

**IMPACT STUDY OF SHIVAM CEMENT FACTORY  
ON EMPLOYMENT AT LOCAL PEOPLE**

**A Thesis Submitted to**

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**In partial fulfillment of the requirements for the Degree of the Master of**

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**In**

**Rural Development**

**By**

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**April, 2015**

## **Declaration**

I hereby declare that the thesis entitled "**Impact Study of Shivam Cement Factory on Employment at Local People**" submitted to the central Department of Rural Development, Tribhuvan University, is entirely my original work prepared under the guidance and supervision of my supervisor. I have made due acknowledgements to all ideas and information borrow from different sources in the course of preparing this thesis. The result of this thesis have not been presented or submitted anywhere else for the award of any degree or for any other purposes. I assure that no part of the content of this thesis has been published in any form before.

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**RECOMMENDATION LETTER**

The thesis entitled **Impact Study of Shivam Cement Factory on Employment at Local People** has been prepared by **Krishna Bahadur Rijal** under my guidance and supervision. I hereby forward this thesis to the evaluation committee for the final evaluation and approval.

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## LETTER OF APPROVAL

This thesis entitled **Impact Study of Shivam Cement Factory on Employment at Local People** in partial fulfillment of the requirements for the Master's Degree (M.A.) in Rural Development has been evaluated and approved by the evaluation committee.

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## ABSTRACT

In Nepal, industries play vital role for increasing the number of employment to the people. In comparing to other developed countries Nepal has very few numbers of industries, among SCIL is one. It is situated in Hatiya- 4, Makawanpur in which 300 people are employed. The topic of this study is **Impact Study of Shivam Cement Factory on Employment at Local People**. The main objective of this study is to find out the impact of SCIL on employment and other to examine the contribution of SCIL to generate employment in Makawanpur district, to evaluate the attitude of local people towards the factory and to analyze the relationship between Trade union and industrial development.

This study has been carried out on the basis of descriptive as well as analytical research design because the study provides the detail descriptions on contribution of employment opportunity on local people, attitude of local people towards the factory and relationship between Trade Union and Industrial development. The study has been based on the basis of primary information that helps to analyze the contribution of employment generate at local area. To collect data, opinion survey, observation and key informants interview (KII) was conducted by developing their respective tools.

SCIL is providing job opportunity at local level. Directly and indirectly it is creating various job opportunities in various sectors. Other new businesses like; hotel, hardware shop, tea shop, fancy shop etc. are running at local area due to establishment of SCIL at there. So it is playing important role to generate employment opportunity at local level. Some major finding of the research is that most of peoples were depended on agriculture as their past source of income. While doing this study I have found that participation of female workers are negligible as compared to the other job sectors. To get high manufacturing the SCIL has to be increased the numbers of female workers, participation of local people for decision making and also working through community based organization program.

Local people have positive attitude towards SCIL. According to local people SCIL is the main income sources of local people. After establishment of SCIL, local peoples are involving in various sectors like; hotel business, tea shop, goods shops, vegetable farming, poultry farming etc. due to all those things, local people gain higher

income than previous years. SCIL is also co-operating in local development program at local level. That's why local peoples are happy with SCIL management unit.

To achieve organizations target and objectives, labor relations is very important in organization management unit. Without human resources, labor intensive organization cannot achieve objectives and goals. So in SCIL there is also good relationship between trade union and SCIL management unit. Trade union always speaks in favor of labor. Different kind of problems are raised from labor group like; wage, facilities, insurance, labor contract etc to industrial development unit. Almost problems are minimizing through the discussion between union and industrial development unit.

SCIL is generating employment opportunity at local people. It is very much co-operate with labors and all local people. SCIL is one of the backbones of employment opportunity for local people. Directly and indirectly, it is creating lots of opportunity at local level. So it is playing good role to generate employment opportunity at local level.

# TABLE OF CONTENTS

	<b>Page</b>
Declaration	i
Letter of Recommendation	ii
Letter of Approval	iii
Acknowledgement	iv
Abstract	v-vi
Table of Contents	vii-ix
List of Tables	x
Abbreviations/acronyms	xi
<b>CHAPTER – I: INTRODUCTION</b>	<b>1-3</b>
1.1 Background of the Study	1
1.2 Statement of the Problem	2
1.3 Objective of the Study	2
1.4 Significance of the Study	3
1.5 Limitation of the Study	3
1.6 Organization of the Study	3
<b>CHAPTER – II: REVIEW OF LITERATURE</b>	<b>4-18</b>
2.1 Concept of Human Resource Management	4
2.2 Organizational behavior	6
2.3 Unemployment	6
2.4 Worldwide unemployment	6
2.5 Types of unemployment	7
2.5.1 Cyclical unemployment	7
2.5.2 Structural unemployment	7
2.5.3 Regional unemployment	8
2.5.4 Classical unemployment	8
2.5.5 Seasonal unemployment	8
2.5.6 Frictional unemployment	8
2.5.7 Voluntary unemployment	8
2.6 Unemployment in Nepal	8
2.7 Employment Condition	9



2.8	Unemployment & Underemployment	9
2.9	Labor/industrial Relation	10
2.10	Job analysis	12
2.11	Introduction to Trade Unions	13
2.12	Employee satisfaction	14
	2.12.1 Introduction	14
	2.12.2 Employee satisfaction	15
2.13	Leadership in the organizations	16
	2.13.1 Definition of the leadership	16
	2.13.2 Spiritual leadership	17
	2.13.3 The theory of spiritual leadership	18
	<b>CHAPTER – III: RESEARCH METHODOLOGY</b>	<b>20-21</b>
3.1	Research design	20
3.2	Nature and Source of data	20
3.3	Selection of the industries	20
3.4	Population, Sample Size, Sampling Procedure	20
3.5	Data Collection techniques and tools	21
	3.5.1 Interview	21
	3.5.2 Observation	21
	3.5.3 Key informants interview (KII)	21
3.6	Data processing and Analysis	21
	<b>CHAPTER- IV: DATA PRESENTATION AND ANALYSIS</b>	<b>22-40</b>
4.1	A brief profile of Shivam Cement Industry Limited	22
	4.1.1 Vision and Mission	23
	4.1.2 The Production Process	23
	4.1.3 Technology and Quality	24
	4.1.4 Shivam Cement Industry to produce clinkers	25
4.2	Socio-economic status of respondents	26
	4.2.1: Sex structure	26
	4.2.2: Age structure	26
	4.2.3: Religion structure	27
	4.2.4: Marital Status structure	27
	4.2.5 Educational structure	28

4.2.6: Primary Occupation structure	28
4.2.7: Skill structure	29
4.2.8: Workers selection Process structure	29
4.3 Contribution of SCIL in employment generation	30
4.3.1 Change in employment scenario	30
4.3.2 Contribution in opening new business	31
4.3.3 Contribution in local development program	32
4.3.4 Contribution in living standard	32
4.3.5 Contribution in income	33
4.3.6 Contribution in income expenditure	34
4.3.7 Expansion of local market	34
4.4 Attitude of local people towards cements factory	35
4.5 Relationship between Trade Union and Industrial Development	35
<b>CHAPTER – V: SUMMARY, CONCLUSION AND RECOMMENDATIONS</b>	<b>41-44</b>
5.1 Summary	41
5.2 Conclusion	43
5.3 Recommendations	43

## **REFERENCES**

## **ANNEXES**

### **Annex-1: Questionnaire for Interview**

### **Annex-2: Check List**

### **Annex-3: Photos**

## LIST OF TABLES

	<b>Page</b>
Table 4.1: Distribution of Respondent by Sex	26
Table 4.2: Distribution of Respondent by Age	26
Table 4.3: Distribution of Respondent by Religion	27
Table 4.4: Distribution of Respondent by Marital Status	27
Table 4.5: Distribution of Respondent by Education	28
Table 4.6: Distribution of Workers by their primary Occupation	29
Table 4.7: Distribution of Workers by their Skill	29
Table 4.8: Distribution of Workers selection Process	30
Table 4.9: Contribution in opening new business	31
Table 4.10: Contribution of management team on development program for local people	32
Table 4.11: Distribution of Workers by their primary monthly Income (in Rs.)	33
Table 4.12: Distribution of Workers by their per month Income (in Rs.) after doing job at SCIL	33
Table 4.13: Distribution of Income Expenditure	34
Table 4.14: Attitude of local people towards cements factory:	35
Table 4.15: Relationship between Trade Union and Industrial Development	35
Table 4.16: Distribution of Workers who raises their problem at Trade Union	36
Table 4.17: Satisfaction of Workers through Trade Union Service	36
Table 4.18: Relationship between Management Unit and Labor	37
Table 4.19: Distribution of workers by occupation	38
Table 4.20: Opinion about upgrading production	38
Table 4.21: Contribution of factory in Nations building policy	39
Table 4.22: Distribution of workers interest in this job	40
Table 4.23 Present policy of this factory	40

## **ABBREVIATIONS/ACRONYMS**

AD	-	Aggregate demand
DCS	-	Digital Control System
EPC	-	Employment Promotion Commission
Et al,	-	Other
HRM	-	Human Resource Management
ILO	-	International Labor Organization
ISO	-	International standard organization
KII	-	Key informants interview
KV	-	Kilo volt
MT	-	Metric tones
MU	-	Management Unit
MW	-	Mega watt
NPC	-	National Planning Commission
OPC	-	Ordinal Portland cement
SCIL	-	Shivam cement industry limited
TKES	-	Thyssen Krupp Electrical Steel India Private Limited
TPD	-	Tones per day
TU	-	Trade union
UK	-	United Kingdom
VDC	-	Village development committee
%	-	Percentage

# CHAPTER – ONE

## INTRODUCTION

### 1.1 Background of the study

Nepal is a small landlocked country with a population of about 264 million and very little numbers of employment opportunities. Above 74 percent of the total population is engaged in agricultural sector but level of productive income is low. In recent year Nepal has provided higher priority of industrialization and in this context other essential types of industry development has been given up most priority, on the other hand. It provides many kinds of employment opportunity and to help the local people making their quality of life.

