

# Impact of Statutory HR Policies (Mines Act 1952, New Labour Codes) On Job Satisfaction Among Coal Mine Workers in Madhya Pradesh

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## Abstract

This paper examines how statutory Human Resource (HR) policies, namely, the Mines Act 1952 and the New Labour Codes (2019-2020), can affect job satisfaction among coal mine workers in Madhya Pradesh (M.P.), India. Coal mining business in M.P. is one of the most urgent but risky sectors, so the legal control of the working conditions, wage, safety and welfare is the basis of the welfare of employees. Although there have been vast legislative frameworks, there is little empirical evidence on policy compliance and worker satisfaction. This study fills this gap by a systematic survey of 100 coal mine workers sampled out of large coalfields in M.P., such as Singrauli and Sohagpur coalfields. Descriptive-correlational in research design was selected and a valid questionnaire was employed to assess the level of satisfaction along six dimensions, which include wages and compensation, safety and health, welfare amenities, working hours, grievance redressal, and social security. Pearson correlation, ANOVA, and multiple regression statistical tests were used to test the relationships between the compliance with the statutory provisions and the level of job satisfaction. The results indicate the existence of a strong positive relationship between the adoption of statutory HR policies and the general job satisfaction ( $r = 0.71$ ,  $p < 0.01$ ). Employees became more satisfied when their employers complied with the regulations concerning wages (Code on Wages, 2019), safety (Mines Act 1952, Section 2224), and social security benefits (Code on Social Security, 2020). Nonetheless, the degree of policy implementation gaps was found to be significant, especially in smaller contract-based operations. The paper suggests that the policy-practice gap in coal mining industry in M.P. should be addressed by enhancing enforcement, conducting regular compliance audits, and conducting worker education.

**Keywords:** *Mines Act 1952, New Labour Codes, Job Satisfaction, Coal Mine Workers, Madhya Pradesh, Statutory HR Policy, Occupational Safety*

## 1. Introduction

Coal mining is still one of the most economically important, yet physically active, industries in India. Madhya Pradesh has some of the biggest coalfields in the country, including Singrauli, Umaria, Shahdol, Sohagpur, and hundreds of thousands of workers, the livelihood, health and safety of which are deeply rooted in the legislative frameworks of their work (Singh & Verma, 2019). The HR practices in

the mining sector are not being statutorily regulated as a facade of legal compliance, but rather as the structural framework within which the welfare, dignity and satisfaction of workers is either safeguarded or disregarded.

The concept of job satisfaction among hazardous occupations like coal mining is multidimensional and complex in nature due to its being influenced by both internal and external variables such as compensation fairness, safety measures, welfare amenities, supervision, and promotion opportunities (Locke, 1976; Spector, 1997). The enactment of the Mines Act 1952 marked the first organized attempt made by India to codify working conditions, safety regulations, and welfare provisions for mine workers. In the wake of the 1980s, the Government of India introduced an unprecedented overhaul of labour laws through consolidation of 29 central labour laws into four new labour codes, namely, Code on Wages (2019), Code on Industrial Relations (2020), Code on Social Security (2020), and Code on Occupational Safety, Health and Working Conditions

In spite of these legislative achievements, a dearth of empirical research on the positive or negative effect of statutory HR policy compliance on job satisfaction in coal mine workers at Madhya Pradesh persists. Although a wider body of research on labour welfare and labour satisfaction has been conducted in the Indian context (Deshpande and Sharma, 2020; Mishra, 2018), the interface between the statutory policy implementation and the worker satisfaction in the coal mines of M.P. has not been well researched. This shortcoming is especially fateful considering that the incidences of occupational accidents, contractual work, and wage conflicts in the mining regions of M.P. have been high (Coal India Limited [CIL], 2022). Three major concerns are behind the current study; first, the necessity to empirically determine the level of job satisfaction of the workers of coal mines in M.P.; second, the necessity to evaluate the degree of adherence to the main provisions of the statutes that help to form the basis of the Mines Act 1952 and the New Labour Codes; and third, the necessity of studying whether the increase in the level of the adherence to The research will help produce actionable information to policymakers, mining companies, and labour welfare officers by answering these questions by conducting a structured survey of 100 workers.

