subject MCL provides grants/financial assistance to different schools/Institutions functioning in and around our Coalfields Areas. The Status of Educational institutions and the Grant given to these institutions are as follows:

SI No	Facilities	No	2021-22	2022-23
1	DAV Publics Schools	9	3116.78 Lakhs	3918.70 Lakhs
2	Privately Managed School	18	Rs 53,82,940.00	Budget Approved
3	OSME, Keonjhar 16 Seats in Mining Discipline	1	Rs. 14,24.895.00	Rs 21,13,893/

4	IGIT, Keonjhar 8 seat each in Civil, Mechanical & Electrical discipline. (24 seats)	1	NIL	NIL
5	CIL. Scholarship		Rs 16,65,620 to 938 students	Under Finalization Stage (Rs 10,78,440/- to 621 students)
6	Financial assistance to Medical & engineering discipline		Rs 3452963/- to 138 Engineering students and Rs 1,14,500/- to 06 Medical	27,25,313/-to 94 Engineering students & Rs 2,01,500/- to 11 Medical students
7	Sports Budget		MCL Organized: AIPS Golf-2017-	MCL will Organize
	2022-23 Ra 3,133,900.00 2022-23 -85420		CIL Inter Company Badminton-2021-22	CIL Inter Company Table Tennis & Bridge Tournament 2022-23.

At the time of the formation of the company Rs. 14.70 Lacs was the total grant-in-aid to Pet Managed schools.

In addition to the above, MCL is also paying 40% Recurring grant to Indira Gandhi Institute of an institution awarding Engineering Diploma in Electrical, Technology, Sarang Talcher which is also being given to Orissa School of Mechanical and Civil branches. Recurring Grant of 40 Mining Engineering Keonjhar for Diploma in Mining. In these Two Institutes 40% seats are reserved for the Wards of Non- Executives of MCL in specified disciplines. The seats are allocated to employees wards strictly on merit basis. This year the counseling was done on 29.07.2022.

**Available seats in different streams are as follows-**

Name of the Institutions	Discipline	Seats
IGIT. Sarang	Civil	8
	Mechanical	8

	Electrical	8
	<b>Total</b>	<b>24</b>
OSME Keonjhar	Mining	16
<b>Gr. Total</b>		<b>40</b>

**STUDENTS STRENGTH IN DAV SCHOOLS (As on 31.07.2022)**

SL NO	Name of School	No of Employee wards	Other than employee wards	Total
1	DAV Public School, MCL HQ	419	1195	1614
2	DAV Public School. Ib Valley Area	363	311	674
3	DAV Public School, Dera, Jagannath Ares	1260	791	2050
4	DAV Public School, Ananta Vihar (Oriya medium)	818	395	1213
5	DAV Public School Bandhabahal, Lakhanpur Area	849	281	1030
6	DAV Public School Kalinga Hingula Arca.	1316	951	2267
7	DAV Public School, Brajrajnager	672	713	1385
8	DAV Public School, Basundhara	306	254	560
9	DAV Girls High School, CWS(X), Talchser	80	160	240
<b>GRAND TOTAL</b>		<b>6083</b>	<b>5051</b>	<b>11134</b>

**STUDENT STRENGTH IN PRIVATELY MANAGED SCHOOLS (As on 31.07.2022)**

SL No	Name of School	No of Employee wards	Other than employee ward	Total
1&2	Bandhabahal ME/High School	114	92	206

3	Mahbubnagar Primary School	37	39	76
4	Vivekananda Sikshyashram High School	115	63	178
5	Ib River colliery UP School	4	158	162
6	Rampur colliery High School	233	73	306
7	Orient Colliery UP School (Hindi)			
8	Rampur Colliery ME School	280	86	366
9	Rampur Colliery UP School	355	122	477
10	BidyabhavanPri. School	10	36	46
11	Central Colony Pri. School	48	82	130
12	Jagannath colliery UP School	72	55	127
13	South BalandaPri. School	68	85	153
14	Bharatpur UP/ME School	57	189	246
15	Bharatpur High School	110	22	132
16	LWUP School Handhidua	38	25	63
17	NandiraCollery UP School	156	22	178
18	LWUP School, Dera.	110	59	169
<b>GRAND TOTAL</b>		<b>1807</b>	<b>1208</b>	<b>3015</b>

#### **NO. OF STAFF IN DAV SCHOOLS:**

Teaching: 420 Nonteaching: 130

Total 550 (As on 31.07.2022)

#### **SCHOOL BUS:**

The number of School Buses provided for the employees wards as on 31.07.2022 is given below

No. of Company's Vehicles: -25

No. of Hired Vehicles-11

At the time of formation of the company only 15 School buses were available.