The problem of unemployment and underemployment are highly pronounced in own development country. In Nepal industries play vital role for increasing the number of employment in people. Comparing the developed countries Nepal has very few numbers of industries. So that we have to depend on others countries for own basic needs, so it is very important to establish industry for the economic development of the country, which play vital role to create employment.

Economic development is most necessary for all developing countries and Nepal is soon. Economic development is only possible when the needs of the people were fulfilled. So we must establish the industry in every equal place so that local people can get job easily. Industrialization is necessary for the transformation of disguised unemployment to manufacturing industries. It has a great deal with unutilized and underutilized labor. It provides new jobs to the people.

Shivam cement industry one of the biggest cement factory of the country. Its manufacturing unit is located at Hatiya-4, Makwanpur district, which is just 7 km away from beautiful city Hetauda.

Shivam cement started its journey in year 2006. Its manufacturing plant was completed in 2009 titled "Largest Manufacturing Green Field Project: in Nepal with an aim to produce 1250 TPD cement from the company's self-owned limestone mine. The company started its cement production in the year 2011.

Shivam Cement Factory which has a capacity of producing 1200 tons of clinker

per day requires 200 tons of coal each day. The company imports coal from India and gypsum-raw material which is mixed with clinker - from Bhutan.

## **1.2 Statement of the problem**

In our country Nepal most of the people are dependent on agriculture. More than 74 percent total work forces are engaged in that occupation, which are the major sources of income for their life. Though this much population are engaged for agriculture, still there is not much active increment on total GDP in one hand and on the other hand people live below the poverty line. Mainly because of employment, underemployment and low productivity of the employed population agriculture productivity is almost stagnant and has not created more and more employment for the poor people.

Most of the local labor force was harnessed by other sector like forest, water, electricity and service. However our main presumption is that substantial amount of local labor force can be employed for industries sector so I have been motivated to study these sectors vague for the present study. I am specially confined to qualitative examine the status and its implication for employment opportunity from the manufacturing establishment. This study also raised such questions like:

- What is the contribution of SCIL in employment?
- Does it really provide employment opportunity in local people?
- Are they (local people) positive towards the factory?

This research tries to find out answer of above questions.

## **1.3 Objective of the study**

The main objectives of this study are to analyze the impact of Shivam Cement Industry limited (SCIL) on employment at local level.

- To examine the contribution of Shivam cement factory to generate employment in the district.
- To evaluate the attitude of local people towards the factory.
- To analyze the relationship between Trade union and industrial development.

## **1.4 Significance of the study**

The present study focuses on employment generation program for the local people. It also gives emphasis to manufacture sector. In present situation unemployment is increasing day by day. It is one of the main problems of each country. So our country is facing the same problem. This kind of industry helps to generate employments and supports to develop our country. It is not that the country does not have any potential to provide jobs to its youths. Apart from sending skilled youths abroad for employment, there are enough potential within the country as well. As the country is vastly under-developed, development projects like manufacturing industries helps to generate employment opportunity in our nation.

This study is also useful for other researchers who want to write on related topic.

## **1.5 Limitation of the study**

The limitation of study is given below:

- This study was prepared in short period of time therefore it is not enough for whole study of SCIL.
- The data collected during research is not subjected to verification. This research incorporates to these information which were generated from respondents.
- The findings of the study may not be generalized in other places.

## **1.6 Organization of the study**

This study is divided into five chapters. Introduction of study is mentioned in the first chapter. The second chapter deals with reviews of literature. The third chapter is concerned with research methodology of the study. The fourth chapter is concerned with data presentation and analysis. In the last chapter, summary, conclusion and suggestions are included.

## **CHAPTER – TWO**

### **REVIEW OF LITERATURE**

After the review of various book, journals, articles and weekly magazines which are published by cement industries, has been presented in this chapter.

#### **2.1: Concept of Human Resource Management**

Managing people is important for managing organizations. Organizations need people and people need organizations. It is people who staff, lead, and control organizations. Human resource management is concerned with managing people in organizations. It is an essential function of management. Managers work with and through people. HRM is an important part of every manager's job.

An organization is effective if it achieves its objectives. People are vital for achieving objectives. Better people achieve better results. Organizational effectiveness depends on the performance of people working in organizations. People are a source of competitive advantage. They are strategic resources.

All people possess energy and physical strength. But these alone do not make them human resources. People become human resources when they combine energy and physical strength with competencies. Competencies consist of knowledge, skill, attitude and potential for growth. They are acquired.

Human resources are people who are ready, willing and all to contribute to organizational objectives. They are the focused human resource management.

Human resources of an organization include all employee engaged in various jobs in various levels. Management of human resources is an important aspect of managing organizations.

Human resource management is about managing people. It is management of human energy and competencies in organizations. It is concerned with philosophy, principles and practices related to human aspects of management .It aims at achieving organizational objectives through productive contribution of people. It creates harmony between the objectives of organizations and the individual.

There has been increasing competition in market to provide quality low cost product and services. In this situation HR department in the organization has to plan in



order to insure availability of quality manpower to compete in the market. However many organization pay less attention to the proper plan and utilization of human resources. Therefore they will face critical problems relating to future requirement of quality manpower. HR employment / manpower planning is the process of acquiring and utilization human resources in the organization. It ensures that the organization has the right number of the employees at the right place at the right time, so that critical HR problem will be solved as and when they occur. This is done by determining the right number of the demand and supply of manpower. The demand for manpower is derived from cement and future business operation. Whereas manpower supply is determined by their internal and external availability of people. The internal supply consists of the existing work force and its potential contribution. On the other hand, external supply of human resources resides in the population outside the organization and is influenced by country specific demographic characteristics, education system & other competitive force in labor market.

Human resource management is concerned with the “people” dimension in management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance, and ensuring that they continue to maintain their commitment to the organization are essential to achieving organizational objectives. This is true regardless of the type organization, government, business, education, health, recreation or social action. Getting and keeping good people is critical to the success of every organization, whether profit or non-profit, public or private.

According to Ivancevich, Donnelly, Gibson, Human resource management is the process of accomplishing organizational objectives by acquiring, retaining, terminating, developing and properly using the human resources in an organization.

David (1998), those organizations that are able to acquire, develop, stimulate, and keep outstanding workers will be both effective(able to achieve their goals) and efficient (expending the least amount of resources necessary). Those organization that are ineffective or inefficient, risk the hazard of stagnating or going out of business. Survival of an organization requires competent managers and workers coordinate their effort toward an ultimate goal. While successful coordination cannot guarantee success, organizations that are unsuccessful in getting such coordination from managers and workers will ultimately fail.

## **2.2: Organizational behavior**

(Robbins,2009), Organizational behavior is a field of study that investigate the impact that individual, groups and structure have on behavior within organizations, for the purpose of applying such knowledge towards improving an organizations effectiveness.

Organizational behavior is a field of study, meaning that it is a distinct area of expertise with a common body of knowledge. What does it study? It studies three determinants of behavior in organizations: individuals, groups and structure. In addition, organizational behavior applies the knowledge gained about individuals, groups and the effect of structure on behavior in order to make organizations work more effectively.

## **2.3: Unemployment**

Unemployment occurs when people are without work and actively seeking work. The unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labor force. During periods of recession, an economy usually experiences a relatively high unemployment rate. According to International Labor Organization report, more than 197 million people globally or 6% of the world's workforce were without a job in 2012.

## **2.4: Worldwide unemployment**

According to the International Labor Organization (ILO), in its annual report on global labor conditions forecast those more than 200 million workers will be unemployed in 2012. The United Nations agency estimated that 50 million jobs had been wiped out since the 2008 financial crisis, and predicted no worldwide recovery in jobs and incomes for at least another five years.

The World of Work Report 2012 forecast a global unemployment rate of 6.1 percents in 2012, with total world unemployment rising from 196 million in 2011 to 202 million in 2012. The unemployment total is projected to rise by another five million in 2013, and the rate to 6.2 percent. (The percentage rates are artificially low because the ILO uses the official unemployment reported in each country, when actual rates are much higher. In the US, for example, the official rate is 8.3 percent, but counting those who are involuntarily working part-time or have stopped looking for work, the real rate is closer to 14 percent). Unemployment is projected to continue rising until it hits 210 million by the

end of 2016, the report said, adding, “It is unlikely that the world economy will grow at a sufficient pace over the next couple of years to both close the existing jobs deficit and provide employment for the over 80 million people expected to enter the labor market.”