## 1.1 Significance of the Study

This study has an importance on various levels. Policy-wise, it can offer empirical data that will help the efficient adoption of the New Labour Codes something that still remains a topic of concern to both the central and state governments (Bhattacharya, 2021). Managerially, it points at particular areas where HR activities in coal mines are inconsistent with statutory standards, it provides a diagnostic model where a company can restructure its practices to meet governmental standards to promote morale and productivity among its workforce. Academically, it adds to the paucity of literature at the intersection of labour law, HR policy and occupational psychology in the Indian mining context.

## 1.2 Research Objectives

The following are the objectives of this study:

1. To assess the current level of job satisfaction among coal mine workers in Madhya Pradesh.
2. To examine the degree of compliance with the Mines Act 1952 and the New Labour Codes in M.P. coal mines.

3. To analyse the relationship between statutory HR policy compliance and job satisfaction dimensions.
4. To identify gaps between statutory provisions and their actual implementation on the ground.
5. To offer policy recommendations for overcoming the gap between legislative intent and practical outcomes.

### 1.3 Research Hypotheses

The following are the research hypotheses were formulated for testing:

**H<sub>01</sub>:** There is no significant relationship between compliance with the Mines Act 1952 and job satisfaction among coal mine workers in M.P.

**H<sub>02</sub>:** There is no significant relationship between the implementation of the New Labour Codes and overall job satisfaction.

**H<sub>03</sub>:** There is no significant difference in job satisfaction levels across different categories of mine workers (permanent vs. contractual).

## 2. Review of Literature

### 2.1 Theoretical Framework on Job Satisfaction

The conceptual basis of the job satisfaction literature can be traced back to the Hierarchy of Needs (1943) by Maslow that suggests that the satisfaction of lower-level needs (physiological and safety) is a pre-condition to the higher motivational levels. In the scenario of coal mining wherein the occupational hazards are pervasive, the statutory right to their safety, sufficient wages, and the welfare facilities directly respond to the lower-order needs of Maslow thus providing the base on which job satisfaction is founded. The Two-Factor Theory (1966) of Herzberg further differentiates between hygiene factors (working conditions, company policies and salary) and motivational factors (recognition and achievement).

The hygiene factors are mainly controlled by statutory HR policies; their ineffectiveness cause discontent, whereas their existence does not ensure satisfaction, but allows motivational factors to manifest (Deci and Ryan, 2000). Locke (1976) theorised job satisfaction to be a pleasant or positive emotional experience, which is a result of one appraising his or her job or job experiences. His facet model recognized certain elements such as work itself, pay, promotion, supervision, co-workers and working conditions as the major determinants and all these factors are directly or indirectly governed by the statutory HR policies. Recently, however, the Social Exchange Theory (Blau, 1964) has been extended to the employment relationship where it is postulated that when workers feel that their employer is meeting their statutory duties they will feel obliged to the employer in return and this will result in increased satisfaction and commitment (Wayne et al., 1997).

### 2.2 Legislation: Mines Act 1952.

The Mines Act 1952 is the basic law that regulates labour relations in the Indian mining industry. It was passed during the post-independence period and it was a consolidation of previous colonial laws, and

provided comprehensive provisions regarding health (Chapter III), safety (Chapter IV), and welfare (Chapter V) of mine workers (Government of India, 1952). Some of the main requirements are compulsory canteen, rest shelters, crashes, first aid boxes, and pit-head baths where mines are hiring above threshold workers. Particularly, Section 22 requires the appointment of a Safety Officer, whereas Sections 35-40 specify weekly rest days, maximum working hours per day (nine hours underground, ten hours above ground), and rates of overtime. Kumar and Rao (2017) looked at the compliance with the Mines Act 1952 in coalfields in Chhattisgarh and Jharkhand, with the finding that large state-owned mines (under subsidiaries of Coal India Limited) showed high compliance, whereas smaller privately-owned mines and contractual operations had their gaps, especially in welfare provisions. In their research, they found that there was a moderate positive correlation ( $r = 0.58$ ) between worker satisfaction and welfare facility compliance. Equally, Pandey and Tripathi (2019) reported that compliance with the safety provisions in the Mines Act had a positive impact on the perceptions of safety climate and job satisfaction among underground miners.