#### **NURSING SCHOOLS**

The company also runs 2 Nos. of Nursing Schools in each of its Coalfields having the following seats:

<b>GNMT School</b>	<b>Talcher</b>	<b>IB Valley</b>
<b>No of Students</b>	30	20

### **FUTURE PLAN**

MCL plans to bring state of the art teaching method in all its project schools and aims for 100% skilled manpower by 2019-20. While all classes of DAV, Burlahane smart boards the future plans of the company are: -

- All Project Schools to be SMART Schools.
- Setting up of Medical College at Talcher

All land oustees to be ITI trained at company's expense.

### **6.6 MEDICAL FACILITIES**

Medical Facilities are being provided to the employees and their dependent family members free of cost. Besides the facilities available at MCL where Patients requiring specialized treatment are also referred to national level hospital.

The status of medical facilities available in MCL is indicated below: -

<b>Description</b>	<b>1992</b>	<b>31.07.2022</b>
Hospitals	4	7
Total No. of Beds	198	325
Ratio of Bed and employee	0.113889	0.088889
Total No. of Dispensaries	9	14
Total No. of Ambulance	21	43
Mobile Ambulance Van	Nil	4
Trauma Care Ambulance	Nil	3
Doctors (including Specialist)	59	97
Ayurvedic Vaidya	1	1



i) Specialist		30
ii)GDMO (MS, Dy.MS, Sr.MO& MO, LMO)		67
Para Medical Staff	93	190
Dispensary	22	
<b>Total</b>	<b>325</b>	

#### **AREA WISE BREAK UP OF BEDSTRENGTH**

<b>Name of Hospitals</b>	<b>Bed Strength</b>
NSCH, Talcher	115
CH. IB Valley	150
Deulbera Hospital, Talcher	4
HRC Hospital, Orient Arca	12
Anand Vihar Hospital, MCL HQ	12
BG Hospital	10
Dispensary	22
<b>Total</b>	<b>325</b>

#### **X-Ray Machine**

a) 800 mA -02 Nos

b) 300 mA -06 Nos.

c) Less than 300 mA-04 Nos.

Total 09 Nos. (Whereas during 1992 only 06 no's was available) includes three number of machines which are in final stage of ordering.

#### **CASES REFERRED TO SUPER-SPECIALITY HOSPITALS:**

<b>Year</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>
<b>No. of patients referred</b>	2134	2680	2371	3364	4295	4318

## **NURSING TRAINING SCHOOL**

General Nursing and Midwifery Training School (GNMT School) started functioning at NS Central Hospital, Talcher since October 1996 and is fully financed by MCL. The School started with the permission of Govt. of Orissa and in 2005, it has got recognition by the Indian Nursing Council. Initially, the intake was 20 students, out of which 10 were from State Govt. and 10 were from daughters of employees of MCL. The intake of 20 has been increased to 1030. The selection is being done by the Director of Medical Education and Training (DMET) Odisha, Bhubaneswar. All the students passed out from this Institution have been employed by different State Governments, Railways and some have also gone to abroad.

Nursing school at Central Hospital Ib-Valley is concerned; the construction of Building and infrastructure has already been completed. The school has started functioning from the academic session 2013-14.

## **COMMUNITY HEALTH SERVICES:**

<b>SL</b>	<b>Name of the Programmes/camps.</b>	<b>No. of camps</b>	<b>Beneficiaries</b>
1	General Health Camp	41	5517
2	Routine Health Camp	55	3627
3	Diagnostic camp	28	2188
4	Cancer Detection Camps	1	31
5	Eye Camp	3	432
6	Family welfare. Camp	4	18
7	Aids Awareness programs	17	5078

## **6.7 WATER SUPPLY**

The other Welfare Measures of prime importance i.e. "WATER SUPPLY" has drawn due attention. Besides permanent System of Water Supply to Residential Colony and other Buildings, Water is being supplied to 167 nos. Peripheral villages of different Areas during summer season through water tankers. The Status of Water Supply Capacity in MCL is given below: -

- Filtered Water Generation Capacity at the time of formation of MCL: -7.70 MGD
- Filtered Water Generation Capacity as on 31.3.2022: -15.70 MGD
- Population served at the time of formation of MCL 61,320.
- Population served as on 31.03.2022: -100000.

