

A Study on Employee Welfare Measures with Reference To Small Scale Industry at Tirupur, Tamilnadu

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ABSTRACT: Welfare is the measure of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. This study was conducted by the researcher at small scale industries at Tirupur. The basic purpose of employee welfare is to enrich the life of employees and to keep them happy. The study aims to find out the various labour welfare facility to know the significant influence on the employee's satisfaction level.

KEYWORDS: Organization, Welfare measures, Employee satisfaction.

INTRODUCTION:

Labour comprises all human efforts of body and mind, which is exchanged for a consideration in terms of cash or kind or both. Welfare is a broad concept referring to a condition of living of an individual or group, in a desirable and happy state of relationship with the whole environment – ecological, economical and social. The success of every business enterprise may be commercial objectives or service objectives, it may be big or small, private – owned or public controlled, is depended upon its labour force. Therefore, to improve the precious human resource, each and every business enterprise should be taken proper steps in the form of “Labour Welfare Service.”

Labour Welfare refers to the facilities provided to workers in and outside the factory premises such as canteens, rest and recreation facilities, housing and all other services that contribute to the well-being of workers. Welfare measures are concerned with general well-being and efficiency of workers. Labour productivity requires more than modern machinery and hard work.

NEED FOR THE STUDY

The employees need welfare activities to discharge their social responsibility, raise the employee's morale, and use the work force effectively and to reduce friction with workers and to avoid absenteeism. To develop a peaceful and productive industrial growth the sentiments of the workers should be favourable. Create a real change of hearts and a change of outlook on the part of both the employers and workers in creating harmonious industrial relationship.

Welfare can be observed, experienced and enjoyed but its effectiveness may be more difficult to measure. Welfare programs are aimed at promoting the physical, psychological and general wellbeing of the working population. The present study is an analysis of the effectiveness of the employee welfare programs and this serves as an effective feedback to the management.

SCOPE OF THE STUDY

- a) To improve the efficiency of the employees
- b) To maintain the cordial relationship between employer and employees
- c) To protect the rights and benefits of the employees.
- d) The scope of the study poses high scope by taking into consideration the exact deficiency of the welfare measures which can be identified and suitable recommendations can be made

OBJECTIVES OF THE STUDY

The major objectives of the study are stated below:

1. To study the welfare measures provided by the company to the employees
2. To examine the opinion of the employees about the welfare measures provided by the company.
3. To analyse the level of satisfaction among the employees towards existing welfare measures.
4. To offer suggestions to improve the performance of labour welfare measures based on the findings of the study.

STATEMENT OF THE PROBLEM

1. The quality of work force will improve only when proper basic amenities and fringe benefits are provided to labourers.
2. So it is necessary for the company to implement the labour welfare measures among the workers to improve the workers' health, morale, satisfaction and standard of living.
3. This study would prove useful to the factory because the satisfaction of the workers towards various welfare measures could be analysed.

RESEARCH METHODOLOGY

The research process consists of the number of selected steps, which are essentially inter-dependent. The collection of facts and information will be followed by processing using scientific technique and tools to arrive at a reasonable conclusion. The research design used in the study is descriptive in nature. The data were collected from both primary and secondary sources. The primary data were collected from the employees of Small Scale Industry at Tirupur through structured questionnaire and the secondary data were collected from the books, journals and websites. The researcher collected 100 samples from the universe.

The researcher adopted non-probability convenient sampling technique for the study. After collecting the data, through the questionnaire the researcher transferred the data into coding master sheet and tabulated later. The collected data have been analysed with the help of tools like Simple Percentage Method and Chi-Square Test.

LIMITATIONS OF THE STUDY

1. The time allotted for the study was insufficient.
2. The data collected were subjected to only 100 respondents.
3. This study was restricted only to S.F.G Exports, Tirupur. Hence, the results may not suitable to other industrial enterprises.
4. There may be a chance of biased information.

REVIEW OF LITERATURE

1. Simpson, (2003), discussed about “employee satisfaction affect an employee’s health” but it also affects a company’s productivity. If the employees are happy then the company will have good productive workers. If employees like their job, they will have no problem doing it. If on the other hand employees hate their job, they will try anything to avoid doing it. Unhappy employees waste a lot of time and valuable work hours by standing around complaining, taking long lunches and breaks, leaving early, coming to work late, and dragging out work to avoid doing it or getting more work

2. The Report of the Royal Committee on Labour 1931, P.261 “The commission said that the concept of labour welfare “ must necessarily be elastic, hearing somewhat different interpretations in one country from another, according to different social customs, the degree of industrialization and educational development of workers”

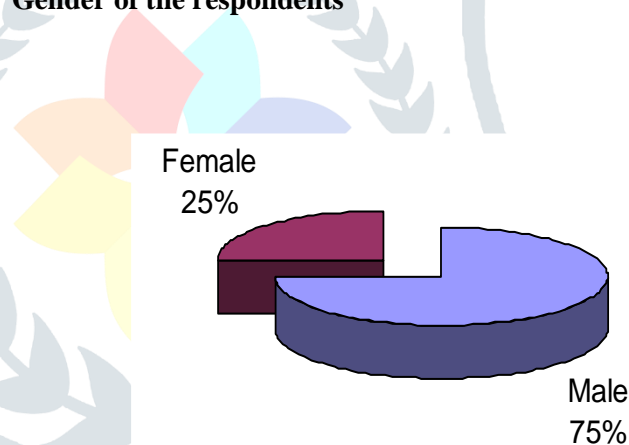
DATA ANALYSIS AND INTERPRETATION

Gender Of The Respondents

The workers of both Male and Female category works in S.F.G Exports.