### 2.3 New Labour Codes and Their Implications

These four new codes are known as New Labour Codes, which include: Code on Wages (2019), Industrial Relations Code (2020), Code on Social Security (2020), and Occupational Safety, Health, and Working Conditions (OSH) Code (2020). These are the most revolutionary amendments to the Indian labour laws in the past seventy years. The Code on Wages (2019) states the minimum wage floor, which will apply to all industries and workers, including unorganised sectors, and also ensures timely payment of wages to the workers. For the mine workers, it is ensured that they get protection from any sort of wage exploitation, especially daily wage and contractual workers (Sharma, 2021).

Repealing the Mines Act of 1952 and 12 other acts, the OSH Code (2020) retains most of the Mines Act provisions but expands its applicability to establishments employing ten or more workers and adds hazardous process notifications and annual health checks. Significantly, it introduces the principle of portability of benefits through the creation of a fund for gig and platform workers' social security (Ministry of Labour and Employment, 2020). The Social Security Code (2020) abolishes all acts on provident fund, gratuity, ESIC, maternity benefit, and other social security benefits and extends an integrated benefit package for coal mine workers. Bhattacharya (2021) analyzed the impacts of the New Labour Codes on the mining sector and cautioned that while there were several administrative efficiencies in the codification process, the higher applicability thresholds on certain provisions would unintentionally leave some small and medium mining contractors outside the ambit of the provisions. Joshi and Mehta (2022) suggested that the late announcement of state-specific regulation within the New Labour Codes has introduced ambiguity in the implementation that weakens the confidence and satisfaction of the worker. Their study of 200 employees in industries suggested that the knowledge of the New Labour Codes was strongly linked to the perceptions of fairness and job satisfaction ( $p = 0.01$ ).

### 2.4 Job Satisfaction within the Mining Industry.

The studies that specifically deal with the job satisfaction in the Indian coal mining industry are quite limited compared to the areas of general industry. In a study of 150 employees of the South Eastern Coalfields Limited (SECL) in M.P. and Chhattisgarh, Mishra (2018) found that wage dissatisfaction and lack of safety equipment were the main causes of low job satisfaction. The authors concluded that the

satisfaction of the workers in the supervisory or skilled category was much higher than the unskilled workers ( $F = 14.23, p < 0.01$ ), which highlights how job grade and related statutory benefits influence the results of workplace satisfaction. In a study of 120 mine workers in Singraeli, M.P., Deshpande and Sharma (2020) determined that housing, workers-children education facilities, and medical facilities, required by the welfare codes, had a positive strong impact on job satisfaction.

Their regression analysis revealed that the measures of welfare explained 44 percent of the overall job satisfaction ( $R^2 = 0.44$ ). Mohanty and Das (2021) examined the extent to which industrial relations and grievance redressal are associated with worker satisfaction on coal mines in Odisha and discovered that worker satisfaction with the grievance redressal mechanism (accessible and responsive) was significantly higher when the workers believed that the grievance redressal mechanisms were accessible and responsive ( $r = 0.64, p < 0.001$ ).  
2.5 Research Gap An overview of the extant literature indicates three obvious gaps, namely first the literature has primarily focused on Jharkhand, Chhattisgarh or Odisha and the coal mining workforce of M.P. is understudied; second, the literature has mostly focused on either the Mines Act or the general welfare of labour, but not on the effects of combined statutory compliance on job satisfaction in a standardised instrument in M.P.; and third The current research fills these gaps with particular reference to 100 employees who were sampled by M.P. coal fields.

### **3. Research Methodology**

#### **3.1 Research Design**

This study used descriptive-correlational research design, which is suitable due to the focus on describing the existing situation in job satisfaction and establishing a correlation between statutory policy compliance and measures of satisfaction (Creswell & Creswell, 2018). The research is cross-sectional, and the data will be gathered at one point in time (October-December, 2023). Positivist philosophical approach was embraced and job satisfaction and statutory compliance were objectively measured constructs.

