



AN ANALYSIS OF LABOUR WELFARE MEASURES WITH SPECIAL REFERENCE TO L&T CASE EQUIPMENT'S PRIVATE LIMITED PITHAMPUR

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Abstract : The idea of employee wellness is vibrant. Depending on social and financial changes, its broad perspective and content are subject to change. The variety of benefits, and facilities that employers want to provide their workforces constitutes employee welfare. To maintain high levels of employee motivation, a company must provide welfare amenities. An online survey was used to gather the study's main source of data. The analysis used an 50-person sample size using a random sampling technique as the sample design. The researchers arrive at the conclusion that in order to boost employee happiness, employees pay a high value on welfare, health, and safety measures.

Keywords: Welfare Measures, Social Security Measure, Job Commitment, Employee's Involvement, Job Satisfaction, Employee Efficiency etc.

I. INTRODUCTION

The ideas of democracy and the welfare state have been the main influences on the concept of labour welfare. Democracy is not simply a governmental system; it is a way of life founded on ideals like granting everyone the same rights and advantages. Welfare services are actually operated in a way that incorporates many perspectives that represent the general cultural and socioeconomic situations. In a nutshell, labour welfare refers to companies' voluntary attempts to enhance the working, and occasionally living, and cultural conditions of their employees outside of what is stipulated by law, industry culture, and market trends (A. J. Todd, 1933)

The word "welfare" refers to a person's or a group's level of physical, mental, and emotional wellbeing. It suggests to a higher standard of living. The word "labour welfare" refers to a worker's physical wellbeing, including their emotional, physical, and ethical well-being. These physical, mental, emotional and moral health's are the four corner stones of the foundation of welfare and these aspects are basically related to the condition of living such as food, clothing, shelter and education.

According to the Royal Commission on Labor, "welfare" as it relates to workmen "must inevitably be elastic, carrying a somewhat varied interpretation in one country from another, according to the diverse social conventions, the degree of industrialization, and the educational development of the worker." Consequently, since "welfare labour" is essentially fluid, it is challenging to provide a specific description.

The goal of the labour welfare movement is to create environments where factory or industry workers may work in good health and with high morale. Activities related to welfare have a mix of humanitarian, economic, and civic goals. It is humanitarian in nature since it aims to give report emphasizes the services and amenities that they individually are unable to supply. It is economical because it increases worker productivity, keeps them engaged, and reduces the likelihood of conflict. It is civic in nature since it aims to improve workers' citizenship and instil in them a sense of accountability and dignity.

II. LITERATURE REVIEW

According to Dr.P.Bhujanga Rao (2017), implementing welfare measures is a process that involves appreciating the special role that each person plays in society, doing right by them, inspiring and retaining workers, and enhancing the company's reputation locally.

P. Anju (2016) found in the study that by offering accommodation, health and family care, a canteen, educational and training facilities, and benefits and privileges, the ratio of absenteeism has been significantly decreased. He added that this rule for effective labour assistance programme implementation is nothing more than an extension of democratic norms in an industrial civilization.

According to Mr. Ramana T. Ventata (2015), welfare amenities are supplied to employees to maintain motivation levels high. The employee's rate of job satisfaction has increased, according to him, as a result of the intramural and extramural welfare programmes supplied to them.

Dr. Usha Tiwari (2014) studied the effects of employee welfare amenities on employees. That management should provide facilities to all employees in a way that they are happy with the welfare facilities, which in turn results in a boost in productivity in terms of quality and quantity, it was further emphasized.

Purushothaman (2014) Based on the survey, the company supplied all welfare amenities in accordance with the factories act. correctly disposed of garbage. Most portions of a businesses had air circulation, however in a few places, it was found to be inadequate. The brightest lightning was found throughout the entire plant. Although the restrooms and toilet facilities were found to be clean, there were no separate facilities for men and women. programme for health examinations set up by an organization.

