

“A Study Of Labour Welfare And Its Impact On Employee’s Satisfaction At Vihaan Pipes and Tubes Pvt.Ltd”

*Dr.Smita A.Kumbhar,Associate Professor
Siddhant Institute of Business Management ,Pune
Maharashtra.*

Abstract: *Importance of labour welfare arises due to two basic conditions health and safety and the strange working conditions. Employees should be satisfied for smooth working of every organization. This study would throw light on the perception of the employees regarding safety and welfare. This study is conducted to know whether the workforce is satisfied with the welfare facility provided by Vihaan.*

IndexTerms - *Labour, productivity, satisfaction, health, safety*

I. INTRODUCTION

Welfare is comfortable living and working conditions. Employee welfare means the efforts to make life worth living for workman. Employee is one of the company’s greatest assets. Welfare is comfortable living and working conditions. People are the most important asset of an organization, and the Human Resource department has to assess and record the value and cost of people of an organization. The term is derived from the French word “WELFARE”. The meaning of this French word is “well being or happiness or prosperity of individuals. Welfare means faring or doing well. It is a comprehensive term and refers to the physical, mental, moral and emotional well being of individual.”Welfare is a state of living of an individual or group, in a desirable relationship with total environment i.e. ecological, economic and social.

According To the Todd Employee welfare means anything done for the comfort and improvements, intellectual or social; of the employee over and above wages paid which is not a necessity of the industry.

1.1Literature Review

Misra (1974) carried out a research aimed at sociological analysis of the labour welfare problems in sugar industry. The analysis was based on the first hand data collected from sugar factories from eastern UP it was found the conditions in sugar factory in eastern up was not satisfactory regarding safety measures, cleanliness, sanitation, drinking water ,rest rooms etc. provisions relating to leaves, housing ,medical and education are also not satisfied.

Deepak Bhatnagar (1985) in his study on “Labour Welfare and social security Legislation in India” evaluated the effectiveness of the employee’s state insurance scheme. It was noted that employees are not satisfied on the issues of their contribution towards the scheme. Majority employees are not aware about different schemes which are benefited to them.

Vijaya Banu and Ashifa (2011) points out that welfare measures followed in Public Sector Transport Corporation, various dimensions of labour welfare measures that are perceived to the labours. Perception and levels of satisfaction is been highlighted relating to various welfare measures and the methods to improve the welfare schemes in public sector transport corporation.

1.2 Objective of Research

- To know about the employee attitude and satisfaction level towards the welfare measures
- To know the safety measures and welfare measures adopted and offered by company to their employees.

1.3Research Methodology

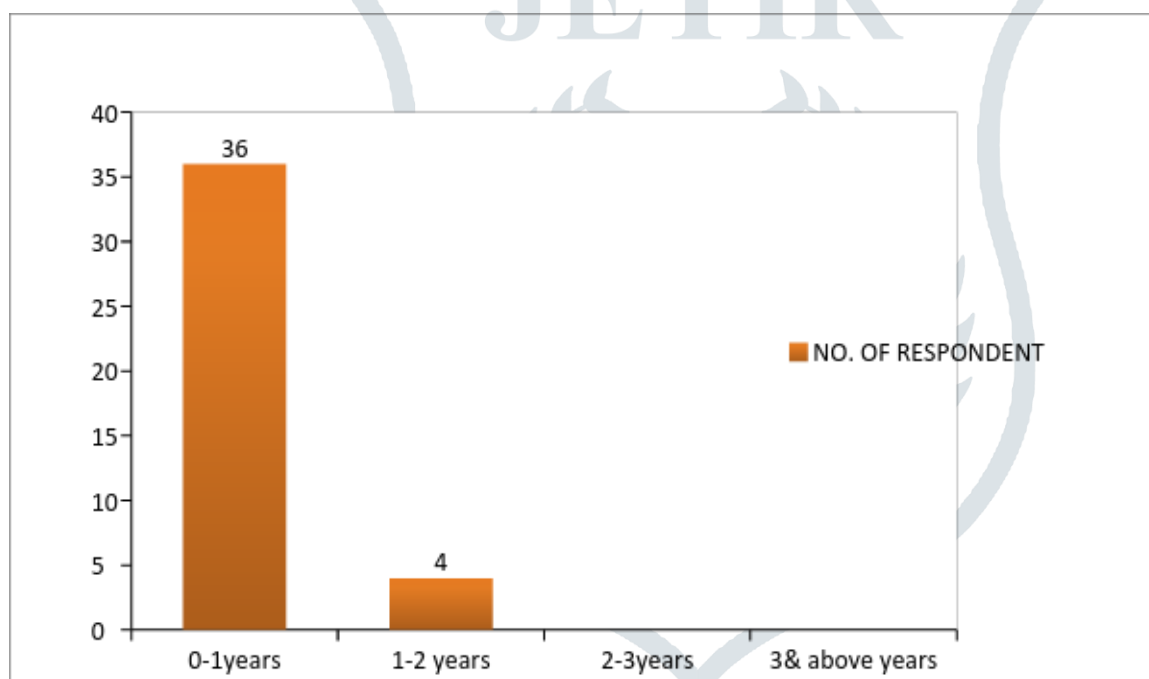
Types Of Research	Descriptive Research
Population of universe	107
Target Sample	Fashion assistant (Floor staff)
Sample Size	40
Data Collection	Primary & Secondary
Data Collection Instrument	Questionnaire