#### **3.2. The study area and population:**

The research was carried out in coal mines of Singraeli and Sohagpur coalfields of Madhya Pradesh which constitute the two highest coalfields areas in the state. The two areas are a combination of open-cast and underground mines that are run under Western Coalfields Limited (WCL) and South Eastern Coalfields Limited (SECL) which is subsidiaries of Coal India Limited. The target population was all permanently and contractually employed workers on the operational face, support, and surface levels of these mines.

#### **3.3 Sample Size and Sampling Technique:**

The stratified random sampling was used to select a sample of 100 coal mine workers, which is suitable to provide proportional representation of the sample across the strata (Kothari, 2004). The population was stratified on two dimensions; (a) type of employment; permanent workers and contract workers; and (b) type of job; underground workers, surface workers and workshop/maintenance workers. Proportional stratified sampling was used to select 50 permanent workers and 50 contractual workers using data obtained on the mine HR departments. The sample distribution by category is presented in Table 1.

**Table 1**

*Sample Distribution by Employment Type and Job Category*

Category	Employment Type	Number of Workers	Percentage (%)
Underground Workers	Permanent	25	25
Underground Workers	Contract	20	20
Surface Workers	Permanent	15	15
Surface Workers	Contract	20	20
Workshop/Maintenance	Permanent	10	10
Workshop/Maintenance	Contract	10	10
Total	–	100	100

*Note. Data compiled from mine HR records and study survey (2023).*

### 3.4 Research Instrument

Utilizing the literature review of existing measures such as the Minnesota Satisfaction Questionnaire (MSQ; Weiss et al., 1967), the Job Descriptive Index (JDI; Smith et al., 1969), and domain-specific queries that were a result of studies on Indian mine workers, a structured questionnaire was created (Mishra, 2018; Deshpande and Sharma, 202). The last tool consisted of three parts:

**Section A** - Demographic and employment information (age, gender, education, years of service, type of employment, type of mine): 10 items.

**Section B** - Statutory Policy Compliance Scale: 24 items assessing the perception of the workers about compliance with the Mines Act 1952 and the New Labour Codes in relation to six dimensions (wages, safety, welfare, working hours, grievance redressal, social security) rated on a 5-point Likert (scale) (1 = Strongly Disagree to 5 = Strongly Agree).

**Section C** - Job Satisfaction Scale: 24 items describing general job satisfaction in the same six dimensions, but on a 5-point Likert scale.

The questionnaire was translated into Hindi and presented in oral form to the workers who were not literate in writing and the researcher and trained enumerators were available to clarify any doubts. A pilot study was carried out involving 20 workers (out of the final sample) whereby items that had an item-total correlation of less than 0.30 were either changed or dropped. Cronbachs alpha (  $\alpha$  ) was used to evaluate reliability.

The Statutory Policy Compliance Scale and the Job Satisfaction Scale gave  $\alpha = 0.87$  and  $0.84$  respectively, which is higher than the recommended  $\alpha$  of 0.70 by Nunnally (1978). The content validity was determined by expert review by three HR academicians and two practitioners in labour law. Construct validity was determined by using confirmatory factor analysis (CFA) and the fit indices were acceptable (CFI = 0.94, RMSEA = 0.06).

### 3.5 Data Analysis:

The statistics were analysed with the help of IBM SPSS 26. All variables in the scale were calculated using descriptive statistics (mean, standard deviation). The bivariate relationships between compliance and satisfaction dimensions were tested using Pearson product-moment correlation coefficient. ANOVA was used in order to determine whether employment type groups differed in job satisfaction. The significant predictors of overall job satisfaction were determined by multiple regression analysis. All tests were set at the level of significance of  $p < 0.05$ .

### 4. Results and Discussion:

The demographic profile of the respondents will be provided in 4.1. Table 2 shows the demographic of the 100 respondents. Most of the workers were men (94%), which is in line with the gender composition of workers in India coal mining. The age chart indicated that middle-career dominated the underground and surface work with 48 percent of the workers falling within the 31-45 years bracket. Education was also relatively low with 43 percent having attained primary or secondary education and 29 percent with matriculation. Only twelve percent had any type of vocational or technical training. The average years of service stood at 11.4 years (SD = 6.8), which shows moderately experienced labor force.