The report condemns the austerity policies adopted in most of the industrialized countries, particularly in Europe and the United States, saying that slashing spending on social programs had produced “devastating consequences” for employment while budget deficits had actually increased because austerity measures exacerbated the economic slump. The report notes that dozens of countries, particularly in Europe, have enacted measures to “reform” their labor markets, by making it easier for employers to fire workers or cut their wages and benefits. In virtually every case, the result was to “reduce job stability and exacerbate inequalities while failing to boost employment levels.” The result has been the growth of a massive army of long-term unemployed: 40 percent of the job seekers aged 25-49 in the developed countries are chronically unemployed people who have not worked in more than a year.

## **2.5: Types of unemployment**

33333There are several types of unemployment, each one defined in terms of cause and severity.

### **2.5.1: Cyclical unemployment**

Cyclical unemployment exists when individuals lose their jobs as a result of a downturn in (AD). If the decline in aggregate demand is persistent, and the unemployment long-term, it is called either demand deficient, general, or Keynesian unemployment. For example, unemployment levels of 3 million were reached in the UK in the last two recessions, between 1980 and 1982, and between 1990 and 1992. In the most recent recession of 2008-2010, unemployment levels rose to 2.4m in the last quarter of 2009, and are likely to peak at over 2.5m during 2010.

### **2.5.2: Structural unemployment**

Structural unemployment occurs when certain industries decline because of long term changes in market conditions. For example, over the last 20 years UK motor vehicle production has declined while car production in the Far East has increased, creating structurally unemployed car workers. Globalization is an increasingly significant cause of structural unemployment in many countries.

### **2.5.3: Regional unemployment**

When structural unemployment affects local areas of an economy, it is called 'regional' unemployment. For example, unemployed coal miners in South Wales and ship workers in the North East add to regional unemployment in these areas.

### **2.5.4: Classical unemployment**

Classical unemployment is caused when wages are 'too' high. This explanation of unemployment dominated economic theory before the 1930s, when workers themselves were blamed for not accepting lower wages, or for asking for too high wages. Classical unemployment is also called real wage unemployment.

### **2.5.5: Seasonal unemployment**

Seasonal unemployment exists because certain industries only produce or distribute their products at certain times of the year. Industries where seasonal unemployment is common include farming, tourism, and construction.

### **2.5.6: Frictional unemployment**

Frictional unemployment, also called search unemployment, occurs when workers lose their current job and are in the process of finding another one. There may be little that can be done to reduce this type of unemployment, other than provide better information to reduce the search time. This suggests that full employment is impossible at any one time because some workers will always be in the process of changing jobs.

### **2.5.7: Voluntary unemployment**

Voluntary unemployment is defined as a situation when workers choose not to work at the current equilibrium wage rate. For one reason or another, workers may elect not to participate in the labour market. There are several reasons for the existence of voluntary unemployment including excessively generous welfare benefits and high rates of income tax. Voluntary unemployment is likely to occur when the equilibrium wage rate is below the wage necessary to encourage individuals to supply their labor.

## **2.6: Unemployment in Nepal**

The people who are temporarily without job are called unemployed. The state of being unemployed is unemployment. If people do not get apt job to be employed, it is

called 'the problem of unemployment'. Nowadays, this problem is a burning challenge in Nepal. Many people are unemployed in Nepal. The number of them is rapidly increasing. Therefore, it is a serious problem in Nepal. There are many causes of unemployment in Nepal. Nepal is an agro-based country. Firstly many people are employed in agriculture, but now days it is a trend of leaving agriculture is increasing. People feel that agriculture is not economically beneficial. They go to towns to look for good job but they can't get any job easily and become unemployed. Secondly, some educated people are extremely traditional. They think that educated people should not start simple job they stay at home being jobless. Thirdly, most of the students in Nepal are getting general education. They do not have apt knowledge and skill of technical and practical education. Fourthly, the job opportunity in Nepal is very limited. So the problems of unemployment produced criminal activities in Nepal.

### **2.7: Employment Condition:**

Due to backward economy, the country is reeling under the problem of unemployment. As the government fails to provide enough jobs a large number of youth remain outside the mainstream of national development exercise.

There is tell-tale signs of youth bulge in Nepal's population with 60 percent of them being under the age of 40 years. Twenty percent of the population is between the ages of 15-30 years. But with astronomical percentage of unemployment, huge volume of young people is left out of the mainstream. According to figures, there are 1.5 million youths in the country who are totally unemployed. Moreover, since 1996 the country has been facing insurgency and terrorism problem. This had added another dimension to the problem of unemployment as insurgents find easy recruits among unemployed and disoriented youths. As the state fails to chalk out proper strategies to provide jobs, the problem is gaining urgency day by day.

### **2.8: Unemployment & Underemployment:**

Among the total Nepalese population of 23.1 million, 47 percent (around 11 million) are underemployed. Underemployment, here, is defined as the state where if you put out the additional labor force from a particular household, there will be no change in productivity. This is just subsistence work. Underemployment especially in rural countryside where families depend on farmlands is a very big problem. Likewise, there are 1.5 million people, mostly youths, who are totally unemployed. This is a big number

and in absence of economic growth this figure is likely to increase in coming days.

Every year Nepalese youths between 300,000 to 350,000 enter the job market. Only ten percent of them are absorbed in the domestic market. More than 100,000 of these leave the country in search of jobs and the rest remain here.

Worse, the economic slowdown has resulted in closing down of several industries and has rendered thousands more jobless. The carpet and garment sectors, which used to be big employers, are also laying off their employees and so are other service sectors like hotels and airlines, to name a few.

A recent news report is enough to indicate the gravity of the situation. When Nepal Electricity Authority, a government-owned power corporation, sought for applications from eligible youths (for mid-level jobs) they received 120,000 applications for the 600 vacant seats. The Nepalese job market is able to absorb merely ten percent of the prospective aspirants. The absence of big industrial units in the country has forced Nepalese youths to emigrate en masse. The rapidly deteriorating security situation in the country has fueled the problem. Now the youths are under pressures of all sorts. Unless there is a positive change in the economics of the country, the problem of unemployment could further aggravate.

From the above report, the total number of unemployment is increasing day by day. It is the main problem of under developing countries like ours. In the present situation our country is facing the large number of unemployment. So maximum numbers of young and energetic manpower have been compelled go to abroad for their living. Industrial development is the best solution of minimizing the unemployment problem.

## **2.9: Labor/industrial Relation**

### **Concept**

Labor force is heart of industry. Without workforce labor intensive industries cannot achieve their goal. Modern industrial societies are experiencing a great number of challenges in providing work place stultification to the workforce. At the same time, many workers feel that the majority of them are being excluded from representation in the workplace in every democratic society a level of consensus is desirable for the development of industries and hence national development. However, consensus is possible when stake holders are involved in the consensus building process. This largely depends on how employers are ready to share information with workers and on the

enactment of legal process of employee representation in decision making. Labor relation refers to system that makes social dialogue possible among employee, employers and government representation. This system greatly provides an assist for consensus building and is mainly regulated by the representation of these three parties. In this process unions play lead role. It is an organized from the representation work for the collective advantage of its member labors. Union bargains or dialogue with management for the benefit of their members. When a bipartite agreement between management and union is not possible a government representative is imperative for making decision or solving problems with the joint effort of union and management.

The term industrial relation system is popularly used unionized firm and industries. Industrial relation is similar to the labor relations frequently used in the US literature. Nowadays industrial relation and employee relations are often used interchangeably. In the UK with the development of Non – union firms the term employee relation was used to cover both- union and non – union sectors of industrial relations. Many British academics using the term employment relations include both employee relation and industrial relations.

Industrial relations issues are considered as the national as well as at the organizational levels. At the national level these issues are for example for making policies to make social dialogue or collective bargaining possible. This might include making legal provision and handling collective bargaining at national level. At the organization level, HR department makes policies to regulates its and these are implemented by the line managers at the workplace level. Therefore maintaining the harmonious labor relations at the organizational level, depends the joints effort of HR department and line managers. For example when a problem of employee relations at the workplace level arises it is advisable to solve it at the same level by following dialogue propose so that conflict will not spread over other parts of organization. However it depends on how for organization has trained its manager to supervise and solve HR problem at the workplace level.

Labor relations are the outgrowth of industrialization. Traditionally, they were concerned with the relations between employer and labor. They were looked upon as a free fighting function to resolve labor dispute.

Dunlop, 1993. An industrial relation system comprised of three groups of actor's worker and their organizations. Manager and their organization and governmental agencies concerned with the work place and work community. These groups interact with

a specified environment comprised of three interrelated contexts. The technology, the product and factor market or budgetary constraints and the power relation in the larger community, and the derived status of actors. As industrial relation system and its larger setting create an ideology or a commonly shared body of ideas and beliefs regarding the interaction and roles of the actors that helps to bind the system together.

According to H.A. Clegg, Labor relations are the study of workers and their unions, management, employer's association and the institutions concerned with the regulation of employment.

According to Gharana, Labor relation means the relationship that emerges out of a day to day working and association of labor and management.