Aleeswari and Manimaran (2011) 250 respondents provided the necessary information. The survey concluded that with regard to the labour welfare measures offered by respective mills, workers were exceptionally happy and motivated. However, improvements in staff efficiency and productivity were greatly facilitated by labor welfare policies.

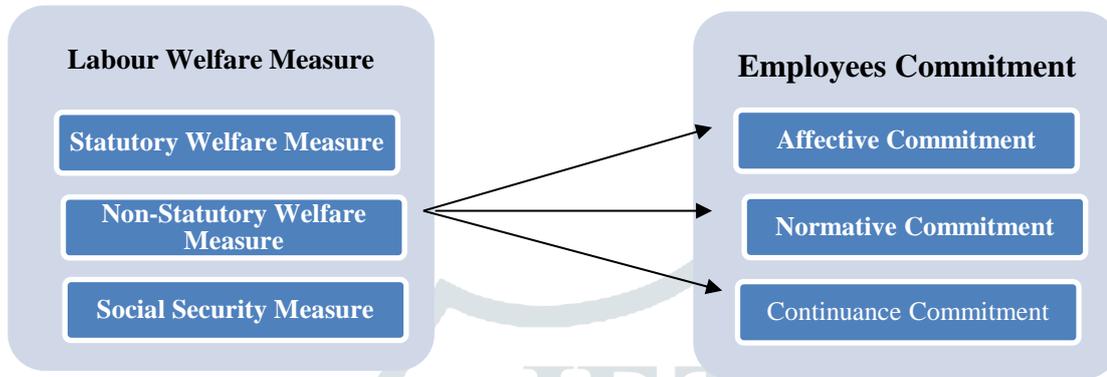
Singh, (2015) investigated several corporate welfare practises and workers' opinions of those amenities. It has been discovered that the business offers their workers healthcare care, a tidy and pleasant workplace, training, bottom-off counselling, safety, allowances, etc., and that the majority of the workers are content with these welfare amenities.

Mishra & Bhagat (2010) asserted in their research study suggested offering decent housing, health and family care, a canteen, education and training camps, as well as the provision of welfare activities can greatly reduce employee absenteeism in Indian enterprises. An expansion of democratic norms in an industrialised society serves as the foundation for the effective implementation of labour welfare programmes.

Statement of the Problem

The welfare of the employees who work for the organization is a key element that affects their quality of life, and an organization is controlled by a variety of HR factors. The output will progressively grow after the staff is happy with the amenities provided by the company. This study examines how different aspects of labor welfare measures are viewed by workers. It emphasizes how the employees view the various welfare measures that are offered to them. This report offers useful suggestions for enhancing the employee welfare policies at L&T Case Equipment’s Private Limited

III. CONCEPTUAL FRAMWORK OF THE STUDY



IV. OBJECTIVES OF THE STUDY

1. To know employee awareness level towards welfare measures
2. To study the impact of employee welfare measures.
3. To study the level of employee satisfaction towards the welfare facilities offered at ETA
4. To suggest the measures to improve the welfare measures to enhance the performance of the employees

V. METHODOLOGY OF THE STUDY

- **Research Design:** Descriptive research design to be used in this project.
- **Data collection method:** this study is based on primary data or secondary data tools like, observation, questionnaire were used.
- **Sample Size:** 150 people from various departments
- **Sampling Plan:** Convenient Sample
- **Sampling method:** Sampling method can be **random** selection or **selective**.
- **Sample type:** unskilled & semiskilled
- **Data analysis technique:** technique of data analysis used is strong parametric test i.e. F-test and ANOVA test.

VI. DATA TESTING AND ANALYSIS

Reliability Test

Cronbach's Alpha	N of Items
.892	20

Interpretation: -The alpha coefficient for the 20 items is .892. Suggesting that the items have relatively high internal consistency.