**Table 2** Demographic Profile of Respondents (N = 100)

Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	94	94.0
	Female	6	6.0
Age Group	18–30 years	21	21.0
	31–45 years	48	48.0
	46–60 years	31	31.0
Education	Primary/Secondary	43	43.0
	Matriculation	29	29.0
	Higher Secondary	16	16.0
	Graduate & Above	12	12.0
Employment Type	Permanent	50	50.0
	Contractual	50	50.0
Job Category	Underground	45	45.0
	Surface	35	35.0
	Workshop/Maintenance	20	20.0
Years of Service	Less than 5 years	22	22.0

Variable	Category	Frequency (n)	Percentage (%)
	5–10 years	33	33.0
	11–20 years	30	30.0
	More than 20 years	15	15.0

Note. Primary data collected from survey (October–December 2023).

#### 4.2 Degree of Job Satisfaction of Coal Mine Workers.

On a 5-point scale, the average score of job satisfaction of the sample was 2.98 (SD = 0.72), which means that job satisfaction was moderate. Table 3 shows the standard deviations and mean scores of each dimension of satisfaction. The greatest satisfaction was registered on working hours compliance (M = 3.42, SD = 0.61) and then on social security benefits (M = 3.21, SD = 0.74). Conversely, the lowest levels of satisfaction were recorded on welfare amenities (M = 2.54, SD = 0.89) as well as grievance redressal mechanisms (M = 2.61, SD = 0.83), indicating need of critical improvement. These results are consistent with Mishra (2018), who also found welfare and grievance dimensions as the main factors of dissatisfaction among SECL workers.

**Table 3** Mean Scores for Job Satisfaction Dimensions (N = 100)

Dimension	Mean (M)	Std. Deviation (SD)	Satisfaction Level
Wages & Compensation	3.14	0.78	Moderate
Safety & Health Provisions	3.08	0.81	Moderate
Welfare Amenities	2.54	0.89	Low
Working Hours & Rest	3.42	0.61	Moderate-High
Grievance Redressal	2.61	0.83	Low
Social Security Benefits	3.21	0.74	Moderate
Overall Job Satisfaction	2.98	0.72	Moderate

Note. Scale: 1–2.49 = Low; 2.50–3.49 = Moderate; 3.50–5.00 = High.

#### 4.3: Statutory Compliance and Job Satisfaction: Correlation Analysis.

The correlation analysis performed by Pearson was aimed at analyzing the relationship between statutory policy compliance dimensions and the dimensions of job satisfaction. The results are provided in Table 4. All compliance dimensions were also highly and positively associated with their corresponding satisfaction dimensions with a range of coefficients between  $r = 0.54$  (welfare amenities) to  $r = 0.79$  (wages and compensation).

The total statutory compliance score had a high level of correlation with overall job satisfaction ( $r = 0.71$ ,  $p < 0.001$ ), and as such, H01 and H02 were rejected. Of particular interest is the value of the wage-satisfaction correlation ( $r = 0.79$ ), which is in line with the results reported by Joshi and Mehta (2022), who have discovered that the universal minimum wage floor set by the Code on Wages 2019 was the most mentioned policy awareness among employees and the most significant predictor of wage-related satisfaction. The welfare amenities have a moderate correlation ( $r = 0.54$ ), which is an indication of the current disconnect between the statutory mandate and actual provision - a pattern that is quite common in Kumar and Rao (2017).

**Table 4** Pearson Correlation Between Statutory Compliance and Job Satisfaction Dimensions ( $N = 100$ )

Dimension	r	p-value	Decision (H0)
Wages & Compensation	0.79	< 0.001	Rejected
Safety & Health Provisions	0.68	< 0.001	Rejected
Welfare Amenities	0.54	< 0.001	Rejected
Working Hours & Rest	0.63	< 0.001	Rejected
Grievance Redressal	0.57	< 0.001	Rejected
Social Security Benefits	0.66	< 0.001	Rejected
Overall (Composite)	0.71	< 0.001	Rejected

Note. \*\*  $p < 0.001$  (two-tailed).  $r =$  Pearson correlation coefficient.