According to Kochan, Industrial relation practices and outcomes are shaped by the interactions of environmental forces along with the strategic choices and values managers, union leader, workers and public policy decision makers.

Industry will not establish only the help of their members, because industry is the combination of both worker and management, without these factors no any factory can establish. So from the above point of view, I have concluded that industry relation should be improved only when factory management fulfill their workers need. To get their needs workers have made their own group called Union, which help them to present their demands among the management. So industrial relations mean the combination of workers and their organization.

## **2.10 Job analysis**

The set of jobs in the organization is the input needed to achieve its objectives. Job analysis involves the formal study of jobs in the organization and to decide what kind of employees are required and who should be hired from them. Every organization has to be involved in the job analysis process because its supports matching individuals with their job more ever, with this process all jobs in the organization would fit together to achieve its goal. This is to be done by the process of job analysis to find out what is involved in each job. The final out comes of job specification. Information shown on job description and specification is useful to make decision on recruitment and selection compensation, performance appraisal, tanning and to assign job among job holders.



## **2.11: Introduction to Trade Unions**

Trade unions are associations of workers or organization formed together by labor, workers or employees to achieve their demands for better conditions at their work atmosphere. In the United States, trade unions go by the name labor unions. A labor union, or trade union, is an organization of workers who have joined together to achieve goals in areas such as wages and working conditions. The union negotiates contracts and conditions with employers, keeping employee satisfaction high and protecting workers from unsafe or unfair working conditions.

These unions exist to deal with problems faced by laborers, these problems may be of any nature such as those concerning the pay, unfair work rules, timings and so on. All the workers working under one particular employer is represented by the worker's union. All the communication that happens in between the employer and the workforce generally takes place through the union. All of the above trade unions are also liable and responsible for maintaining discipline and among the workers, core purpose is to see that proper relations or being maintained in between management and workers and trade union may take disciplinary action against the workers who ever misbehaves, disturbed peace and harmony in the workplace and maintenance indiscipline.

Trade unions or labor unions are governed by the different law in different countries; they should follow the procedure and mode of registration for formation of the trade union according to the law of the country. Trade union formed in accordance with the law of their country shall have the privileges given by the law of trade union. With privileges or rights of the trade union, it should perform certain duties with respect to workers.

A union is a organization of workers acting collectively, who seeks to protect and promote their mutual interests through collective bargaining.

Labor management relationships today are significantly different from what they were more than a century ago. Association in a union or attempting to organize workers was then deemed a violation of law. For years the courts suppressed unionization, and they, together with “big bosses,” were successful in keeping union organizers in their place. But many of these suppressive actions were the same things that had propelled the union cause. Workers were treated as pieces of equipment. If the equipment became costly, it was simply replaced. Organizations made unilateral decisions regarding the workers, and in most cases, these decisions worsened the workers’ rights. Undoubtedly

workers were upset and demanded that changes occur so that workers would be recognized. However, before this could occur on a large-scale basis, help was needed from a third party, namely, federal government legislation.

Decenza and Robbins. (2002), Union has lost much of the power they enjoyed when they represented nearly one-third of the labor force and controlled the primary sectors of the economy. However this loss has been somewhat offset by large gains in the public sector and a continued strong power base which comes from the effective lobbying organization. For human resource managers, only the naïve can afford to ignore the influences of unions. While the union movement's relative power may have declined over the past generation, it remains a major constraint on HRM decision in absolute terms. Both directly and indirectly, union success and failures have an impact on literally all human resources managers. Union impact on managers operating nonunionized organizations is obvious. Managers in nonunionized organizations who desire to avoid unionization can never ignore the demands and achievements that unions are making in other quarters.

## **2.12 Employee satisfaction**

### **2.12.1 Introduction**

People join various organizations in most part of their lives. The organizations are strong social tools to arrange the relationships between the individuals. An organization is a constitution where two or more people come together to achieve a goal (or goals) whose behaviors are managed according to specified rules (Applewhite, 1965). Another definition is that, organizations are goal directed, boundary maintaining, and socially constructed systems of human activity, which focuses attention on the social processes involved in the genesis and persistence of organizations (Aldrich, 1999). When an individual wants to achieve his goals, which require more power than he has, he must cooperate with others. As above statements, it may be understood that the organizations satisfy the individual's needs with interactive and collaborative working.

The complexity of environmental changes forces firms to search more efficient operational exploration for their development process. This means, increasing the efficiency will play important role in accelerating the development of the organizations. It is sure that there may be many factors affecting the organizational effectiveness and one of them is the employee satisfaction. Effective organizations should have a culture that

encourages the employee satisfaction (Bhatti & Qureshi, 2007). In the context of these statements, our research analysis will investigate the employee satisfaction as a dependent variable. Besides, the independent variables have been selected as organizational culture and spiritual leadership, which are important concepts for organizations and should be fully investigated. Hence, our study will try to find out the effects of organizational culture and spiritual leadership on employee satisfaction in the cement manufacturing.

### **2.12.2 Employee satisfaction**

Utilizing from the employees is important for the effectiveness of the firms. This contributes to have competitive advantage; and mostly, human resource management (HRM) deals with this subject in the organizations. There is the 'employee concept' in the center of HRM. These employees may be working for that firm or have the possibility of working for that firm. HRM can be defined as the management of the decisions and actions related with the employees in the organization to implement the strategies for creating competitive advantage. Another definition about HRM is from Armstrong (2000), that it is the strategically management of the members of an organization who contribute to the achievement of that organization's objectives. These definitions make us conclude that HRM is a strategic business and should be concerned strategically. Strategy may be defined as the statement of; what an organization wants to become, the objectives it wants to reach and, how to reach to these objectives (Armstrong, 2000). Strategic HRM (SHRM) helps the organization in reaching its objectives, and the main players in SHRM are the "employees". Lawler (1986) argued that a firm's HR strategy should be centered on developing skills and ensuring motivation and commitment (Wallace, Eagleson, & Waldersee, 2000). In this statement, 'ensuring the motivation' is concerned with the employee satisfaction. That is why; the satisfaction of the employees takes an added importance.

Employees are more loyal and productive when they are satisfied (Hunter & Tietjen, 1997), and these satisfied employees affect the customer satisfaction and organizational productivity (Potterfield, 1999). Employee satisfaction is defined as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with what he/she actually receives (Cranny, Smith, & Stone, 1992). Therefore, the organizations should try to supply the employee expectations in order to approach the employee satisfaction. In addition, emotional state of the employees may also affect their satisfaction. This forces the managers to create and sustain the desired working environments in the organizations. One the other hand, as stated by Organ and

Ryan (1995), the employee satisfaction is one of the basics of organizational citizenship behavior (Ozdevecioglu, 2003). That is, the well-satisfied employees will work more willingly and this contributes to the effectiveness of their organizations.

There is no limit for the employees to reach the full satisfaction and it may vary from employee to employee. Sometimes they need to change their behaviors in order to execute their duties more effectively to gain greater job satisfaction (Miller, 2006). Having good relationships with the colleagues, high salary, good working conditions, training and education opportunities, career developments or any other benefits may be related with the increasing of employee satisfaction. When investigating the employee satisfaction, it should be known that; -an employee may be more satisfied by a satisfying item, whereas the other employee may be less satisfied with the same item-. Because of this, analyzing the employee satisfaction from a large perspective will be better. That means; the sum of all satisfying factors composes that employee's satisfaction level. As a general definition, the employee satisfaction may be described as how pleased an employee is with his or her position of employment (Moyes, Shao, & Newsome, 2008). To investigate what the employees are satisfied by and measuring the employee satisfaction in the workplace is critical to the success and increases the profitability of the organization for having competitive advantage (Kelley, 2005). Therefore, researching the employee satisfaction in terms of different factors and, on various areas (such as manufacturing industry, service industry or etc) will enrich the literature and contribute to organizations.

## **2.13 Leadership in the organizations**

### **2.13.1 Definition of the leadership**

According to Conger (1993), the turbulent environment of the twenty-first century requires newer forms of leadership at all levels of the organization (Ford & Ismail, 2006). The organization may lose or gain in the market because of its own leadership ability. Leadership may be defined as the lifting of people's vision to a higher sight, the raising of their performance to a higher standard, the building of their personality beyond its normal limitations (Drucker, 1985). It analyzes attributes and capabilities of the organization in leadership positions, to assist the individuals in the development of their interpersonal relationships and other related skills. These capabilities, attributes and the strategic choices of the leaders add value to organization and inspire their teams to implement those strategies. The players in the leadership are; the leader and the followers. The

leader's characteristics and behaviors influence the follower and, -the influencing process and its outcomes that occur between the leader and the followers- are analyzed by the leadership concept (Antonakis, 2006). Organizational leadership inspires active followership and the members follow the leader's idea or a systematic process. The systematic processes involve transactions among the followers, which are managed by the leaders. In addition to this, leadership is a dynamic process and different conditions require different leadership activities. For Hunt (2004), leadership is an influencing process between leaders and the followers and sometimes the roles are changed between the followers and the leaders, where the followers also may legitimize and influence the leaders, so it is not only a top-down process but also exercised sideways, diagonally, and down-up throughout an organizational hierarchy (Antonakis, 2006).

