

WELFARE PROVISIONS: AN ANALYTICAL STUDY WITH REFERENCE TO SRI ANJANEYAA SPINNERS

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ABSTRACT:

Welfare means improving ,faring, or doing well. It is a comprehensive term and refers to the physical,mental,moral and emotional well being of an individuals .Further, the term welfare is a relative concepts. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raise the standard of living of workers by indirectly reducing the burden on their pocket, since organization exist to achieve goals, the degree of success that individual in reaching their individual goals is important in determining organizational effectiveness. This research aims at knowing welfare measures ,work atmosphere and welfare measures provided by the organization .It also aims at finding out the employees relationship .it is the detained study of employers views towards employees welfare measures in Sri Anjaneyaa Spinners Ponnari, Near Udumalai .The research includes employee satisfaction towards various welfare measures provided by the organization

KEY WORDS: WELFARE PROVISIONS, MEASURES AND JOB SATISFICATION.

CHAPTER - I

INTRODUCTION OF THE STUDY

Human resources are said to be the most important resource of any organization. Human being the real asset of any organization makes the management to concentrate more on them and use them effectively.

The Welfare measures will improve the physique intelligence, morality and standard of living of the workers, which in turn will improve their efficiency and productivity.

The present study was undertaken to measure the satisfaction level among employees regarding the welfare measures and its effect on productivity at [industry, place]

A survey was conducted by using questionnaire among the employees of the welfare measures. This study has been conducted with a sample size of 60 workers among the population of 300 workers.

Based on the results obtained, conclusions were drawn and suggestion and recommendations were given to improve the welfare measures at Hindustan photo films manufacturing company limited.

ACCORDING TO THE EMPLOYEE WELFARE COMMITTEE

Anything can do for the intellectual, physical, moral and economic benefits of the worker, whether by the employers, by the government or by other agencies over and above what is laid down by law or what is normally expected of the contractual benefits for which the workers have bargained.

INTRODUCTION TO WELFARE:

Employee welfare are regarded to be a good investment by employers for improving industrial efficiency and means leading to greets amelioration of labor condition.

Workers are said to be one of the most important Davie pillars, to achieve the company goal. Welfare measures have become a necessity with the aim of building up a stable and efficient workplace.

MEANING:

The term 'welfare' is one, which must necessarily be elastic, bearing somewhat different implementation according to the different social customs, the degree of industrialization and the educational development of the workers.

DEFINITION:

According to Arthur James Todd "Employee welfare means anything done for the comfort and improvement, intellectual or social of the employees over and above the wages paid which is not a necessity of the industry".

Duties of Welfare Officer:-

- a) To establish the conduct and hold consultations with a view to maintain harmonious relation between the factory management and workers.
- b) To bring the notice of the factory management the grievances of workers, individuals as well as collective with a view to secure expeditions redress and to act as liaison officer between the management and employee.
- c) To study and understand point of view of employee in order to help the management to shape and formulae labor polices to the workers in a language they can understand.

- d) To watch industrial relation with a view to use his influence in the event of dispute between the factory management and workers to help and to bring about a settlement by persuasive effect.
- e) To advice the management and concern departments of the factory obligation, statutory or otherwise are concerning regulation of working hours, maternity benefit, medical scare compensation for injuries and sickness and other welfare and social benefit measures.

Other Duties:-

- a) To encourage the formulation of workers and joint production committee, co-operative societies and welfare comities and to supervise their works.
- b) To encourage the provision of amenities such as canteens, crèches, adequate latrine facilities, drinking water, sickness and benefit schemes payment, guarantee of loans and legal advice to workers.
- c) To advice the provision of welfare facilities, such as housing facilities foodstuffs social and recreational facilities sanitation advice on individual, personal problem and education of children etc.,

STATUTORY BENEFITS:

Sec 42 to 49 of the factories act 1948 contains specify provision relating to welfare of employee in factories.

a) Washing Facilities:

According to section 42 of factories Act, in every factory.