Demographic Profile

Variable	Category	Frequency	Percent
AGE	<20 YRS	0	-
	21-25 YRS	54	25
	26-35 YRS	90	41
	36-50 YRS	58	26
	>50 YRS	18	8
	TOTAL	220	100
GENDER	MALE	148	67
	FEMALE	72	33
	TOTAL	220	100

EDUCATION	DEGREE/DIPLOMA	130	60
	POSTGRADUATE	78	35
	OTHERS	12	5
	TOTAL	220	100
YEARS OF SERVICE	1-5 YRS	48	22
	6-10 YRS	86	39
	11-20 YRS	66	30
	ABOVE 20 YRS	20	9
	TOTAL	220	100
MONTHLY INCOME	10000-20000	34	15
	20001-30000	74	34
	30001-40000	54	38
	40001-50000	28	13
	>50000	0	0
	TOTAL	220	100

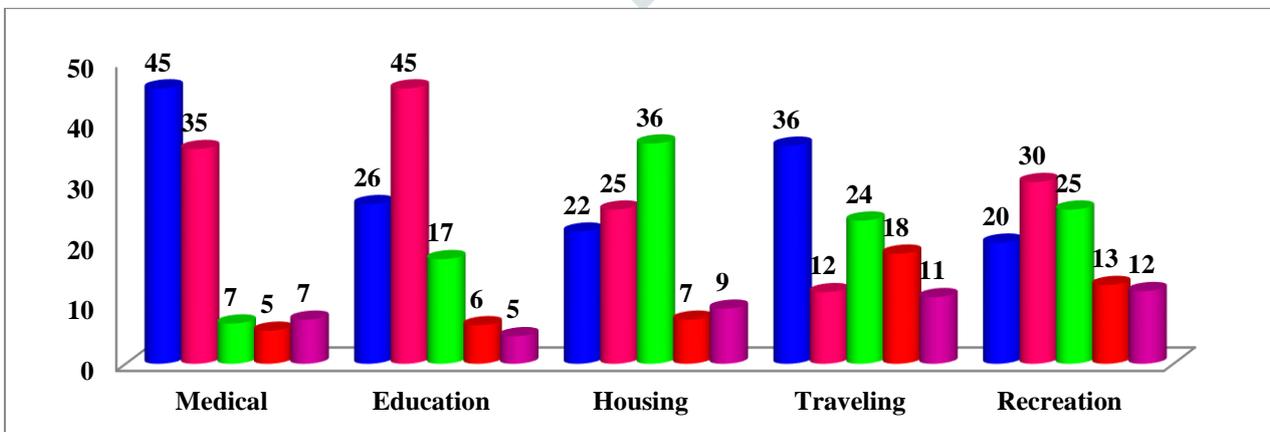
AWARENESS ABOUT VARIOUS WELFARE MEASURES OF THE ORGANISATION

Level Of Awareness Towards Welfare Measures	No of Respondent	Percentage
Yes	127	85
No	23	15
Total	150	100

Interpretation: -: From the above table it is inferred that 85% were aware of various welfare measures provided by the company and 15% were not aware of various welfare measures provided by the company