### **2.13.2 Spiritual leadership**

In the rapidly changing global world, the persons need for leadership ethics more than they've needed before. Therefore, investigating the leadership in a deeper manner comes into question. A narrower concept "spiritual leadership" is a type of leadership and will be investigated in our study. The spiritual leadership is about creating value for the organization.

As the organization members know their own responsibilities, a value based leadership will occur in the organization. This common value will keep the organization members together which also helps the organizational tasks to be done willingly. Additionally, by this leadership type, the followers will contribute to compose a better work-environment.

The notion of spirituality in the workplace has come into a considerable prominence in the last decade (Gibbons, 2000). Spirituality is the source of harmonizing expression of compassion and wisdom, and sometimes healing the compassion and wisdom, which become in the mind (Maxwell, 2003). It is an intangible concept, composes in the members' mind, flourishes there and inspires to the big strategic projects. It is one of the fundamentals of volunteer working. Although spiritual leaders often espouse the values such as love, harmony, unity, compassion, peace, truth or honesty; they so often get instead is greed, cynicism, arrogance, impatience, self-doubt, envy, and moral decline (Kakabadse, Kouzmin, & Kakabadse, 2002). Comparing these values make the spiritual leaders find better ethical ways for their followers. In the spiritual leadership, the value is loaded to all over the organization by the help of the ethical skills of the leader. Another important factor for the spiritual leaders is to develop new specialized

skills. This means that the leader has to renew him to accommodate for the changes becoming around the organization and the leader has to develop the ability of making big picture analysis. The spiritual leaders are the key players in the organizations, and they are empowered with the roles in helping facilitate the effort of change. Fostering a positive and successful change for the organization begins at the top and works down. This requires loading responsibilities to the members, which may be as hard to succeed. In spiritual environment, the members share the responsibilities more willingly and this facilitates the leader's role.

### **2.13.3 The theory of spiritual leadership**

The theory of spiritual leadership is developed within an intrinsic motivation model that incorporates vision, hope/faith, and altruistic love, theories of workplace spirituality, and spiritual survival; where the spiritual survival variables are meaning/calling and membership (Fry, Vitucci, & Cedillo, 2005). Due to this statement, it can be said that the followers are strictly motivated with the spiritual leaders. There becomes a different atmosphere, which has been created by the spiritual leaders. This atmosphere composes a coherence between the leaders and the followers, which affects the working environment positively. 'Operationally, spiritual leadership comprises the values, attitudes, and behaviors that are necessary to intrinsically motivate one's self and others, so they have a sense of spiritual survival through calling and membership which entails: 1. Creating a vision wherein leaders and followers experience a sense of calling in that life has meaning and makes a difference; 2. Establishing a social/organizational culture based on the values of altruistic love whereby leaders and followers have a sense of membership, feel understood and appreciated, and have genuine care, concern, and appreciation for both self and others' (Fry et al., 2005, p 838). These definitions direct us to research the spiritual leadership in terms of vision, hope/faith, altruistic love, meaning/calling and membership. Vision defines the attractive future for an organization, which is also in motivator role. It is in the future, not in present. The leader has a crucial role in creating the vision and supervising it, which composes bridges between today and tomorrow. The second dimension of spiritual leadership is altruistic love, which is to love everybody with no exception. In altruistic love, the people prefer to suffer themselves instead of suffering the others. The third dimension of the spiritual leadership is hope/faith, which keeps followers looking forward to the future and provides the desire and positive expectation that ensures to create effort through intrinsic motivation (Fry et al., 2005). The other dimension is "meaning/calling", in which the organization members

believe that the job they do is important and meaningful for them and it makes difference in the people's lives. As the last dimension, "membership" means that the organization understands the members and appreciates them.

## **CHAPTER – THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Research design**

This study has been carried out on the basis of descriptive as well as analytical research design because the study provides the detail descriptions on contribution of employment opportunity on local people, attitude of local people towards the factory and relationship between Trade Union and Industrial development. The study has been based on the basis of primary information that helps to analyze the contribution of employment generate at local area.

#### **3.2 Nature and Source of data**

Nature of data was quantitative and qualitative. The sources of data were both primary and secondary. The primary data was collected from field research where as secondary data were collected both published and unpublished resources. And sources of data were primary as well as secondary.

#### **3.3 Selection of the industries**

The selection of the industry is cement. Day by day such industries are increasing. Among them Shivam Cement Industry Limited is one. It is located at Hatiya – 4, Makawanpur district. Cement plays vital role for construction development program. AS well as cement industries are generating employment opportunity. Unemployment is major problems of our country; to develop our country unemployment problems must be minimized. To minimize such problems; industrial development is one of the better option. SCIL is also playing good role in our country by generating job opportunity and producing cement.

#### **3.4 Population, Sample Size, Sampling Procedure**

A total of 280 workers were working in different capacity in the factory. Out of which about 100 local workers were locally employed. The list of local workers was collected from the factory. Since, the study included the local respondents only, so 100



local workers was the population of study. And due to unavailability of time and other variable, it was not possible to study whole census. So from the 100 workers 50 workers were selected by purposive random sampling.

### **3.5 Data Collection techniques and tools**

Different techniques and tools were used to collect relevant information for this study. The required data was collected by using following techniques and tools.

#### **3.5.1 Interview**

Both structured and unstructured questionnaire were used to interview with worker of this factory, the local people and other related people. This interview was focused to get perfect information about providing employment to local people or not, to find out the attitude of local people towards the factory and relationship between trade union and industrial development.

#### **3.5.2 Observation**

During the course of observation, different levels of information were collected from different parts of factory by the help of participation observation. And check list has been prepared to observe in study area.

#### **3.5.3 Key informants interview (KII)**

Key information was taken by the help of union leader, political leader, scholars etc. This method was used to collect information about SCIL and its role to generate employment opportunity at own district.

### **3.6 Data processing and analysis**

The filled questionnaires were collected from the different workers of SCIL, by the researcher. After collecting all level of information they were processed in systemic manner in accordance with various objective of the study. Subsequently, these information's were arranged in table forms. The information related to the manpower aspect were arranged in table on the basis of sex, age, education etc. all of these were divided into different occupational classification.

## **CHAPTER IV**

### **PRESENTATION AND ANALYSIS OF DATA**

The chapter has been mainly devoted to present and analyze the collected data. The collected data were presented in table form and analyzed based on the informer provided by the respondent. This chapter has been organized as:

- 4.1 A brief profile of Shivam Cement Industry Limited
- 4.2 Socio-economic status of respondents
- 4.3 Contribution of SCIL in employment generation
- 4.4 Attitude of local people towards cements factory
- 4.5 Relationship between Trade Union and Industrial Development

#### **4.1 A brief profile of Shivam Cement Industry Limited Corporate:**

##### **Overview**

Under the supervision of the Chairman Mr. Surendra Kumar Goel, Shivam Cement started its journey in year 2006. Its manufacturing plant was completed in 2009 titled “Largest Manufacturing Green Field Project” in Nepal with an aim to produce 1250 TPD Cement from the Company’s Self –owned Limestone Mine. The company started its cement production in the year 2011.

The Cement industry is literally the building block of a nation. A country’s cement output is considered as one of the primary indicators of its level of economic development. As one of Nepal’s major companies, Shivam Cement intends to play a key role in country’s development and shaping its blueprint for the future.

Its manufacturing unit is located at Hatiya-4, Makwanpur district, which are just 7 Km away from beautiful city Hetauda, where rapid infrastructural development has been noticed over these recent years and is marked to be favorite industrial area due to the fact that it has easy and convenient accessibility to the capital.

Today, the Company has built itself as one of the most efficient cement manufacturers in Nepal. The Company owns huge quality Limestone quarry contributing to production of high grade Clinker. Clinker is the most essential ingredient of cement. The OPC cement comprises of 97-98% clinker. The availability of high quality Limestone all year round ensures uninterrupted supply of raw materials and consistency

of the product, resulting in high quality outcome in every pack of Shivam Cement.

The success and real achievements of Shivam Cement lies in its quality and satisfaction of the customers. In a short span it has touched the heart of every customer by its quality & services backed up by the latest technology and experience.

#### **4.1.1: Vision and Mission**

##### **Vision**

Vision of SCIL is to establish itself as a leader in the industry providing outstanding value to their customers and to provide a safe and stimulating work environment for their employees and community. Another is to provide superior returns to the nation as a whole.

##### **Mission**

“We believe in development of our company along with overall development of the nation.”

#### **4.1.2: The Production Process**

The Production process for cement consists of drying, grinding and mixing limestone and additives like bauxite and iron ore into a powder known as “raw meal”. The raw meal is then heated and burned in a pre-heater and kiln and then cooled in an air cooling system to form a semi-finished product, known as a clinker.

Clinker (95%) is cooled by air and subsequently ground with gypsum (Maximum 5%) to form Ordinary Portland Cement (OPC). All OPC are packed accurately with Electronic Roto Packers each capable of packing 120 MT of finished cement per hour. It is then loaded in Automatic Truck Loader each capable of loading 20 MT of cement in 10 minutes.