### **6.8 Canteen**

There are 34 nos. of canteens available at MCL as on 31.07.2022. These canteens are being managed by respective managing committee. The No. of Area-wise Canteen is furnished below:

<b>Area</b>	<b>No. of Canteen as on 31.07.2022</b>	<b>Area</b>	<b>No. of Canteen as on 31.07.2022</b>
1.IB Valley	3	8. Jagannath	3
2.Orient	4	9. Talcher	2
3.Lakhanpur	4	10. Bharatpur	4
4. Basundhara	3	11.CWS(X)TAL	1
5.MCL HQ	1	12.Lingraj	3
6. Hingula	5	13.CWS(X),IB. Valley	1
7.NSCH, Tal	1	<b>Total:</b>	<b>35</b>

### **6.9 SPORTS, GAMES AND OTHER WELFARE FACILITIES: -**

Keeping in view to induce team spirit and to develop sense of fellow feeling amongst the employees' different recreational activities are being organized in the Company. Different tournaments have been organized at the Arca level and the selected players were deputed to participate in the CIL Inter Company tournaments. The MCL achievements in the CIL tournaments are praiseworthy, Ms. Kamalini Nayak, Champion in the Inter Company Athletic Meet. MCL Women team was the Team champion in the Inter Company Athletic Meet at Singrauli.

- K.T Das, winner in Women Badminton in the Corporate Games held at Siri fort, New Delhi.
- MCL was winner in Nett. Category in the All-India Public Sector Golf Tournament at Noida.

- Sri Rajtodai Singh, Champion in the Nett. Category in the AI India Public Sector Golf Tournament at Noida.
- MCL. athletes representing CIL. are deputed to participate in the open National athletic championships.
- MCL Bridge & Chess team are deputed to participate in state and National level tournaments.

Run for Excellence was organized on the occasion of Coal India Foundation as well as Foundation Day of MCL. For social and economic development of down trodden people of our society, MCL Mahila Mandal undertook lot of philanthropic works in and around MCL. peripheral. Financial assistance has been extended to different registered organization for undertaking recreational and social activities in their Area. To cater to the physical health of the employees Gyms are also being set up in each coalfield.

Items	Position as on 03.04.1992	Position as on 31.07.2023
play Ground	8	12
Stadium	1	2
Auditorium	3	5
Childre Park	5	20
Recreation Club	16	16
Golf Course	Nil	4

#### **Other Welfare Amenities: -**

##### **Banking Facilities**

In order to induce saving habits among the workers and to disburse their wages through Banks serious efforts have been made for getting Bank Branches opened in all collieries /Units in MCL. There are 16 Nos. of Banks branches & 12 Nos, of extension counters functioning within the premises of MCL & all the payment are being made to the employees through these Banks. ATM counters have been opened in MCL premises. In MCL 100% payment is made through Banks.

### **Maternity and Childcare leave:**

Maternity leave of 180 days (for 02 surviving children) and child care leave of 2 years ie 730 days (for 02 surviving children below the age of 18 years) is given to female non-executive cadre employees of Coal India Ltd. & its subsidiary companies.

### **Holiday Home/Rehabilitation Centre:**

Efforts have been made to improve the facilities at existing holiday homes, rehabilitation centers and hostels. Holiday homes for all the retired employees of Coal India Ltd. and its subsidiary companies at Puri and Digha.

### **Tree Plantation**

With a view to control the environmental pollution arising out of heavy dust, smokes etc., management has done massive plantation on OB, inside the colony premises, Road side etc. The plantation works are executed through Govt. agencies like OFDC, CFRI etc. that give a guarantee of minimum survival rate of 75%.

### **Yoga Camps**

Yoga camps are being regularly organized in different Areas including MCL HQ to eradicate stress and strain and to make the employees as well as their family members physically and mentally fit. Recently a Disease Specific Yoga Programmed has been organized at MCL HQ.

### **Pension**

Provident Fund and Pension Fund of employees of MCL is maintained under Coal Mine Provident Fund Act.

<b>Contribution</b>	<b>Provident Fund</b>	<b>Pension Fund</b>
<b>EMPLOYEE</b>	12%	7%
<b>EMPLOYER</b>	12%	7%

MCL has set an example in CIL. to provide social security by way of providing Pension payment order, payment of Gratuity Cheques and Refund of CMPF claim on the day of Exit of the employees from the Service.