Data Analysis	Bar chart Method
Types of Questionnaire	Open ended and close ended questionnaire

1.4 Data Analysis:

Q1. From how many years you are working with this Organization?

SR.NO.	OPINION	NO. OF RESPONDENT	PERCENTAGE
1.	0-1years	36	90%
2.	1-2 years	04	10%
3.	2-3years	00	0%
4.	3& above years	00	0%



Interpretation:

In the above graph, 90% of the respondents have worked from 0 to 2 years and 10% of the respondents have worked from 2 to 4 years in the organization.

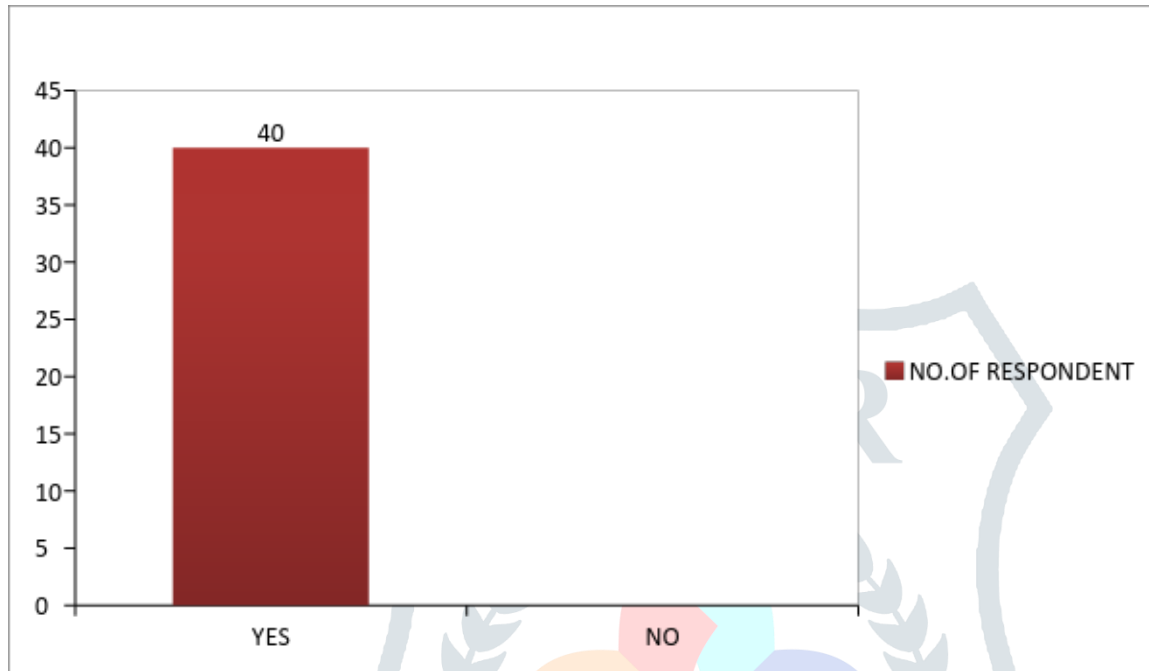
Q 2. Is there any environmental protection facilities related provision available in Factory Act 1948?