Table No: 1
Gender of the respondents

| Particulars | No. of Respondents | Percentage (%) |
|--------------|--------------------|----------------|
| Male | 75 | 75 |
| Female | 25 | 25 |
| Total | 100 | 100 |



Source: *Primary Data*

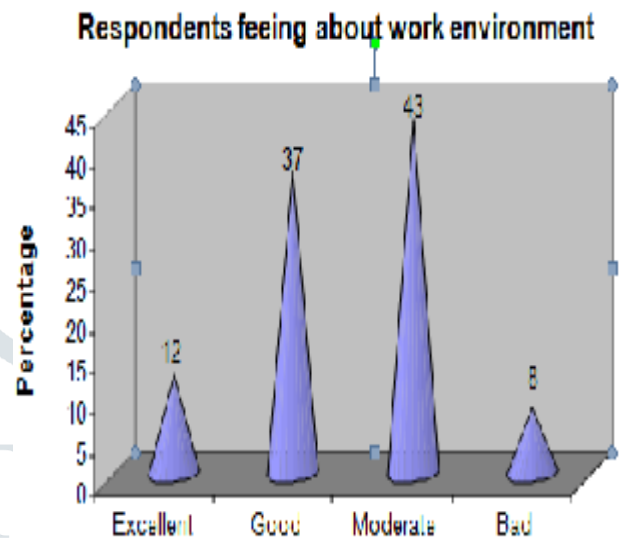
It could be understood from the above table that 75 percent of the respondents are male workers and only 25 percent of the respondents are female workers. It is concluded from the analysis that maximum of the respondents are male in S.F.G Exports.

Table No 2:

Respondents Feeling About Work Environment

| Particulars | Respondents | (%) |
|--------------|-------------|------------|
| Excellent | 12 | 12 |
| Good | 37 | 37 |
| Moderate | 43 | 43 |
| Bad | 8 | 8 |
| Total | 100 | 100 |

Source: Primary Data



From table it is depicted that 12 percent of the respondents feel excellent in working environment, 37 percent of the respondents feel good in working environment, 43 percent of respondents feel moderate in working environment and 8 percent of the respondents feel bad in working environment.

FINDINGS OF THE STUDY

The major findings of the study are as below.

- It is inferred that out of 100 respondents 65 percent of respondents are under the age group of 30 – 40 years.
- It is found from that analysis that 75 percent of the respondents are male.
- It has been revealed that majority of the respondents are dissatisfied with welfare facilities in regard to Medical (40 percent), Leave facility (49 percent) and Staff quarters (87 percent)
- It was found that, the majority of the respondents are dissatisfied with Ventilation (62 percent), Rest room (81 percent) and Recreation facility (61 percent). Of them neither satisfied nor dissatisfied with Toilet and Bathrooms (51 percent), Safety equipment (55 percent) and Vehicle parking (49 percent).
- It is understood from the above table that the (43 percent) of the respondents are moderately satisfied about the working environment.
- It is concluded that there is significant relationship between Educational Qualification and overall satisfaction on welfare measures.
- It is understood from the table that there is significant relationship between the Annual Income and overall satisfaction on welfare measures.

SUGGESTIONS OF THE STUDY

- The following are the suggestions list out to improve the facilities for employees, which will enable them to work still more effectively.
- Proper training method may be implemented to the employees to go along with the technological changes. The company also has to arrange training programmes which will improve the efficiency of the employees.
- The company can get regular feedback from the employees to evaluate the welfare measures offered to them.
- Rest room facilities can be provided to the employees so that they can take rest during the break time in spite of routine work and vehicle parking facilities also can be provided.
- A little improvement can be made in the maintenance of toilets, washing points and dustbins.
- The company can provide sufficient transportation especially for the worker during the night shift.
- The management can take measures to provide awards and rewards to the employees who perform well. It will motivate the workers and increase their productivity.
- Company can provide sufficient safety and first aid appliances to the workers which will avoid the injury of the workers and payment of compensation.

CONCLUSION

Employers provide labour welfare measures to raise employee's morale to meet their social responsibility and to make effective use of the work force. When these measures are not provided to the fullest extent the workers self-interest and motivation decreases and their dedication to the work may declines. Thus, these measures in an organization are one of the factors for the workers to stay within the organization and to work towards success of the organization and this has been evident in the organization.

Hence by providing more and more labour welfare measures, S.F.G Exports can have an excellent set up of contended worker force, which will increase productivity and profit of the organization.

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