All year round production capacity:

The workforce of the company is remarkable. As a result of which, there will be uninterrupted production of quality cement all year round. Our manufacturing plant is situated 11 km from Hetauda Bazaar, it reduces the transportation cost and makes accessibility much more convenient.

We are building on the three pillars of sustainable development – Ecology, Economy and Social Responsibility in an effort to create added value for our customers, employees, suppliers and shareholders.

## **Process:**

We preserve natural resources and act responsibly towards the environment. We recognize our social responsibility at our location and towards our employees. To reiterate this commitment, the company has invested heavily in pollution control equipment and is committed to dust/smoke free clean and green environment. Concrete is the sustainable medium of tomorrow's environment. Our major product supports today's sustainable construction for future generations. In addition to its strength, durability and flexibility, Shivam cement offers a myriad of opportunities for sustainable design.

### **4.1.3: Technology and Quality**

#### **QUALITY:**

At Shivam Cement, our policy is to continuously satisfy the customers through consistent quality cement with effective quality management system, in time delivery and effective after sales service. Following practices are implemented to maintain the Quality Standard of the company:

- The Raw materials obtained from our own limestone quarry, ensures greater percentage of calcium oxide that we use in our cement.
- The computerized mining activities using three dimensional imaging is used for optimum blending of raw material and the modern ball mill for efficient grinding of raw meal.
- Quality grinding is maintained through closed circuit grinding system.

#### **TECHNOLOGY:**

Shivam Cement has invested heavily on the application of world-famous German Technology for cement production guarantees the superior quality and makes every pack consistent of quality. The State of the Art technology adopted at the plant consists of famous European Standard German Technology for grinding of cement for optimum fineness.

Our total plant equipment is designed and supplied by Thyssen-Krupp Industries Ltd. ThyssenKrupp Electrical Steel India Private Limited (TKES India) is one of the Cold Rolled Electrical Steel Manufacturer in India with ISO 9001 & ISO 14001 certified. Electrical supplies are from a multinational corporation headquartered in Zurich, Switzerland, operating in robotics and mainly in the power and automation technology

areas. It ranked 158<sup>th</sup> in the Forbes ranking. DCS (Digital Control System) are supplied from Siemens. Siemens is a German multinational engineering and electronics conglomerate company headquartered in Munich and Berlin. DCS is installed for rotary kiln and cement mill to ensure instantaneous corrective response through computer based control system.

#### **4.1.4: Shivam Cement Industry to produce clinkers**

Shivam Cement Industry, one of the biggest cement factories of the country, is all set to produce clinker, a raw material used for cement production.

The factory has been producing cement for the last six months by importing clinkers from India. “The manufacturing plant of clinker will come into operation from Monday,” said Shiromadi Dhakal chief of the factory.

The plant, which has a capacity of producing 1,200 tonnes of clinker per day, requires 200 tonnes of coal each day. The company imports coal from India and gypsum—a raw material which is mixed with clinker—from Bhutan.

The factory has brought ‘quality’ lime-stones from the mines of Sukaura and Budhichaur VDCs, some 20 km far from the factory. The factory has now a stock of over 150,000 tonnes of limestone. With the factory out of reach of 66KV electric transmission line—which is required for sunning such a factory—it is set to produce clinker using generators. Only 11KV transmission line has reached to the factory. The Nepal Electricity Authority is installing 66KV transmission line to connect the factory and the government has also disbursed Rs 60 million for the purpose. The factory is a big energy consumer needing 10MW of electricity.

Business groups including HR Goyal, Sarda, Lucky and Maru groups have invested in the Rs 4 billion industry. The factory installed in 52 bighas of land has a capacity to produce 1,200 tons of cement daily. It has employed 300 individuals directly.

Nepal imported cement worth Rs 4.04 billion last year, a decline of 8.3 percent compared to previous year, according to Nepal Rastra Bank statistics.

## 4.2 Socio-economic status of respondents

**4.2.1 Sex structure:** To know about socio-economic status of respondent, sex structure was needed. So sex structure was taken. Given table showed the details.

**Table 4.1: Distribution of Respondent by Sex**

Categories	Frequency	Percentage (%)
Men	48	96
Women	2	4
Total	50	100

Source: Field survey, 2014

The table showed that out of 50 workers 2(4%) women and 46(96%) workers were men. This study showed that the women involvement in industrial occupation was very few. It is because Nepalese women are basically stayed at home and brings up their children, care elder family members.

**4.2.2: Age structure:** To know about socio-economic status of respondent, age structure was needed. So age structure was taken. Given table showed the details.

**Table 4.2: Distribution of Respondent by Age**

Age in years	Frequency	Percentage (%)
15-30 years	6	12
30-45 years	29	58
45-60 years	15	30
60 above years	-	-
Total	50	100

Source: Field survey, 2014

By regarding this table, age distribution of workers had been done by the grouping the different age groups. Out of 50 workers, age between 30-45 (58%) years showed as most productive age group in development works. Age between 30-45 years workers are physically and mentally good. They can do hard labor and can do overtime work too. So age between 30-45 years workers were in high number than other age group. Age

between 45-60 years there was 30 percent workers. Senior and experienced workers were also work in this factory. It proves that there are good policies to hire workers in the factory, which deserved fresh workers as well as mature and senior workers.

**4.2.3: Religion structure:** To know about socio-economic status of respondent, religion structure was also needed. So religion structure was taken. Given table showed the details.

**Table 4.3: Distribution of Respondent by Religion**

Religion	Frequency	Percentage (%)
Hindu	30	60
Buddhist	12	24
Christian	6	12
Islam	2	4
Total	50	100

Source: Field survey, 2014

According to this table, religion distributing of workers had been done by the grouping in different religion groups. Among 50 workers 30 (60%) were belonged to Hindu religion. Respectively Buddhist 12 (24%), Christian 6 (12%) and Islam 2 (4%) workers were working in this factory. It showed that maximum numbers of workers were belonging from Hindu religion in this factory.

**4.2.4: Marital Status structure:** To know about socio-economic status of respondent, marital status structure was also needed. So it was taken. Given table showed the details.

**Table 4.4: Distribution of Respondent by Marital Status**

Categories	Frequency	Percentage (%)
Married	43	86
Unmarried	7	14
Total	50	100

Source: Field survey, 2014

From this table out of 50 workers 43 (86%) were married and 7 (14%) workers were unmarried in this factory. All most married people want to stay with their family and they need regular income to run their family. As well as there is less chance to resign from job if they are married, due to their family responsibility.

**4.2.5: Educational structure:** To know about socio-economic status of respondent, educational structure was also needed so it was taken. Given table showed the details.

**Table 4.5: Distribution of Respondent by Education**

Categories	Frequency	Percentage (%)
Primary	5	10
Lower secondary	6	12
Secondary	8	16
Higher Secondary	11	22
Bachelor	10	20
Bachelor Above	8	16
Illiterate	2	4
Total	50	100

Source: Field survey, 2014

From the above table we can conclude that literacy rate was highly than illiteracy rate. Among 50 workers 48 (96%) workers were literate. So this study showed that all most workers were literate in this factory.

**4.2.6: Primary Occupation structure:** To know about socio-economic status of respondent, primary occupation structure was also needed so it was taken. Given table showed the details.



**Table 4.6: Distribution of Workers by their primary Occupation**

Categories	Frequency	Percentage (%)
Agriculture	35	70
Business	5	10
Service	6	12
Other	4	8
Total	50	100

Source: Field survey, 2014

From the above table most of workers 35 (70%) were depended upon agriculture for their income resources. Out of 50 workers, few numbers of workers were depended upon service, business and other for their income resources. (Respectively, 12%, 10%, 8%) Before establishment of SCIL, there was no good option to change their occupation. So traditionally people depend on agriculture.

**4.2.7: Skill structure:** To know about socio-economic status of respondent, skill structure was also needed so it was taken. Given table showed the details.

**Table 4.7: Distribution of Workers by their Skill**

Categories	Frequency	Percentage (%)
Skilled	36	72
Unskilled	14	28
Total	50	100

Source: Field survey, 2014

From the above table we can concluded that most of workers 36 (72%) were skilled. They were working at different post in SCIL like; administrator, computer operator, machine operator, accountant, security guard, driver, store keeper etc.

**4.2.8: Workers selection process structure:** To know about socio-economic status of respondent, workers selection process structure was also needed so it was taken. Given table showed the details.

**Table 4.8: Distribution of Workers selection Process**

Categories	Frequency	Percentage (%)
Through free competition	40	80
Personal link	10	20
Total	50	100

Source: Field survey, 2014

From the above table, most of workers were selected through free competition 40 (80%) rather than personal link. It showed that SCIL management unit has good strategy to adopt new workers.

### **4.3 Contribution of SCIL in employment generation:**

SCIL is one of the leading industrial institutions of the Nepal. It is located at Makawanpur district, Hatiya -4, Hetauda. This is basically a production oriented factory. Now a day maximums potential youth are heading to abroad for their living. Unemployment is one of the major problems of our country so youth are compelled to go to abroad to sale their labor at low cost. But SCIL is playing good role to generate employment opportunity in our own country as well as in our local area. After opening this factory local people get benefit from this factory. It is providing job opportunity to local people and producing cement for all.