Sr. NO	OPINION	NO.OF RESPONDENT	PERCENTAGE
1.	YES	40	100%
2.	NO	0	0%

Interpretation: All respondent said that overall environmental protection facilities are good.

Q3. Does the company provide maternity leave to Female Employees according to maternity benefits Act under ESIC Scheme 1948?

Sr. NO	OPINION	NO.OF RESPONDENT	PERCENTAGE
1.	YES	40	100%
2.	NO	00	0%

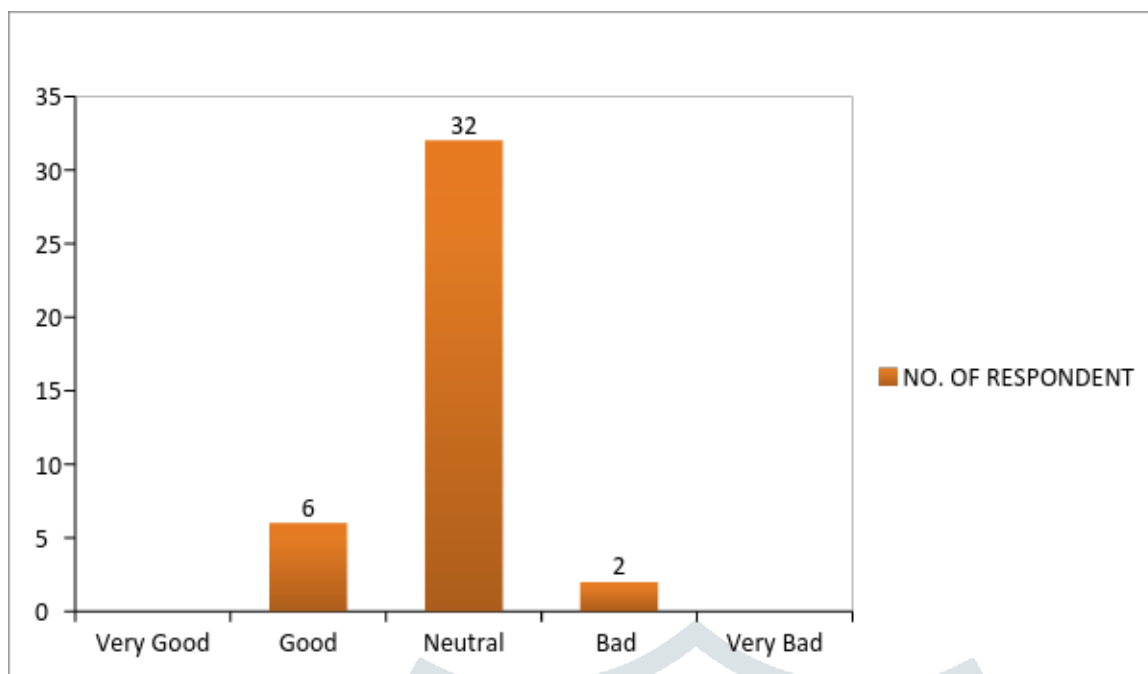


Interpretation :

As per the graphical representation all the respondents strongly agree that the organization provides maternity leave to the female employees.

Q 4. Are you satisfied with leave policy of the Organization?