Adequate and suitable facilities of or washing shall be provided and maintained got use of the workers therein.

b) Facilities for Storing and Drying Clothes:

According to section 43 of the factories Act, the state government may in respect of any factory make rules requiring the provision therein of suitable places for keeping clothing and for the drying of wet clothing.

c) Facilities of Sitting:

According to section 44(1), in every factory suitable arrangements for sitting shall be provided and maintained for all workers who are obliged to work in a standing position.

d) First-Aid Appliances:

According to section 45(1), there shall in every factory be provided & maintained so as to be readily accessible during all working hours first-aid boxes with the prescribed contents. There shall be at least one such for every 150 workers.

e) Canteens:

According to section 46(1), where more than 250 workers are ordinarily employed, a canteen shall be provided by the occupier for the use of workers.

f) Shelters, Restroom and Lunchroom:

According to section 47(1) in every factory, where in more than 150 workers are ordinarily employed, shelters, restrooms & lunchrooms shall be provided.

g) Crèches:

According to section 48(1), in every factory, where in , more than thirty women workers are ordinarily employed, there shall be provided suitable rooms for the use of children under the age of six years of such women.

NON STATUTORY BENEFITS:**a) Housing Facilities:**

One of the serious problems faced by employees in a modern factory is housing. This can be solved in large factories by construction quarters which can be let out at subsidized rent.

b) Transport Facilities:

In order to facilities workers to come and work on time, transport facilities may be provided by factories.

c) Recreational Facilities:

In order to eliminate strain of stress, recreational facilities may be offered. This can be take the form of indoor and outdoor games, film shows picnics.

d) Information Facilities:

The latest information about the factory can be brought to the notice of employees through notice boards and the factory magazine.

STATEMENT OF THE PROBLEM

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour welfare measures would be apparent. In case of SRI ANJANEYAA

SPINNERS there are more than 300 workers employed and the company is responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

OBJECTIVES OF THE STUDY

- ❖ To study the opinion about the various welfare measures provided to employees
- ❖ To study the employees opinion about awareness of safety measures in the organization.
- ❖ To study the effectiveness of welfare facilities among employees

REVIEW OF LITERATURE 1. According to A M Sharma, the necessity of labour welfare is felt all the more in our country because of its developing economy aimed at rapid economic and social development. 2. Tripathi (2005) in his book, “Personnel Management & Industrial Relations” explained the principles of labour welfare services, types of labour welfare facilities, different legislations , objectives , scope of measures from the Acts. He also focused various social security measures which includes medical care, sickness benefit, unemployment benefit, maternity benefit, pension benefits, compensation management etc. 3. Raju and Jena (2005) in their piece of writing “Pioneering Welfare Practices in Oil and Natural Gas Corporation Limited-Rajahmundry Asset” affirmed that the labour welfare practices adopted by ONGC contributed to the economic development in total by molding workers into a productive, efficient and committed labour force as welfare activities will be carried out at all levels in the organization. According to the author this will be provided over and above regular wages. Further, it has tremendous potentialities for fostering good industrial relations. 4. Rosy Joshi and K. Gupta (2005) in their book, named “Human Resource Management” discussed “labour welfare” in detail. The book covers all the facets of labour welfare such as classes of labour welfare, policies under welfare schemes, conceptual framework of welfare, statutory provisions, and approaches to welfare and also the significance of labour welfare. 5. Latasri.O.T.V (2006) concluded in his study that, a successful and powerful labour welfare management contributes to smooth industrial relations. This helps an industry to grow successfully in achieving its goals and organizational, societal and personal objectives.

SCOPE OF THE STUDY The study has been conducted to analyze the factors, which influence the employees’ preference towards the welfare measures followed in SRI ANJANEYAA SPINNERS. This study analyses certain parameters like cleanliness around the work-place, removal of dust and wastage, adequate lighting, quality drinking water and food, good rest-rooms, adequate medical facilities, good toilet facilities, sufficient first aid boxes, adequate security instruments like mask, shoes, helmet etc., This will be helpful to know about the various levels of welfare schemes and the organization’s benefits extended to the employees.