The number of pension cases settled during last three years is given as under-

Year	No. of employees retired	Pension Settled
2017-18	458	458
2018-19	488	488
2019-20	480	480
2020-21	480	480
2021-22	480	481
<b>TOTAL</b>	<b>2320</b>	<b>2387</b>

#### **STATISTICAL DATA ON WELFARE MEASURES**

Sl.	Facilities	As on	As on
		1992-93	27.11.2023
A	Statutory		
1.	Canteen	22	36
2.	Rest Shelter	21	48
a)	Hospital	4	6
b)	Dispensary	<b>10</b>	14
c)	Ayurvedic Dispensary	2	<b>1</b>
<b>d)</b>	Laboratory	7	9
e)	X-Ray Unit	6	10
f)	Beds	198	309
g)	Ambulance	21	39
h)	Specialist	25	25
i)	GDMO	45	65
j)	Paramedical Staff	93	275
k)	Ayurvedic Vaidya	1	1
B	Non-Statutory		
1.	<b>Housing</b>		
i.	Total no. of Houses	12214	15078

ii.	%Housing satisfaction	56.20%	68%
2.	Water Supply		
i.	Population Covered	64285	75224
ii.	Water supplies installed capacity	5.82 MGD	15.70 MGD
iii.	% of satisfaction	100%	100%
3.	Tree Plantation	442000	5.21 million
4.	Bank Branches	8	16
5.	Extension Counter	10	12
6.	Play Ground	8	12
7.	Stadium	2	2
8.	Children Park	7	20
9.	Officers Club	10	21
10.	Workers Institute	11	19
11.	Auditorium	3	13
12.	Recreational Club	16	16
13.	Golf Course	0	4
14.	Fully and Partly Aided Educational Institutions		
a)	Central Schools	2	Nil
b)	DAV Public schools	1	9
	Deficit Financing	1100000	3116.78 Lakhs (2022-23)
c)	Privately Managed schools	20	19
	Grant-in-aid	1470179.7	Rs. 5382940(2022-23)
d)	Others (OSME&IGIT)	2	2
	Grant-in-aid		Rs. 1424895(2022-23)
	Total no of educational institutions	23	30

## **FINDINGS:**

### **1. Welfare Budget:**

A lot was programmed and disbursed as employee welfare from 2020-23. The allocations towards housing grew during the years, targeting decent houses for its employees.

### **2. Housing:**

Housing satisfaction increased markedly, from 55.33% in 1992 to a peak of over three-quarters at around 73.00 % by the year (2003). The inventory of homes also rose substantially during this time.

### **3. Education:**

Financial assistance by MCL to DAV Public Schools and other institutions Employers and others on whose account these institutions run, are wards here in large numbers. They also extend their assistance towards students in medical and various engineering streams.

### **4. Medical Facilities:**

The hospitals and beds have increased over time, or the medical equipment are easily available with tertiary level special treatments referred to national-level hospitals. Under the trust, nursing schools functioning get support from MCL also a program focuses on community health services.

### **5. The Sports and Other Welfare Facilities.**

MCL itself actively promotes sports and recreation, organizes numerous tournaments plus takes part in all the CIL tournaments. And also supports the philanthropic activities by MCL Mahila Mandal in social & economic development.

### **6. Water Supply:**

MCL has revamped the water supply system and boosted its capacity from 7.70 MGD at the time of forwarding to till date it is enhanced upto 15.70MGD (2022). The upshot of this has been a beneficial ripple effect on not only the employees, but also their families and surrounding villages.



**CHAPTER-IV:**  
**SUGGESTIONS**  
**& CONCLUSIONS**

## **SUGGESTIONS:**

- **Welfare Budget Utilization:**

Moreover, to improve employee satisfaction as a whole MCL could be able reallocate some resources in low-investment areas such as sports and recreational activities.

- **Housing:**

Housing satisfaction has increased, but it also suggests that MCL could focus on diversifying its housing offerings to ensure different types of employees are catered for which in turn would possibly lead more overall job satisfaction.

- **Education:**

Additional student scholarships or grants for college, especially in tech disciplines can help support the educational expenses of employees' offspring.

- **Medical Facilities:**

Since many cases are referred to super-specialty hospitals, provisioning high-end medical equipment or specialist services within MCL hospitals can lead needy not depend on external facilities.

- **Water Supply:**

The company could promote sustainable water management practices within the MCL township by adopting rainwater harvesting, and recycling waste-water to foster long-term security of water access for both its employees as well as surrounding communities.

- **Sports & Welfare Activities:**

With a larger scope of recreational competities being judged and encouraged, the better team spirit should get or at least overall mood.

## **CONCLUSION-**

The objective of this study was to know the various welfare measures adopted by Mahanadi Coal Fields Ltd. (MCL) and to know the effectiveness of welfare measures in the company. From this study we can understand that 60% of the employees are satisfied from the company and majority states that welfare measures improve their productivity. From this study we can understand that welfare measures reduce the labour turnover, absenteeism and increase the efficiency of the employees. We can understand that welfare measures are directly related with productivity and company provide many welfare packages to employees for increasing their efficiency and productivity.

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