#### 4.4 Employment Type Differences: ANOVA Results.

To examine H03, a one-way analysis of variance was conducted to determine whether there was a statistically significant difference in the level of job satisfaction of permanent workers ( $M=3.28$ ,  $SD=.65$ ) compared to contractual workers ( $M=2.68$ ,  $SD=.73$ ). The results indicated that there was a statistically significant difference,  $F(1,98)=19.84$ ,  $p<.001$ ,  $\eta^2=0.17$ , representing a moderate-large effect size. The level of job satisfaction of permanent workers was much higher on all six dimensions. The largest difference in satisfaction was found on the dimension of social security (permanent:  $M=3.58$ ,  $SD=.61$ ; contractual:  $M=2.84$ ,  $SD=.79$ ) that indicates differences in the level of access to social protection benefits provided under the EPFO, ESIC, and Gratuity Schemes for Permanent Workers and Contractual Workers – a structural issue that has been recognized in the recently enacted Code on Social Security 2020 but not yet. The post-hoc test with the help of Tukey HSD was used to verify the statistically significant difference between these variables at the 0.05 level. These results are consistent with Mohanty and Das (2021), who found that the contractual workers in coal mines would always report a lower level of satisfaction because they were not provided with some benefits and social safeguards, and the New Labour Codes aim to close this gap, which has not yet been completely fulfilled in their initial implementation step.

#### 4.5 Job Satisfaction Predictors Multiple Regression.

Multiple regression was done where the overall job satisfaction served as the dependent variable and the six statutory compliance dimensions were the independent variables. The model was statistically

significant,  $F(6, 93) = 27.14, p < 0.001$ , and explained 63.7% of the variance in job satisfaction ( $R^2 = 0.637, \text{Adjusted } R^2 = 0.617$ ). Table 5 shows the standardised regression coefficients of each predictor.

**Table 5 Multiple Regression: Predictors of Overall Job Satisfaction ( $N = 100$ )**

Predictor (Compliance Dimension)	$\beta$	t-value	p-value	Significance
Wages & Compensation	0.31	3.92	< 0.001	***
Safety & Health Provisions	0.22	2.74	0.007	**
Welfare Amenities	0.14	1.81	0.073	ns
Working Hours & Rest	0.18	2.31	0.023	*
Grievance Redressal	0.16	2.08	0.040	*
Social Security Benefits	0.20	2.54	0.013	*

Note. \*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$ , ns = not significant.  $\beta$  = standardised regression coefficient.  $R^2 = 0.637$ .

The most significant predictor of job satisfaction was wages and compensation compliance (0.31,  $p < 0.001$ ), then safety and health provisions (0.22,  $p = 0.007$ ). Although it is correlated with the satisfaction dimension, the welfare amenities dimension was not found to be a statistically significant independent predictor in the regression model ( $\beta = 0.14, p = 0.073$ ), perhaps because of multicollinearity with the other dimensions related to welfare. These findings are aligned with the literature on wage adequacy and safety as the cornerstone of satisfaction in the hazardous work (Deshpande and Sharma, 2020; Pandey and Tripathi, 2019).

#### 4.6 Discussion

The results contribute to a subtle image of the interdependence between statutory HR policy compliance and job satisfaction in the coal mines of M.P. The average total level of satisfaction ( $M = 2.98$ ) indicates that although the statutory provisions have managed to create a minimum level of working conditions, there are still a number of loopholes between the intent and the reality of the operations. The high compliance and satisfaction correlation ( $r = 0.71$ ) offers an effective empirical evidence to the argument that investing in statutory HR compliance is not only a legal requirement but also a strategic tool of enhancing the morale and productivity of the workers.