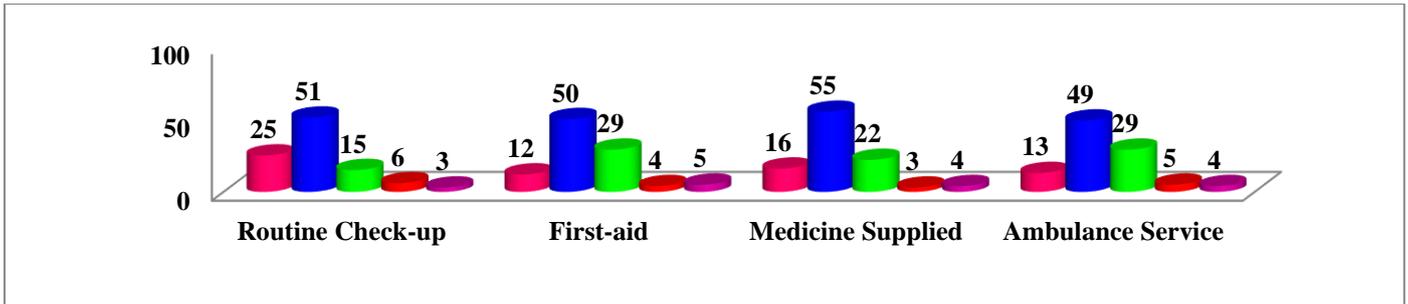
RATING OF FACILITY BENEFITS

Facilities	SA	Percentage (%)	A	Percentage (%)	N	Percentage (%)	DA	Percentage (%)	SD	percentage (%)	Total
Medical	100	45	78	35	14	7	12	5	16	7	220
Education	58	26	100	45	38	17	14	6	10	5	220
Housing	48	22	56	25	80	36	16	7	20	9	220
Traveling	24	11	26	12	52	24	40	18	78	36	220
Recreation	26	12	28	13	56	25	66	30	44	20	220
Total	110	100	110	100	110	100	110	100	110	100	550



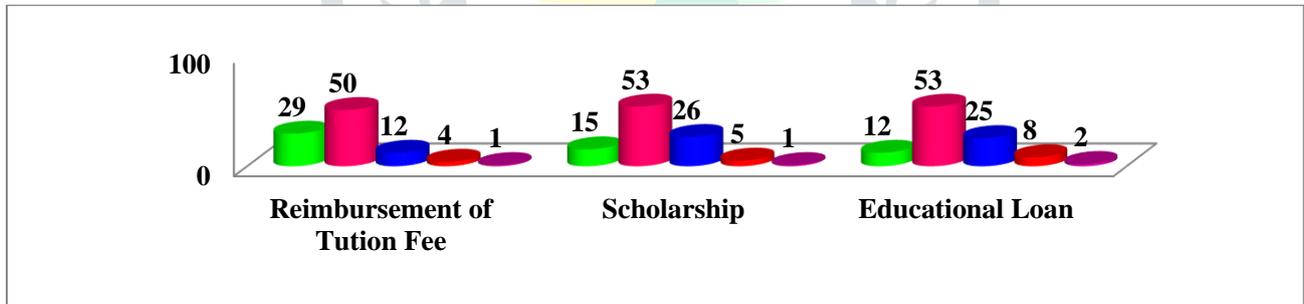
Interpretation:- From the above table it is inferred that 45 % employees are highly satisfied and aware of medical, 45 % of employees are satisfied of educational facilities, 36 % employees are neutral about companies housing facility, 36% employees are highly satisfied with travelling facility and 30 % employees are satisfied with recreation facilities provided by the company

SATISFACTION LEVEL TOWARDS MEDICAL FACILITIES PROVIDED											
Medical Facilities	SA	Percentage (%)	A	Percentage (%)	N	Percentage (%)	DA	Percentage (%)	S	Percentage (%)	Total
Routine Check-up	54	25	112	51	32	15	14	6	8	3	220
First-aid	26	12	110	50	64	29	8	4	12	5	220
Medicine Supplied	36	16	120	55	50	22	6	3	8	4	220
Ambulance Service	28	13	108	49	64	29	12	5	8	4	220