#### **4.3.1 Change in employment scenario**

From the SCIL, local people are getting lots of advantage. Directly and indirectly it is providing opportunities at local people. Before running this project, most of local people engaged in agriculture. There was not other employment opportunities. After running this big project, directly and indirectly local peoples are involving in different employment sectors. Such as hotel service, various kind of shops, constructional equipment distributors etc. So local people are involving different job sector.

**4.3.2: Contribution in opening new business:** SCIL is contributing in opening new business at local level. Given table showed in details.

**Table 4.9: Contribution in opening new business**

Before establishment of SCIL	No.	After establishment of SCIL	No.
Hotel	-	Hotel	3
Tea shop	2	Tea shop	7
Shop	3	Shop	6
welding center	-	welding center	2
Hardware shop	-	Hardware shop	2
Poultry farm	4	Poultry farm	10
Fresh House	1	Fresh House	4
Total	10	Total	34

Basically, local people were engaged in agriculture sector in their primary occupation. Their income source was not strong as well as sufficient for standard living. They have less option to earn extra income except agriculture sector. They did not have enough budgets to invest other business.

But after establishment of SCIL, local people got job opportunity at SCIL. Directly and indirectly lots of local people got job opportunity. After all, local people started several businesses to fulfill local peoples demand.

Before establishment of SCIL there was not hotel, but now there is three hotels. Among three hotels 14 local peoples are employed. As well as there was less number of tea shops before SCIL but now there are seven tea shops. In tea shop, 12 peoples are involving. After establishment of SCIL, people were migrated in this area. So population is increasing day by day. It means that demands of local peoples are increasing so in local level various types' of new business, shops are opening. There are six shops, two welding center, two hardware shops. As well as ten poultry farm and four fresh houses are serving to local people. From shops, 10 peoples are employing and from welding centre and hardware shop 12 peoples are involving. In poultry farm and fresh house 38 peoples are involving. In total 86 peoples are getting indirectly employment opportunities.

From the above table it is proved that SCIL contribute in opening new business at local level.

### 4.3.3: Contribution in local development program

SCIL management unit involve in local development program at local level. It has done road construction, water pipe line construction, compounding at Laxmi school, temple and waiting station (*Pratikshalaya*) etc. It is also providing cement to local people at low cost as compared as market.

**Table 4.10: Contribution of management team on development program for local people**

Categories	Frequency	Percentage (%)
Yes	41	82
No	9	18
Total	50	100

Source: Field survey, 2014

From the above table, it proved that factory management unit has done development program for local people.

### 4.3.4: Contribution in living standard

Before establishment of SCIL, local people had weak income sources. All most people were unemployed as well as seasonal unemployed. They fully depended on traditional agriculture sector for their livelihood. But now, SCIL employee earning regularly and other local people got opportunity to start new business. Local people's purchasing power is increased than previous year. They spend their income children's education as well as other sector. They send their children at standard school. So their living standard is better than previous years.

**4.3.5: Contribution in income:** There was different monthly income before and after doing job at SCIL. Here was comparison monthly income before and after SCIL.

**Table 4.11: Distribution of Workers by their primary monthly Income (in Rs.)**

Categories	Frequency	Percentage (%)
less than 5000	32	64
5000-10000	16	32
10000-20000	2	4
20000 above	-	-
Total	50	100

Source: Field survey, 2014

The above table showed that out of 50 workers 32 (64%) workers had less than 5000 rupees per month income before joining at SCIL. It proved that most of workers had not strong income resources. It is because before joining at SCIL they were strongly depended on traditional agricultural system.

**Table 4.12: Distribution of Workers by their per month Income (in Rs.) after doing job at SCIL**

Categories	Frequency	Percentage (%)
less than 5000	-	-
5000-10000	3	6
10000-20000	39	78
20000 above	8	16
Total	50	100

Source: Field survey, 2014

From the above table we can conclude that all workers per month income had risen than their primary income. While workers were involved in agriculture sector in past days, their product was not enough to sale and earn extra money. But now, economically they are strong than past days.

**4.3.6 Contribution in income expenditure:** About 40 percents of employee spent their income in children's education as well as about 28 percents employee spent in farming.

**Table 4.13: Distribution of Income Expenditure**

Categories	Frequency	Percentage (%)
In children's education	20	40
Business	5	10
Farming	14	28
Service	3	6
Putting in saving account	6	12
Other	2	4
Total	50	100

Source: Field survey, 2014

According to this above table, 20 (40%) workers had spent their income in children's education rather than farming 14 (28%), putting in saving account 6 (12%), business 5 (10%), service 3 (6%) and other 2 (4%). It showed that maximum workers are sensitive to their children and their future. As well as large number of workers are supporting agriculture occupation and investing there.

#### **4.3.7 Expansion of local market**

According to local people, there were few shops before SCIL but now there is a local market where we get daily home appliances, constructional materials, medical, stationary, dairy, fancy shop etc.

After establishment of SCIL in this area, people attracted there and started to migrate there from rural area. House constructing and land buying- selling activities also raised in high level. Day by day population of this area is increasing. So high populations; high demands, high demands; high consumptions. To fulfillments of peoples demands there must be developed in production sectors, market sectors, and employment sectors etc.

**4.4: Attitude of local people towards cement factory:** Attitude of local people towards cement factory was positive.

**Table 4.14: Attitude of local people towards cements factory**

Categories	Frequency	Percentage (%)
Positive	47	94
Negative	3	6
Total	50	100

Source: Field survey, 2014

Local people are happy with SCIL management unit. It is providing job opportunity as well as helping development constructing sector; such as water pipe line, school compounding, street track road expansion and graveling, providing cement at low price for local people. So almost local people have positive attitudes towards SCIL.

#### **4.5 Relationship between Trade Union and Industrial Development:**

There is good relationship between trade union and industrial development unit. They are working together in mutual way. Sometimes different kinds of problems are raised from labor group like: wage, company facilities, insurance, labor contract etc. to industrial development unit. Almost problems are minimizes through the discussion between trade union and industrial development unit.

**Table 4.15: Relationship between Trade Union and Industrial Development**

Categories	Frequency	Percentage (%)
Good	48	96
Not good	2	4
Total	100	100

Source: Field survey, 2014

From the above table we can say that relationship between trade union and industrial development is good.

*Case study-I*

*Harka Bahadur Tamang, aged 33 is a employee of SCIL. He was driver of this factory. Once, he got accident while he was transporting goods to SCIL from market, SCIL management unit declared him to wash his hand from job. But he raised this problem to trade union desk. After that trade union called meeting with SCIL management unit and fixed his problem by calling him back in his same position.*

**Table 4.16: Distribution of Workers who raises their problem at Trade Union**

Categories	Frequency	Percentage (%)
Yes	45	90
No	5	10
Total	50	100

Source: Field survey, 2014

From the above table we can concluded that 45 (90%) workers has been raised their problem at Trade Union desk. Most of workers are believed on trade union desk. According to workers trade union is working fairly to manage their problems.

**Table 4.17: Satisfaction of Workers through Trade Union Service**

Categories	Frequency	Percentage (%)
Yes	46	92
No	4	8
Total	50	100

Source: Field survey, 2014

According to this above table, all most 46(92%) workers were satisfied with the service of trade union. It showed that trade union is working in favor of worker. But some of them (8%) workers are not properly happy with trade union services. They blamed



them; TU gave more priority that was from political background. It may right because every trade union belongs from one political background. In this context, there may bias according to political background of individuals. After all; they solve all workers problems.

After all; they solve all workers problems.

**Table 4.18: Relationship between Management Unit and Labor**

Categories	Frequency	Percentage (%)
Good	47	94
Not Good	3	6
Total	50	100

Source: Field survey, 2014

From above table, we can conclude that relationship between management unit and workers are good. But in few numbers of workers they are not happy with management unit. They worked in daily wage basis and they were facing difficulty to take leave. And they were not satisfied with daily wage system and wanted monthly basis salary system. Fact is that almost 94 percent of workers are happy with management unit and developing good relationship between each other. In organization labor relation with management unit is most necessary to achieve objectives and goals.

**Table 4.19: Distribution of workers by occupation**

Categories	Frequency	Percentage (%)
General staff	32	64
Officer	12	24
Engineer	4	8
General manager	1	2
Deputy G. M.	1	2
Total	50	100

Source: Field survey, 2014

Above the table we can conclude that the number of general staff 32 (64%) was much higher in the comparison of the other occupational status. So from the occupational point of view general staff level was given priority.

**Table 4.20: Opinion about upgrading production**

Categories	Frequency	Percentage (%)
Skilled manpower	10	20
Availability of raw materials	8	16
Unity of employee	8	16
Proper production management policy	24	48
Total	50	100

Source: Field survey, 2014

From the above table we conclude that opinion about upgrading production is increased if there is a proper production management policy is followed. Most of

employee's opinion was on proper production management policy which is best for upgrading production.

In other hands, skilled manpower also need for operating unit. To handle modern technology and for sound updates of mechanism system, there is no chance without skilled manpower. Another important factors of producing process, availability of raw materials also main part of the factory. Without raw materials and unity of employee, we cannot imagine a factory.

