



A study on labour welfare measures in kothari sugars and chemical limited, Trichy

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ABSTRACT

Labour welfare has a special significance as the constitution provides for the promotion of welfare of the labour for human conditions of work and securing to all workers. The various welfare measures provided by the employee will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the workers and thereby contributing to the highest productivity. Labour welfare means activities designed for the promotion of the economic, social and cultural well being of the employees. Welfare measures improve the physical and physiological health of the employees, which in turn enhance their efficiency and productivity. It promotes a real change of heart and a change of outlook of the part of both the employers and employees. Hence, this study was undertaken in order to measure the Labour Welfare provided in Kothari Sugars and Chemical Limited, Trichy. In order to measure the Labour Welfare a Structured Questionnaire was prepared and distributed among the Labours working in that Industry. The data collected were further analysed by using various tools like Percentage and Chi-Square Test.

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Introduction

Labour plays an important role in the industrial production of the country. The personal management is concerned with the management of the people at work. Management is an art of getting the work done by the people. Therefore it is necessary to seek the co-operation of the labour force in order the increase the production and to earn higher profits. The co-operation of employees is possible only when they are fully satisfied with their employer working condition on the job.

Welfare is a board concept; referring to condition of living of an individual (or) group is desirable and happy state of relationship with whole environment ecological, economic and social. Ecological welfare means environmental friendly existence, ecological balance, pollution free existence and proper sanitation. Social welfare is the prevention of discrimination based on caste, creed, sex and establishment of equity and fairness, ensuring safety health and social security. The object of economic welfare means increasing individual earnings and at the same time promotes economic development of society by increasing production, productivity, and quality of products & services. Employee's welfare covers activities that aim at intellectual, physical and economical betterment of workers.

Physical factors also have an important influence on workers contentment because a badly lighted work spot not only hampers production, but also forces the workers to take more effort in maintaining the standard of work. Finally the workers grow slack and to live. In fact the conditions under which the workers perform their task have an impact on their contentment, which ultimately affects their healthy efficiency and productivity.

Scope of the study

The study finds the expectations of labour in the work environment. The research was held to develop and

understanding of their Experience, Perceptions and Service need within the Industry.

Need of the study

Labourers are also the best kind of investment for employees as they promote industrial efficiency for building up a stable of efficient industrial labour force.

1. For minimizing the rate of absenteeism and labour turnover.
2. To improve the standard of living workers.
3. To improve the morale of workers.
4. To release workers from grip of social evils like drunkenness and gambling.

Objectives

- To study the labour general expectation in the work place.
- To study the socio-demographic conditions of the respondents.
- To study the expectations about welfare measure of labour.
- To study the expectations about health and safety of labour.

Hypothesis

A tentative solution suggested to a problem is called hypothesis. It can be either proved or disproved based on the data collection.

➤ There is a significant relationship between age of the respondents and their opinion about compensation of Wages, Incentives, Variables Allowance, Dearness Allowance, and Bonus

➤ There is a significant relationship between experience of the respondents and their opinion about knowledge and Skills are recognized.

Field of the study

The researcher conducted the study at Kothari Sugars and Chemical Limited, Trichy District.

Research Design

The researcher adopted the descriptive research design. According to (Orlansky-1988) descriptive research design are

those, which concerned with describing the characteristics of the study population. In this design an attempt is made to obtain complete and accurate information and enough provision is made for protection against bias and for maximum reliability.

Universe

The universe of this study was a permanent employee of the industry. There were 50 employees. So the researcher selected all the 50 employees. Hence the research adopted census method for this study to collect the data.

Source of data collection

The research being made is based on the data gathered in the field of study. Primary data refers to the information got directly from the immediately concerned person i.e. respondent. The primary data is got through questionnaire. Secondary data is based on already recorded documents. Documents are collected through personal records such as diaries, letters, memories, autobiographies, life history, websites, public records published and review of literature etc.

Analysis and interpretation

From the above Table it is clear that 30% of the respondents are in the age of group of below 30 and 50% of the respondents are graduates, 40% of the data are collected from the respondents working in administration department. Most of the respondents are married (78%). 42% of the respondents earn a monthly income in the range of Rs.10, 000 – Rs.15000. Majority of the respondents has a working experience of 1-5 years.

Table 2 states that 92% of the respondents Satisfied with the Cleanliness maintained in the work place. 28% of the respondents are not satisfied in the maintenance of Toilet and remaining 72% are satisfied. Regarding the Recruitment, Selection and Job Rotation majority of the respondents are satisfied and the data shows that 84%, 64% and 66% respectively.

In **Table 3** the analysis denotes 94% of the respondents are satisfied with the provision of Ventilation, In Lightings 80% of the respondents are satisfied, 58% of the respondents are not satisfied in the Recreational Programs and 80% of the respondents are satisfied in the provision of spittoon.

From the above Table 4, 86% of the respondents are agree with the provision for pure drinking water, and 90% of the respondents are benefited by the provision provided in Industry for sickness benefit.