SR.NO.	OPINION	NO. OF RESPONDENT	PERCENTAGE
1.	Very Good	00	0%
2.	Good	06	15%
3.	Neutral	32	80%
4.	Bad	02	5%
5	Very Bad	00	0%

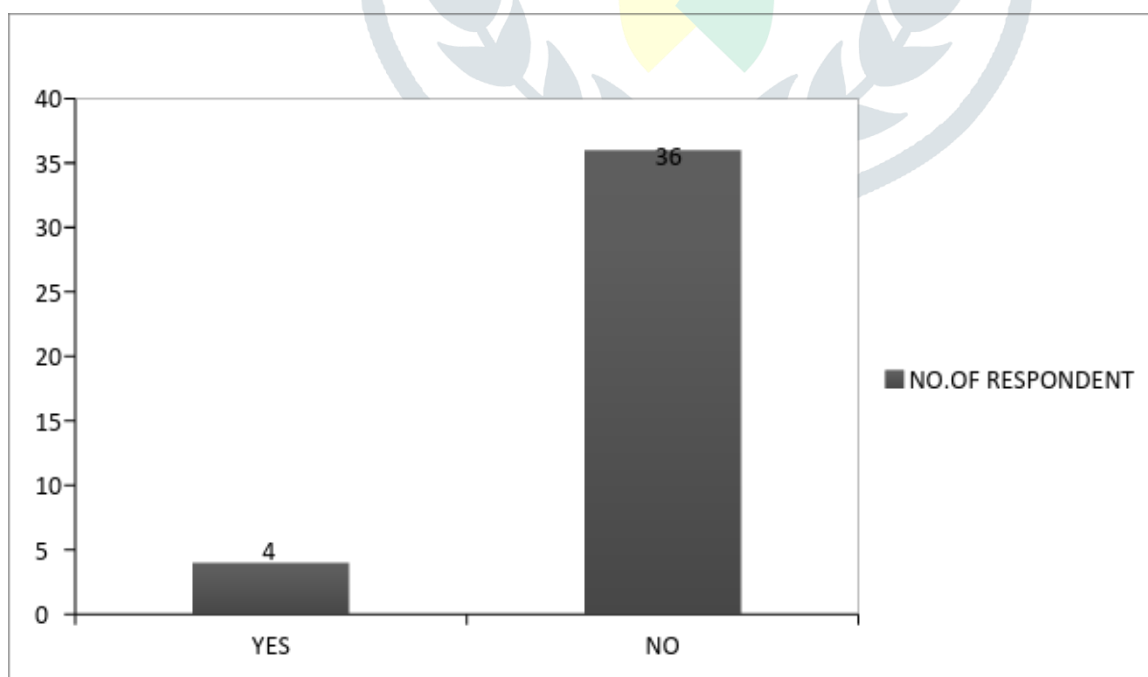


Interpretation :

- In the above graph 80% respondents said that they are satisfied with leave policy of the organization.
- 15% respondents said that their leave policy is good.
- 5% respondents said that leave policy is not good.

Q5 Are you satisfied with the first aid facilities as per Factory Act 1948 Sec. 45?