The substantial disparity in the level of satisfaction between permanent and contractual workers ( $F = 19.84, p < 0.001$ ) is a cause of concern as it is an eye opener to the dual labour market that prevails in Indian coal mining. The provisions have been extended to mine contract workers in M.P. by the New Labour Codes, specifically the Code on Social Security 2020, but have not been fully implemented to platform and gig workers. Slowness in the state government to inform about the state-specific rules, which

is a condition of the Codes to be effected, has left a regulatory vacuum, which unproportionately harms contractual workers (Bhattacharya, 2021).

The fact that the compliance with grievance redressal ( $\beta = 0.16, p = 0.040$ ) is a significant predictor of job satisfaction highlights the significance of the functional mechanisms of industrial relations. The Industrial Relations Code 2020 provides a three-part Industrial Relations Committee to mines that have more than 20 employees that, when properly adopted, may combat the existing gap in available grievance procedures. These observations are consistent with those of Mohanty and Das (2021) and apply their research to the context of M.P. in particular.

## 5. Conclusions and Recommendations

### 5.1 Conclusions

This paper has revealed that statutory HR policies, in the form of the Mines Act 1952 and the New Labour Codes (2019 2020), have a strong and positive impact on job satisfaction in coal mine workers in Madhya Pradesh. The null hypotheses (H01 and H02) were dismissed and supported the fact that both Mines Act compliance and New Labour Code implementation are greatly correlated with overall job satisfaction. H03 was also dismissed because permanent workers showed much greater levels of satisfaction than contractual workers, which is indicative of structural inequities in policy coverage and enforcement.

There are five important findings: first, compliance with wages and compensation is the strongest indicator of job satisfaction; second, compliance with safety provisions is the second most crucial determinant of implementation gaps; third, welfare amenities and grievance redressal are the most important implementation gaps; fourth, the current policy regime places contractual workers in a disadvantageous position; and fifth, the awareness of statutory entitlements is positively correlated with the perceived satisfaction. The implications of these findings are wide-ranging to the policymakers, mine management, and the administrators of labour welfare.

### 5.2 Recommendations

On the basis of the findings of the study, the following recommendations are provided:

- **Speed up State Rule Notification:** The Government of Madhya Pradesh is recommended to give priority to the notification of state-specific rules under all the four New Labour Codes to eliminate the regulatory ambiguity and full operationalisation of worker protection, especially to contractual workers.
- **Strengthen Enforcement Mechanisms:** To increase accountability and transparency, the Directorate General of Mines Safety (DGMS) and state Labour Department should perform bi-annual statutory compliance audits, with published compliance scorecards of each mine.
- **Expand Social Security to Contract Workers:** Mine operators must be obligated to cover all contractual workers, irrespective of the duration of their service, in EPFO and ESIC, and there should be clear penalties against non-compliance, as it is the purpose of the Code on Social Security 2020.
- **Contemporise Welfare Amenity Provision:** CIL subsidiaries and privatised mine operators in M.P. shall be encouraged to conduct periodic audits of the welfare facilities and modernize

canteens, crèches, and medical facilities to the requirements of the OSH Code 2020 and the old Mines Act requirements.

- Education of Workers: CIL subsidiaries with trade unions must arrange frequent awareness campaigns in Hindi and local languages to make workers aware of their statutory rights under the Mines Act and New Labour Codes, to increase perceived fairness and satisfaction.
- Functional Grievance Redressal: Every coal mine is to form multi-level grievance redressal committees representing workers, management, and an independent conciliator as stipulated in the Industrial Relations Code 2020, with complaint filing being digitally accessible to eliminate literacy barriers.

### 5.3 Future Research Limitations and Scopes.

There are a number of limitations that the study has. To begin with, the sample size consists of 100 workers in the Singrauli and Sohagpur coalfields and this might not be representative of other coalfields in M.P. or any other state. Second, the cross-sectional design does not allow causal conclusions regarding the direction of the influence between the compliance with the policy and the satisfaction. Third, responses could have been affected by social desirability bias during the workplace surveys, especially in the hierarchical workplace. The longitudinal designs should be used in future research, increase the sample to more states, and use the objective compliance information in DGMS inspection records to triangulate the self-report results. The comparison of the CIL subsidiaries (WCL, SECL, BCCL) may also provide some insightful information on the organisational drivers of statutory HR compliance.

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