Facilities are important in order to do the work effectively and efficiently. In our study area the Industry provides many facilities to their workers. In order to measure these facilities the data shows majority of the respondents are satisfied with the facilities like Restroom, Monitoring and Controlling of Labour, Safety Measures, Compensation Benefits, and Suitable Device for Cutting Power in Emergencies. We also found that the Industry should need improvement in some of the facilities like Scalar Chain while doing Communication and Recognition of Knowledge and Skill of Labourers.

The above table shows that there is no significant association between age of the respondents and their opinion about compensation of wages, incentives, variables allowance, dearness allowance, and bonus. Hence, the calculated value greater than table value ($p > 0.05$).

Research hypothesis: There is a significant association between age of the respondents and their opinion about compensation of wages, incentives, variables allowance, dearness allowance and bonus.

Null hypothesis: There is no significant association between age of the respondents and their opinion about compensation of wages, incentives, variables allowance, dearness allowance, and bonus.

Statistical test: Chi-square test.

Findings: The above table shows that there is no significant association between age of the respondents and their opinion about compensation of wages, incentives, variables allowance, dearness allowance, and bonus. Hence, the calculated value greater than table value ($p > 0.05$). So the research hypothesis rejected and the null hypothesis accepted.

The above table shows that there is no significant association between experience of the respondents and their opinion about knowledge and skills are recognized and rewards. Hence, the calculated value greater than table value ($p > 0.05$).

Research hypothesis:

There is a significant association between experience of the respondents and their opinion about knowledge and skills are recognized and rewards.

Null hypothesis:

There is no significant association between experience of the respondents and their opinion about knowledge and skills are recognized and rewards

Statistical test:

Chi-square test.

Findings:

The above table shows that there is no significant association between experience of the respondents and their opinion about knowledge and skills are recognized and rewards. Hence, the calculated value greater than table value ($p > 0.05$). So the research hypothesis rejected and the null hypothesis accepted.

Findings

- Majority (92%) of the respondents have satisfied with the cleanliness in the workplace.
- Majority (94%) of the respondents have satisfied with the ventilation in the workplace.
- 86 % of the respondents are satisfied with the purity of water.
- More than 80 % of the respondents have satisfied with the drinking water tank in their workplace.
- 66 % of the respondents are satisfied with the prevention of overcrowding.
- 72 % of the respondents have satisfied with the maintenance of the toilet, restroom facilities.
- 66 % of the respondents are satisfied with the fencing of machinery.
- Majority (74%) of the respondents have satisfied with the number of uniforms, shoes given in the factory.
- 78 % of the respondents have satisfied with the safety measures.
- 68 % of the respondents are satisfied with the suitable device for cutting power in emergencies.
- Majority (80 %) of the respondents have satisfied with the restroom facilities.
- Majority (74 %) of the respondents have satisfied with the first aid provision.
- More than 72% of the respondents have satisfied with the cleanliness and hygiene of the canteen facilities
- Majority (82%) of the respondents are satisfied with the work hours and leave.
- 70% of the respondents have satisfied with the medical care.

Table 1.

DISTRIBUTION OF THE RESPONDENTS				
S.No	Particulars	Scale	Respondents (50)	Percentage (%)
1	Age	Below 30	15	30
		31 – 35	13	26
		36 – 40	13	26
		Above 40	9	18
		Total	50	100
2	Educational Qualification	Below 12 th std	4	8
		ITI	3	6
		Diploma	18	36
		Graduation	25	50
		Total	50	100
3	Department	Administration	10	20
		Production	20	40
		Accounts	6	12
		Others	14	28
		Total	50	100
4	Marital Status	Married	39	78
		Unmarried	11	22
		Total	50	100
5	Monthly Income	10000-15000	21	42
		15000-20000	20	40
		Above 20000	9	18
		Total	50	100
6	Working Experience	1-5 year	21	42
		6-10 year	16	32
		10 years & above	13	26
		Total	50	100

Source: Primary Data

Table 2.

DISTRIBUTION OF THE RESPONDENTS							
S.NO	PARTICULARS	SATISFIED		NOT SATISFIED		TOTAL	
		Respondents	Percentage %	Respondents	Percentage %	Respondents	%
1	Cleanliness in the Work Place	46	92	4	8	50	100
2	Maintenance of Toilet in Work Place	36	72	14	28	50	100
3	Working Hours and Leave	41	82	9	18	50	100
4	Procedure of Recruitment	42	84	8	16	50	100
5	Procedure of Selection	32	64	18	36	50	100
6	Job Rotation of Labour	33	66	17	34	50	100

Source: Primary Data

Table 3.

DISTRIBUTION OF THE RESPONDENTS							
S.NO	PARTICULARS	SATISFIED		NOT SATISFIED		TOTAL	
		Respondents	Percentage %	Respondents	Percentage %	Respondents	%
1	Provision of Ventilation in the Work Place	47	94	3	6	50	100
2	Provision of Lightings in the Work Place	40	80	10	20	50	100
3	Provision of Washing Facilities	32	64	18	36	50	100
4	Provision of Recreational Programs	21	42	29	58	50	100
5	Provision of Spittoon	40	80	10	20	50	100

Source: Primary Data

Table 4.