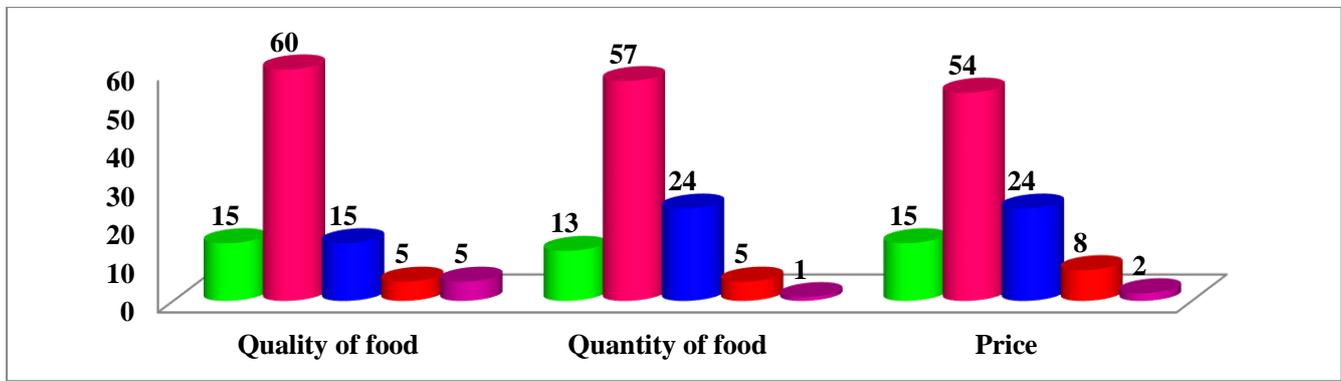
Interpretation:- From the above table it is inferred that majority are satisfied with the medical facilities provided by the L&T Case.

SATISFACTION LEVEL TOWARDS EDUCATIONAL FACILITIES											
Education Facilities	SA	Percentage (%)	A	Percentage (%)	N	Percentage (%)	DA	Percentage (%)	SD	Percentage (%)	Total
Reimbursement of Tution Fee	66	29	112	50	30	12	10	4	2	1	220
Scholarship	34	15	114	53	58	26	12	5	2	1	220
Educational Loan	26	12	114	53	56	25	20	8	4	2	220



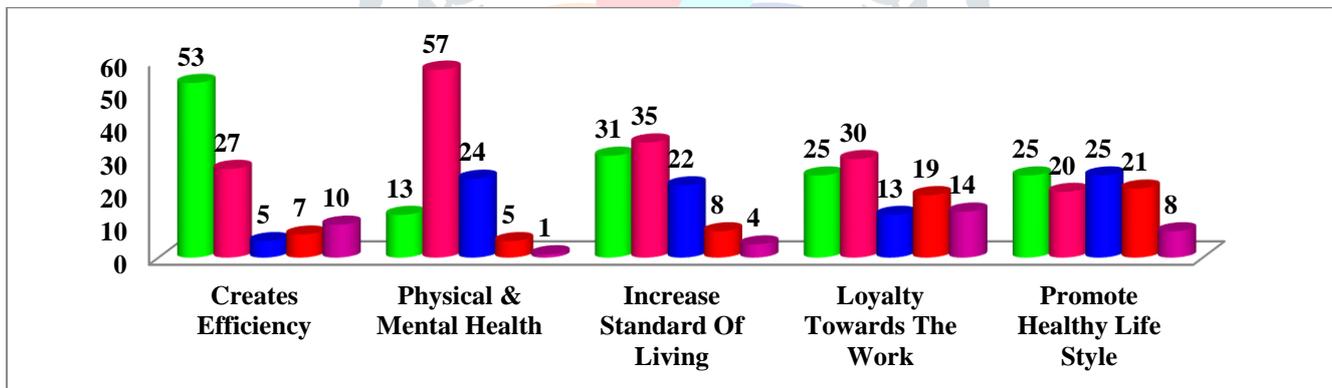
Interpretation:- From the above table it is inferred that majority are 53 % are satisfied with the educational facilities like scholarship and educational loan schemes provided by the L&T Case .

SATISFACTION LEVEL TOWARDS FOOD/CANTEEN FACILITIES											
Canteen Facilities	SA	Percentage (%)	A	Percentage (%)	N	Percentage (%)	DA	Percentage (%)	SD	Percentage (%)	Total
Quality of food	34	15	132	60	34	15	10	5	10	5	220
Quantity of food	28	13	126	57	54	24	12	5	0	1	220
Price	34	15	120	54	52	24	12	8	2	2	220



Interpretation:- From the above table it is inferred that 60 % employees are satisfied with quality of food provided in canteen, 57% are satisfied with quantity food they received for the money value paid by them and 54 % feels that the price charged to them for food quality and quantity of food they receive are fair.