**Table 4.21: Contribution of factory in Nations building policy**

Categories	Frequency	Percentage (%)
By building infrastructure	8	16
By providing employment	25	50
By producing quality cements	7	14
By giving revenue, tax, etc.	10	20
Total	50	100

Source: Field survey, 2014

From the above table we conclude that this factory is contributing in nation building by providing employment to the people. It's because in the comparison of other reason, providing employment is higher than other reasons.

**Table 4.22: Distribution of workers interest in this job**

Categories	Frequency	Percentage (%)
Fully interested	48	96
Less interested	2	4
Not interested	-	-
Total	50	100

Source: Field survey, 2014

From the above table we conclude that almost employees were interested to their job. Unemployment problem is great problem of today's, in this condition being employed is better than unemployment.

**Table 4.23 Present policy of this factory**

Categories	Frequency	Percentage (%)
Good	47	94
Satisfactory	3	6
Others	-	-
Total	50	100

Source: Field survey, 2014

From the above table we conclude that labor's opinion about policies of this factory is good. Almost 94 percents of workers view about policy is working good. But some of workers are opposition of current factory policies. Vision and policies are very important in any organization to achieve objectives and goals. Policy should not be discriminated between general labor and management unit. It should be transference, clear and it must lead whole organization towards prosperity in future days.

# CHAPTER –V

## SUMMARY, CONCLUSION AND RECOMMENDATIONS

### 5.1 Summary

Unemployment problem is major problem at developing country. Nowadays our country is facing such types of problems. Industry helps to reduce the problem of unemployment. But unfortunately Nepal has few numbers of industries which cannot fulfill all people desire. Shivam cement factory is one of the big factories of Nepal. It's basically production orientated industries. It's providing different types of employment to the people. Some people work in permanently and other is in daily wage basis. Anyway it provides different types of work. It plays vital role to generate employment opportunities. Topic of this thesis is **Impact Study of Shivam Cement Factory on Employment at Local People**. It is basically about a cement factory which is located at Hatiya – 4, Makawanpur district. SCIL is one of the biggest cement factories of Nepal. The main objectives of this study are to analyze the impact of Shivam Cement Industry Limited (SCIL) on employment at local level. The main objectives of this study are to examine the contribution of Shivam cement factory to generate employment in the district, to evaluate the attitude of local people towards the factory and to analyze the relationship between trade union and industrial development.

This study has been carried out on the basis of descriptive as well as analytical research design because the study provides the detail descriptions on contribution of employment opportunity on local people, attitude of local people towards the factory and relationship between Trade Union and Industrial development. The study has been based on the basis of primary information that helps to analyze the contribution of employment generate at local area. To collect data, opinion survey, observation and key informants (KII) techniques and tools are used.

Shivam cement industry limited is one of the big cement project of Nepal which is situated Hatiya- 4, Makawanpur district. It's vision and mission is to establish itself as a leader in the industry providing outstanding value to our customers, to provide a safe and stimulating work environment for our employees and community and to provide superior returns to the nation as a whole. Hence, “We believe in development of our company along with overall development of the nation.” is the mission.

Since SCIL is operating in a sound condition. About 100 local workers are working at SCIL. Among them 50 workers were selected for this study. Almost 96 percents of workers were male and age between 30-45 years workers number was high. About 60 percents of workers were belonging from Hindu religion as well as 24 and 12 percents of workers were from Buddhist and Christian respectively. Almost 86 percents of workers were married. In the factory, literacy rate was high. About 96 percents of workers were literate. About primary occupations structure of labor was an agriculture rather than business, services etc. Number of skilled worker was higher than unskilled workers. SCIL select workers through the free competitions.

SCIL is basically a production oriented factory. Now a day maximums potential youth are heading to abroad for their living. Unemployment is one of the major problems of our country so youth are compelled to go to abroad to sale their labor at low cost. But SCIL is playing good role to generate employment opportunity in our own country as well as in our local area. After opening this factory local people get benefit from this factory. It is providing job opportunity to local people and producing cement for all.

From the SCIL, local people are getting lots of advantage. Directly and indirectly it is providing opportunities at local people. Before running this project, most of local people engaged in agriculture. There was not other employment opportunities. After running this big project, directly and indirectly local peoples are involving in different employment sectors. Such as hotel service, various kind of shops, constructional equipment distributors etc. So local people are involving different job sector.

Local people are happy with SCIL management unit. It is providing job opportunity as well as helping development constructing sector; such as water pipe line, school compounding, street track road expansion and graveling, providing cement at low price for local people. So almost local people have positive attitudes towards SCIL.

There is good relationship between trade union and industrial development unit. They are working together in mutual way. Sometimes different kinds of problems are raised from labor group like: wage, company facilities, insurance, labor contract etc. to industrial development unit. Almost problems are minimizes through the discussion between trade union and industrial development unit.

Some major findings of this study are to find the labor employment in the SCIL according to different activities is main objectives of the study. The data are collected from labor worksheet, field survey, journals, books, papers. To find out their socio-

economic condition aspect of labor a sample questionnaire are formed and necessary data's are collected from the respondent. I found literacy rate, participation in benefit sharing, and their educational level. The people of the study area are depended upon agriculture as their past sources of income. Participation of female worker is negligible.

## **5.2 Conclusion**

Based upon the information and explanation made in the thesis, it has been concluded that SCIL is playing positive role to generate employment opportunity at local people. So SCIL is playing good role to generate employment opportunity at local people. Directly and indirectly, local peoples are getting job opportunity at local level.

Attitude of local people towards SCIL is also positive, it's why SCIL is not only providing job opportunity at local people, it is also co-operating in local development programs. Indirectly it is creating different sectors of job opportunities at local level. There is also good relationship between trade union and industrial development unit.

SCIL is creating a brick of employment in employment sectors. So such industries help to minimize unemployment problems.

Since SCIL is operating in a sound condition, it has many prospects of providing opportunities to the local people.

## **5.3 Recommendations**

Since there are no many industries in Nepal, very few labor force have been consumed from the existing establishment. At the same time the establishment that enriches indigenous Nepalese establishment like cement industries have to be enhanced so that more employees can be hired providing enough employment opportunity. In order to uplift such industries, government should play enough attention so that more such industries can be set up. In the same way, marketing facilities

Since the SCIL is operating in a good condition, the other verities of investments need to be explored so that more and more local employment opportunities can be enhanced.

Women's involvements in job placement in the industries needs to enlarge by providing adequate capacity related to skill development.

For further study:

The new possible development of rural enterprises and private investment needs to be explored. This can be one of the researches for the days to come.



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# ANNEX-1

## Questionnaire for Interview

Respondent personal Information

Full Name:.....

Age: .....

Sex: Male Female Other

Marital Status: Married Unmarried

Religion: Hindu Buddhist Christian Islam other

1. What is your educational status?

- a) Primary b) Lower secondary c) secondary d) higher secondary e) Bachelor f) Above g) Illiterate

2. What was your occupation before doing job at SCIL?

- a) Agriculture b) business c) Service d) Other

3. What is your major occupation after doing job at SCIL?

- a) Agriculture b) business c) Service d) Other

4. Why you change your occupation after doing job at SCIL?

5. Average monthly income before and after doing job at SCIL?

Before

SN.	Per month income in Rs.
1	Less than 5000
2	5000 – 10000
3	10000 – 20000
4	20000 above

After

SN.	Per month income in Rs.
1	Less than 5000
2	5000 – 10000
3	10000 – 20000
4	20000 above

6. What is your major expenditure sector?

SN.	Expenditure sector	Rs.
1	In children education	5000 – 10000
2	Business	10000 – 15000
3	Farming	5000 – 10000
4	Putting in saving account	10000 – 15000
5	Other	2000 – 50000

7. What is your personal status?

Skilled	Remarks	Unskilled
	.....	
	.....	

8. How were you selected in this factory?

a) Through free competition b) Personal link

9. What is the process of operating shift duty in this factory?

a) Day shift b) Night shift c) Extra time

10. Is there any provision of over time?

a) Yes b) No

11. If yes, why do you do over time?

.....

12. How much income received in total?

SN.	Regular salary ( in Rs.)	Overtime salary ( in Rs.)	Total ( in Rs.)
1	5000-15000	3000-5000	8000-20000
2	15000-30000	5000-10000	20000-40000
3	30000 above	10000 above	40000 above

13. What is your problem in this factory?

a).....

b).....

c).....

14. Have you raised your problem at Trade Union?

a) Yes b) No

15. If yes, what.....



30. Is it really working in favor of employ?

a) Yes            b) No

31. How is the relationship between management unit and labor?

a) Good            b) Not good

## **APPENDIX 2**

### **Check List**

To complete this thesis, the following information's are needed to collect

- about workers of SCIL
- Participation in agriculture.
- Are they literate or not?
- Positive or negative impact of SCIL at local area.
- Development program of SCIL at local area.
- Area of SCIL plant.
- Facilities of drinking water, bathroom and changing room for workers.



### ANNEX-3: Photos

#### Map of location of study area



#### Location of Shivam Cement Industry limitation





**Photo no.1: General view of SCIL**



**Photo no.2: Front side view of SCIL**



**Photo no.3: Employee of SCIL, filling questionnaire**



**Photo no. 5: Compound of Laxmi School which was made by SCIL M.U.**