Sr. NO	OPINION	NO.OF RESPONDENT	PERCENTAGE
1.	YES	04	10%
2.	NO	36	90%

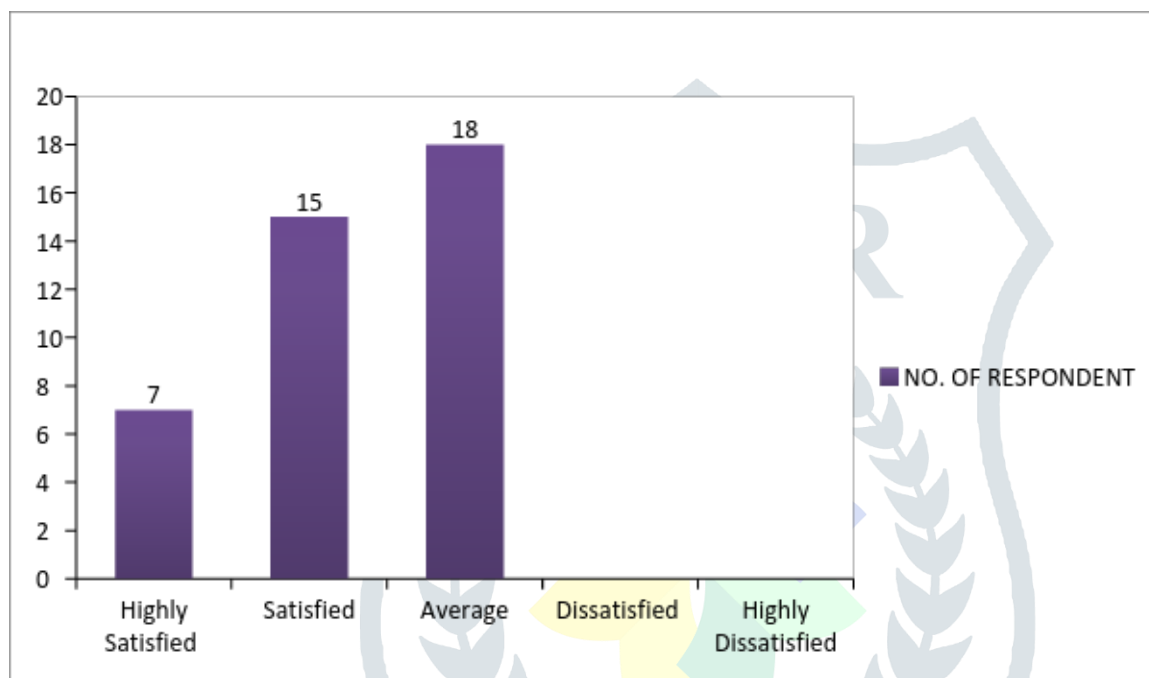


Interpretation:

- Out of 40, respondents said that in percentage 90% respondents said that employee are not satisfied with first aid facilities and 10% are satisfied.

Q 6. Rate the lunch room facility to the employees?

SR.NO.	OPINION	NO. OF RESPONDENT	PERCENTAGE
1.	Highly Satisfied	07	17%
2.	Satisfied	15	37%
3.	Average	18	45%
4.	Dissatisfied	00	00
5.	Highly Dissatisfied	00	00

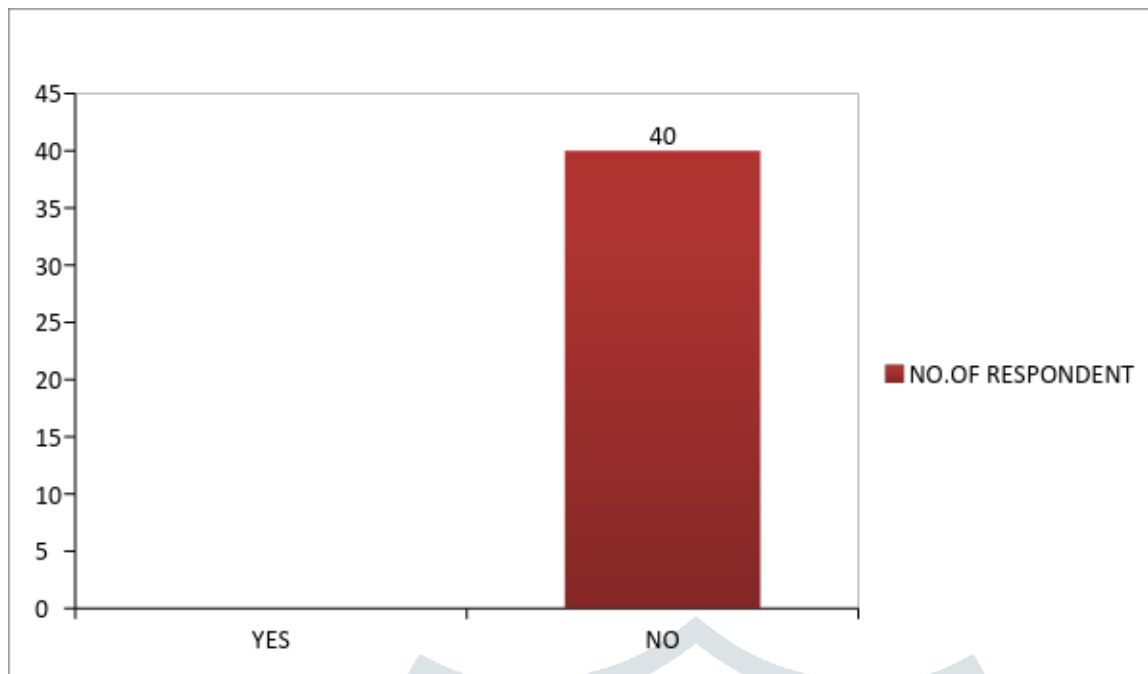


Interpretation:

- From the above graph, it specifies 45% respondents said that they are average satisfied with the lunch room facility, 37% they satisfied and 17% are highly satisfied.

Q 7. Does the organization provide crèche facility?

Sr. NO	OPINION	NO.OF RESPONDENT	PERCENTAGE
1.	YES	00	0%
2.	NO	40	100%

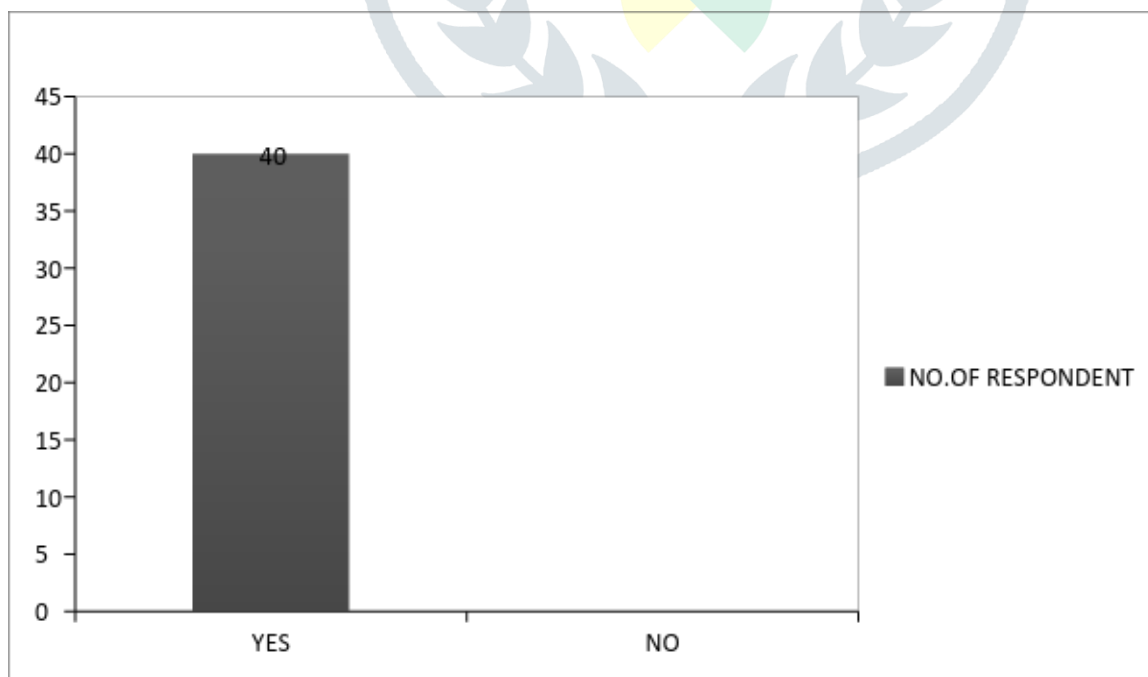


Interpretation:

➤ From the above graph, states that company don't provide creche facility.

Q8. Does the Organization take any initiative for safety measures of employee safety as per factory Act Sec 11 & 12?