DISTRIBUTION OF THE RESPONDENTS							
S.NO	PARTICULARS	YES		NO		TOTAL	
		Respondents	Percentage %	Respondents	Percentage %	Respondents	%
1	Provision for Pure Water	43	86	7	14	50	100
2	Provision of Drinking Water Tank	36	72	14	28	50	100
3	Prevention of Overcrowding in the Industry	33	66	17	34	50	100
4	Provision of First Aid	37	74	13	26	50	100
5	Provision of Medical Care	35	70	15	30	50	100
6	Provision of Sickness Benefits	45	90	5	10	50	100

Source: Primary Data

Table 5.

DISTRIBUTION OF THE RESPONDENTS							
S.NO	PARTICULARS	YES		NO		TOTAL	
		Respondents	%	Respondents	%	Respondents	%
1	Fencing of Machineries	33	66	17	34	50	100
2	Safety Measures Provided in the Factory	39	78	11	22	50	100
3	Suitable Device for Cutting Power in Emergencies	34	68	16	32	50	100
4	Rest Room in the Work Place	40	80	10	20	50	100
5	Cleanliness and Hygiene of the Canteen Rooms	36	72	14	28	50	100
6	Recognition of Knowledge and Skill of Labour	22	44	28	56	50	100
7	Compensation Benefits	38	76	12	24	50	100
8	Feedback Mechanism	28	56	22	44	50	100
9	Scalar Chain	23	46	27	54	50	100
10	Supervision and Labour	35	70	15	30	50	100
11	Monitoring and Controlling of Labour	42	84	8	16	50	100

Source: Primary Data

Table 6.

Association between age of the respondents and their opinion about compensation of wages, incentives, variables allowance, dearness allowance, bonus

S.No	Age	Compensation of Wages, Incentives, Variables Allowance, Dearness Allowance and Bonus		Statistical Inference
		Yes (n=38)	No (n=12)	
1	Below 30yrs	10 (26.3%)	5 (41.7%)	$X^2=2.392$ Df=3 $.495>0.05$ Not Significant
2	31 to 35yrs	11 (28.9%)	2 (16.7%)	
3	36 to 40yrs	9 (23.7%)	4 (33.3%)	
4	41yrs & above	8 (21.1%)	1 (8.3%)	

Table 7.

Association between experience of the respondents and their opinion about knowledge and skills are recognized

S.No	Experience	Knowledge and Skills are Recognized and Rewards		Statistical Inference
		Yes (n=22)	No (n=28)	
1	1 to 5yrs	10 (45.5%)	11 (39.3%)	$X^2=1.679$ Df=2 $.432>0.05$ Not Significant
2	6 to 10yrs	5 (22.7%)	11 (39.3%)	
3	11yrs & above	7 (31.8%)	6 (21.4%)	

- Majority (90%) of the respondents have satisfied with the sickness benefits.
- 78% of the respondents are satisfied with the washing facilities.
- 56% of the respondents are not satisfied with the knowledge and skill recognized and reward.
- More than 76% of the respondents have satisfied with the compensation of wages, incentives, variable allowance, and bonus.
- Majority of the respondents have satisfied with the Recruitment and Selection process.
- 84% of the respondents have satisfied with the monitoring & controlling.
- 66% of the respondents have satisfied with the job rotation.
- There is no significant association between age of the respondents and their opinion about compensation of wages, incentives, variables allowance, dearness allowance, and bonus.
- There is no significant association between experience of the respondents and their opinion about knowledge and skills are recognized and rewards.

Suggestions

- More important should be shown towards the intra/ inter departmental relations towards the employees.
- Safety programmer should be developed to educate all employees in safety and to secure their active co-operation in order to eliminate industrial accidents.
- In respect of drinking water facility the number of watercolour should be increased, the cleaning work also is to be undertaken more frequently.
- Rest room facilities and convenience inside the rooms should be improved and enhanced further.
- The company should provide help in term of monetary benefits to the children of the employees for pursuing professional studies.
- The working of libraries and co-operative stores should be improved further to deliver maximum benefits to the employees.
- Training and development programming should be improved among the employees.

- To increase the rapport between management and the laborers, the company should be provide integrated welfare programmes.
- Permission for personal celebration should be given more importance.
- More benefit and incentives should be given for the welfare of the labour.

Conclusion

The subject of labour welfare is dynamic and family wide. It bears different interpretation, and it's not limited to anyone country. One region, one industry or occupation. The line of demarcation cannot be very precise, but what should be common is that a welfare measures should a meliorate the working and living conditions of the workers. The ultimate goal of providing the labour welfare measure is to help the management and help them to lead a happy and satisfaction life.

As per the study that has undertaken regarding the labour welfare measures provided in Kothari sugars and chemical limited. It can be concluded that, the labour welfare programmes are undertaken sincerely and employees are satisfied with all the facilities by the company. It can also take further effective steps to improve the existing welfare facilities. Thus it could be concluded that labour welfare measures is always a born to the company rather than bane.

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