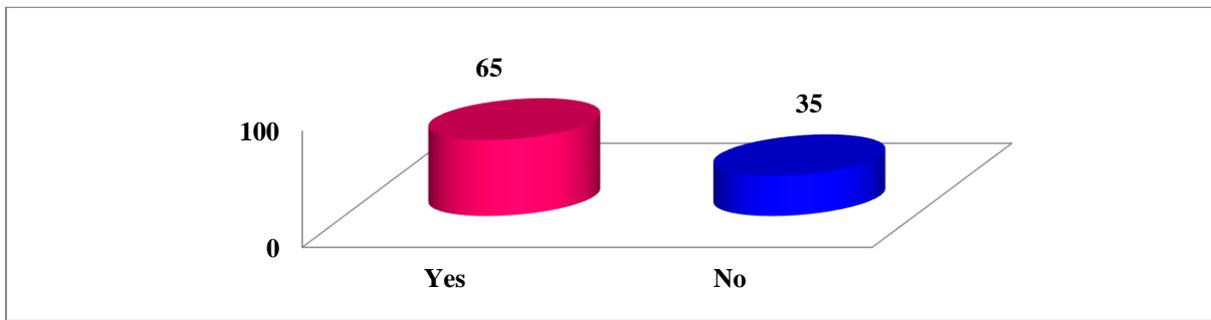
BENEFITS OF EMPLOYEE WELFARE											
BENEFITS	SA	Percentage (%)	A	Percentage (%)	N	Percentage (%)	DA	Percentage (%)	SD	Percentage (%)	Total
Creates Efficiency	116	53	60	27	10	5	14	7	20	10	220
Imp Phy& Mental Health	58	13	88	57	38	24	24	5	12	1	220
Increase Standard Of Living	68	31	76	35	48	22	20	8	8	4	220
Loyalty Towards The Work	54	25	66	30	28	13	42	19	30	14	220
Promote Healthy lifestyle	56	25	44	20	54	25	46	21	20	8	220



Interpretation:- From the above table it is inferred that 53 % employees satisfied welfare measures of the company and they feel its in increasing their efficiency, 57% feel that it helps in maintaining physical and mental health, 37% believes that it also helps in increasing the standard of living, 30% feel it helps in maintaining loyalty towards work and 25% feels that it helps in promoting healthy life style.

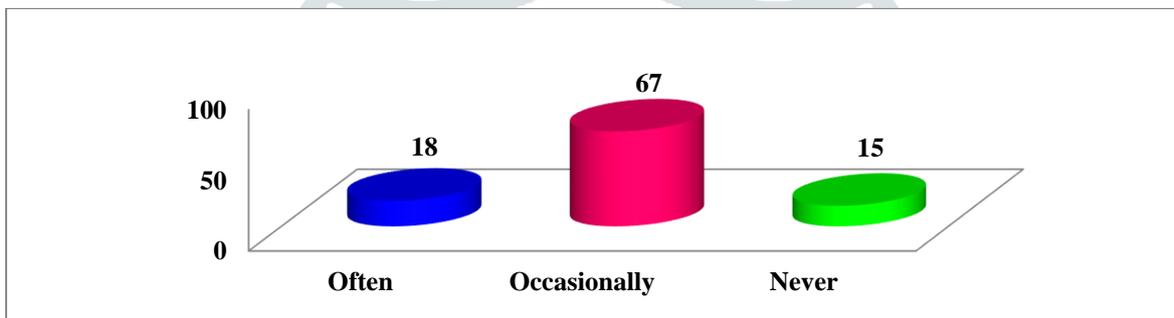
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WELFARE PROVIDES MOTIVATION		
Motivational Factor	No. of Respondents	Percentage(%)
Yes	144	65
No	76	35
TOTAL	220	100



Interpretation:- From the above table it is inferred that 65 % employees welfare measures of the company act as motivation factor in their life and and for 35 % of respondents welfare is not acting as a motivational factor

FREQUENCY OF GETTING FEEDBACK		
Frequency of Getting Feedback	No. of Respondents	Percentage(%)
Often	40	18
Occasionally	148	67
Never	32	15
TOTAL	220	100



Interpretation:- From the above table it is inferred that 67 % of respondents are occasionally asked for the feedback about the welfare measures,18% of respondents are often asked for the feedback and 15 % of the respondents are never asked for the feedback.