Sr. NO	OPINION	NO.OF RESPONDENT	PERCENTAGE
1.	YES	40	100%
2.	NO	00	0%

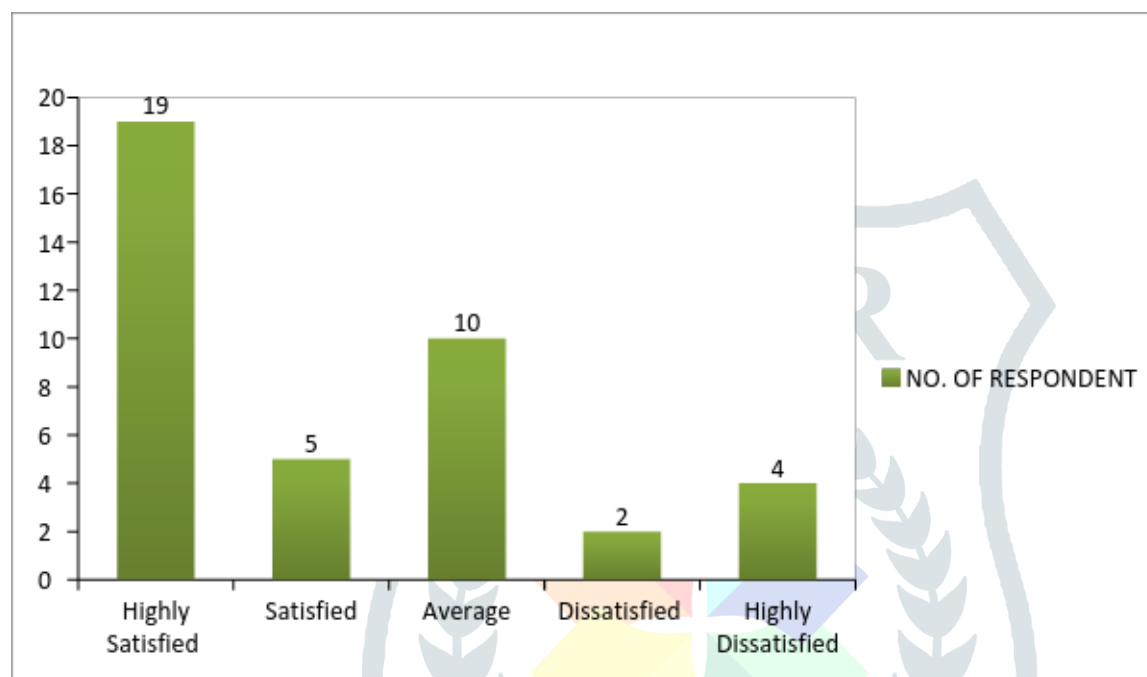


Interpretation:

➤ It is specified in the above graph that 100% respondents said that organization take initiative for safety of the employee.

Q9. Rate the overall satisfaction with employee welfare activities of the Organization?

SR.NO.	OPINION	NO. OF RESPONDENT	PERCENTAGE %
1.	Highly Satisfied	19	48%
2.	Satisfied	05	12%
3.	Average	10	25%
4.	Dissatisfied	02	5%
5.	Highly Dissatisfied	04	10%



Interpretation:

- Above graph points that, overall satisfaction of employee welfare measures activities 48% respondents are highly satisfied and 25% are average, 12% are satisfied and 10% are highly dissatisfied, and 5% respondents are dissatisfied.

1.5 Conclusion :

It was the matter of great satisfaction that majority of the respondents observed that welfare measures are good. Company is ready to improve health and safety measures for the workers. Majority of the respondents have expressed their satisfaction with regard to training in their area of job operations. It is noted that the company provides safety training for the workers according to their most preferred choice. After analyzing all the facts and figures it is observed that there was a very positive remark regarding the welfare measures and the care taken of employees by the company.

References:

1Mishra, KK(1974) Labour Welfare in Indian Industries,Meenakshi Prakashan ,Meerut

2Bhatnagar Deepak (1985),Labour Welfare and Social Security Legislation in India,Deep and Deep Publication,New Delhi

3Vijaya Banu.C and Ashifa.M.J (2011)"A Study on labour welfare measures in Public Transport Corporation"International Journal of Business and Management Research,Vol.2,No.2,February.pp.129-140.

Websites

www.vihaanpipes.com

WWW.Timesofindia.com

www.google.com