RESEARCH METHODOLOGY

Research is common term refers to the search for knowledge. One can also define research as the scientific and systematic search for pertinent data or information on specific topic. The purpose of research is to discover answer to questions through the application of scientific procedures. The main aim of research is to find out the truth which is hidden and which has not been discovered yet.

Aim of the study:

The aim of this project work is to study the welfare measures provided to the employee **SRI ANJANEYAA SPINNERS** Ponnari, Near Udumalai

Research Design:

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purposes with economy is procedure.

The present study is descriptive in nature and the respondents opinion towards the employee welfare measure is assessed.

The research design must at least, contain

- a) A clear statement of the research problem.
- b) Procedures and techniques to be used for gathering information.
- c) The population to be studied.
- d) Methods to be used in processing and analyzing data.

Sampling Techniques:

The sampling techniques used for the main study was stratified random sampling. The respondents were taken randomly from various departments of the company.

Human resource, purchase, sales, assembly machine shop, cash and account department. The respondents were randomly chosen from these seven departments.

Sampling Size:

The sample of the study consists of 60 employees.

Tools of data collection – The tools employed for data collection is a well-structured questionnaire for respondents.

Data source:

Primary data and secondary data are collected for this study.

Primary Data:

It is the first hand information, which is being collected by the research or assistant is called primary data. In this primary data was collected through structured questionnaires were distributed to the managers directly. From the answered questionnaires the opinion of employee were ascertained.

Secondary data:

Secondary data are the data which was collected through the already existing data. Secondary data was collected from the records of the company and magazines.

Statistical analysis:

The data collected was analyzed with appropriate technique.

The techniques used for the analysis are

- Percentage analysis
- Rank correlation
- Chi-square method

CHAPTER - III
ANALYSIS & INTERPRETATION
SIMPLE PERCENTAGE ANALYSIS

Table 1.1

S.no	Source	Factors	No. of Respondents	Percentage
1.	Gender	Male	24	40
		Female	36	60
		total	60	100
2.	Classification on Age Group	Below 20 years	6	10
		21 to 35 years	13	22
		36 to 50 years	23	38
		51 to 60 years	14	23
		More than 60 years	4	7
		total	60	100
3.	Monthly Income	Less than Rs. 5000	0	0
		Rs 5001 – 15000	14	23
		Rs 15001 – 20000	32	54
		Above 20001	14	23
		total	60	100
4.	Marital status	Married	37	62
		Unmarried	23	38
		Total	60	100
5.	Educational qualification	School level	42	70
		Degree	7	12
		Diploma	6	10
		Engineering	2	3
		Others	3	5
		Total	60	100
6.	Experience	Less than 2 years	23	38
		2 – 5 years	14	23
		5 – 10 years	16	27
		above 10 years	7	12
		Total	60	100

7.	Safety measures	Excellent	6	10
		Very good	15	25
		Good	23	38
		Fair	10	17
		Poor	6	10
		Total	60	100
8.	Health measure	Excellent	8	13
		Very good	18	30
		Good	23	38
		Fair	11	19
		Poor	0	0
		Total	60	100
9.	Work environment	Excellent	12	20
		Very good	24	40
		Good	7	12
		Fair	15	25
		Poor	2	3
		Total	60	100
10.	Training	Excellent	8	13
		Very good	26	44
		Good	12	20
		Fair	11	18
		Poor	3	5
		Total	60	100
11.	Welfare measures for empowerment	Excellent	11	18
		Very good	32	54
		Good	6	10
		Fair	11	18
		Poor	0	0
		Total	60	100
12.	Leave Facilities	Excellent	5	8
		Very good	25	42
		Good	15	25
		Fair	7	12
		Poor	8	13
		Total	60	100
13.	Rewards and recognition	Excellent	8	13
		Very good	14	23
		Good	26	44
		Fair	4	7
		Poor	8	13
		Total	60	100
14.	Maintaining relationship	Excellent	16	27
		Very good	28	47
		Good	7	12
		Fair	6	10
		Poor	3	4