VII.FINDINGS

- It was found that 0% of respondents belongs to less than 20 years ,25 % of respondents belongs to 21-25 years,41% of respondents belongs to 26-35 years,26% of the respondents belongs to 36-50 years and 8% of the respondents belongs to above 50 years.
- 67% were Male employees and 33% were Female employees.
- 60% of respondents fall in the category of Degree/Diploma,35% of respondents fall in the category of Post graduate, 5% of respondents fall in the category of Others.
- 22% of respondents have 1-5 yrs experience, 39% of respondents have 6-10 yrs experience, 30% of respondents have 11-20 yrs experience, 9% of respondents have above yrs experience.
- 15% of respondents are having income 10000-20000/month, 34% of respondents are having income 20001-30000/month, 38% of respondents are having income 30001-40000/month, 13% of respondents are having income 40001-50000/month and 0% of respondents having income above 50000/month.
- 73% were aware of various welfare measures provided by the company and 27% were not aware of various welfare measures provided by the company
- 60% of the respondents rated first for Drinking water ,32 % of the respondents rated second for seating arrangement,12 % of the respondents rated third for lighting,18.18% of the respondents rated fourth for first aid appliances,14 % of the respondents rated fifth for latrines & urinals,14% of the respondents rated six forcanteen,18.18% of the respondents rated seven for washing place,7% of the respondents rated eight

for spittoons,13% of the respondents rated nine for changing rooms and 17% of the respondents rated ten for rest rooms.

- For 53 % of respondents welfare creates efficiency towards work,for 40% of the respondents welfare improves Physical and Mental health, for 25% of the respondents welfare promotes healthy Industrial relationship, for 19% of the respondents welfare creates Loyalty towards the work and for 4% of respondents welfare increases standard of living.
- Canteen allowance should be given more to meet the expenses to the employees who are taking launch in Private Canteen. The concerned canteen authority should have consult a surprise visit to private canteens to ensure quality & quantity of food commodities provided to workmen as for the scheduled rate chart to be fixed by the plant and authorities.
- More Fans and Coolers should be provided by L&T in the rest- rooms during summer.
- Adequate training should be imparted to the workers to improve their skill in the age of modern technology.

VIII. SUGGESTIONS

- The Management has to improve the quality and adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees.
- The Number of spittoons provided at the work place is not sufficient, so the company has to increase the number of spittoons which keeps the environment clean.
- Rest room facility has to be sufficiently provided.
- Housing facility can be improved.
- Adequate number of first aid appliances has to be provided.

IX. CONCLUSION

From the above study it is evident that L&T has made considerable efforts to provide different facilities for the welfare of its employees, L&T is a very big organization, which has employed more than 3000 employees. It is a very big task to provide all the facilities to the employees in the time. Still the management of L&T has extended its full co-operation to provide welfare facilities to its employees inside & outside the plant throughout the year.

Although industrial relation climate of L&T is good but in the past there were some instances of indiscipline and violence in the plant. All efforts to be made to avoid re-occurrence of such acts in future. The managers should develop close personal relationship with employees working under them. They should also give some time to find out difficulties faced by their subordinates and redress the difficulties as far as possible.

The facilities provided by L&T are quite satisfactory. However continuous watch should be kept of their upkeep & maintains and further improvement where necessary. Some of the facilities are really significant pointers as a great source of motivation.

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