		Total	60	100
15.	Recreational Facilities	Excellent	12	20
		Very good	6	10
		Good	25	42
		Fair	13	22
		Poor	4	6
		Total	60	100

The above table shows the demographic profiles of the 60 respondents out of which 60% of the respondents are female. 38% of the respondents are between the age group 36 to 50 years. 54% of respondents monthly income is between Rs.15001 to 20000. 62% of them are married. 70% of the respondents complete their school level education. 38% of the respondents are having less than 2 years of experience. Majority 38% of the respondents have good opinion regarding the Safety measures. Majority 38% of the respondents have good opinion regarding the Health measure. Majority 40% of the respondents have very good opinion regarding the Work environment. Majority 44% of the respondents have very good opinion regarding the Training

Majority 54% of the respondents have very good opinion regarding the Welfare measures for empowerment. Majority 42% of the respondents have good opinion regarding the Leave Facilities. Majority 44% of the respondents have good opinion regarding the Rewards and recognition Majority 47% of the respondents have very good opinion regarding the Maintaining relationship Majority 42% of the respondents have good opinion regarding the Recreational Facilities the overall opinion about the various welfare measures are good.

RANK CORRELATION

Table 1.2

FACILITIES	Mean	Rank
Drinking water	5.78	5
Seating arrangement	5.11	8
First aid appliances	5.52	6
Washing place	5.23	7
Changing place	6.30	1
Rest rooms	5.06	9
Safety equipment's provided in your working place	6.01	3
Grievance reversal programmes	4.76	11
Bonus and incentives provided	4.43	13
leave facilities.	6.09	2
Medical insurance coverage provided	5.90	4
Team spirit in your organization	5.02	10
Personnel policies in the organization	4.76	11

As per the opinion of employee about the various facilities' provided by employer are, majority of the respondents have mostly ranked that they have more preference towards changing room so they give 1st rank for that. 2nd and 3rd rank for leave facilities and Safety equipment's provided in your working place respectively. Follows that Medical insurance coverage provided, Drinking water, First aid appliances, washing place and Seating arrangement and finally 10th, 11th and 13th ranks are Personnel policies in the organization, Grievance reversal programmes and Bonus and incentives provided.

RELIABILITY TEST

Table-1.3

Variables	A	Mean	SD	items
Welfare measures	0.74	23.16	3.28	2
Health measure	0.69	15.3	3.18	4
Safety measures	0.79	15.28	6.58	4
Others	0.956	23.05	9.08	8

The above table shows Cronbach's coefficient alpha was used to test the reliability of multi-item constructs –welfare measures provided to employee. The results are summarized in Table 1. The range of Cronbach's alpha from 0.69 to 0.956 indicated that all multi-item constructs were internally consistent and were sufficiently reliable for subsequent analyses.

CHISQUARE ANALYSIS

Table 1.4

Hypothesis: There is no relationship between personal factors and awareness of safety measures.

Awareness of safety measures				
S.No	Personal Factors	Calculated value	Table Value	Result
1	Gender	9.24	7.815	Rejected
2	Age	25.37	21.026	Rejected
3	Monthly Income	14.00	16.919	Accepted
4	Educational qualification	21.61	21.026	Rejected
5.	Experience	17.6	16.919	Rejected

The calculated value of chi-square is more than the table value at 5% level of significance. So the null hypothesis is rejected. Hence there is a relationship between personal factors and awareness of safety measures. The calculated value of chi-square is less than the table value at 5% level of significance. So the null hypothesis is accepted. Hence there is no relationship between Monthly Income and Awareness of safety measures.

CONCLUSION

In the liberalized era, human resource proved to be the vital assets of every organization. They are to be given due considerations they influence the organizational climate. So it becomes necessary to study the labor welfare in this organization.

Based on the findings it can be conclude that the SRI ANJANEYAA SPINNERS, is welfare oriented. This study revealed that most of the employees are satisfied and highly satisfied with the existing welfare provision in the company. But from the suggestions of the employees, it is found that in some area should be improved. This may leads to raise the employee's morale in their employment.

APPENDIX - B

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