

A STUDY ON LABOUR WELFARE IN SRINIVASA TEXTILES PVT LTD, COIMBATORE

T. Kalpana ¹, Dr.R.N.Padma²

¹Final Year MBA Student, Department of Management Studies, Paavai Engineering College (Autonomous), Pachal, Namakkal, Tamil Nadu. Email ID: kalpanarajan0708@gmail.com

²Professor, Department of Management Studies, Paavai Engineering College (Autonomous), Pachal, Namakkal, Tamil Nadu.

Abstract—The welfare approach has become necessary because of the social problems that have emerged as a result of industrialization in a capitalistic setting. As against these social problems, many social welfare amenities have been provided for the benefit of the employees in various Industrial units. There are increasing awareness and recognition in developing as well as developed countries, for the need for such welfare measures in industrial employment. In every organization, human resources are the vital resource that would raise the Productivity, Goodwill and Quality of standard, of the company. Most of the respondents are following the welfare measures, activities, procedures and their implementation is well to the satisfactory level of the laboured and only the limited respondents seem to differ from the above. It would be appropriate for the management to appoint a separate counsellor who counsels the laboured both official and personal problems which heavily affects the working performance of the laboured. The scope of the study has been extended to all sections in the organization to measure the level of employee satisfaction.

INTRODUCTION

The national commission on labour observes that the concept of welfare is necessary dynamic, bearing different interpretation from country to country and from time, and even in the same country according to its value system, social institution, degree of industrialization and general level of social and economic development. The directives principles of state policy in our constitution refer generally to the promotion of the welfare people. In its resolution of 1947, the ILO defines Labour welfare as such services, facilities and amenities as adequate contains, rest and recreation facilities and arrangements for travel to and from work and for the accommodations for the workers employed at a distance from their houses and such other services. Amenities and facilities as contribute to improvements in the conditions under which workers employed.

STATEMENT OF THE PROBLEM

Employees are the key factor of an organization. So management has to provide proper welfare measures to the employees in order to satisfy them. This is because the employees expect benefit from the organization to give a profitable output Since welfare measures is an effective instrument in the hands of management to maximize the job satisfaction and work efficiency It motivates the employees to work for the organization. So I have chosen the topic a study on labour welfare measures in order to analyse the satisfactory level of welfare measures and provide suggestions on it.

OBJECTIVES OF THE STUDY

- ✓ To study the labour welfare measures following Srinivasa Textiles Pvt Ltd.
- ✓ To develop a better image of the company in the minds of the employees.
- ✓ To enable the workers to live comfortably and happily.
- ✓ To promoting economic development, improving efficiency, and providing proper working conditions.
- ✓ To suggest the ways by which welfare activities can be further improved.

SCOPE OF THE STUDY

In a world of changing values where ideologies of rapidly undergoing transformation, rigid statements about the field of labour welfare need to be revised, labour welfare work is increasing with the growing knowledge and experience of techniques. The test of a welfare activity is that it removes, directly or indirectly any hindrance physical or mental of the workers and restores to him in the peace and joy of living the welfare work embraces the worker and his family. This study attempts to study about the various welfare measures undertaken in the organization and also makes an attempt to evaluate its effectiveness in improving productivity.

LIMITATIONS OF THE STUDY

- ✓ The time is very substantial for doing this project.
- ✓ The cost is also one among the limitation for doing the project.
- ✓ The employee doesn't have time to fill the form because they are busy in their works.

REVIEW OF LITERATURE

Tanvir Mahmud, 1-17, 2024 The paper focusses on workers' opinions in regard to welfare policies enacted under the Bangladesh Labour Act 2006. The study investigates two questions: Do labour welfare policies under labour law really matter for workers? If so, to what extent are such welfare policies practised in the global garment supply chain industry in Bangladesh? The Binary Logistic Regression technique has been used to assess the opinions of garment workers as to whether their level of satisfaction increases by workers' welfare facility interventions.

Ms A Jannathul Firthoes, v selvaraj 5 (2), 7196-7213, 2023 Sugar is the word contains sweet to consumer whereas to farmers and small producers it is bitter. Prices of the sugar in the open market is highly competitive whereas to minimum support price to the procedures not sufficient to meet their operational cost. Therefore, they fails to pay price to the sugarcane farmers in the country. It is directly related with agriculture sector but at the same time sugar mills are producing not only sugar but also lot of substitute products to agriculture and industrial purpose.

Sheela ,5(2), 8660-8670, 2023The textile sector is renowned for its rigorous work environment, which can have a substantial effect on employee productivity and welfare. Organisations have placed greater emphasis on implementing welfare measure actions in order to improve productivity and job satisfaction. The objective of this study is to examine the impact of welfare initiatives on employee performance in the garment sector.

S Jaishree 42-46, 2021 Labour plays an important role in the success of any organisation.

Welfare and social security policies were also important and play a significant role in workers' productivity. Welfare includes services such as canteen, relaxation, recreational facilities, sanitary and medical facilities, arrangements for travel to and from and for the lodging of people employed at a distance from their homes, security facilities, and social centres, that contribute to situations in which workers were hired. If businesses did not prioritise employee wellbeing and safe working conditions, productivity will suffer as well as morale.

Naveen and Madhavi (2017), analyzed the different dimensions of labor welfare measures and satisfaction levels of employees. This study helps to improve the welfare schemes in N.T.P.S Ibrahimpatnam. The data was collected through well-structured questionnaire. Primary and secondary sources have been used as source of data. Percentage analysis and mean square method has been used for data analysis.

Beloor, CJ Swamy, TS Nanjundeswaraswamy, DR Swamy 13 (33), 3445-3456, 2020 To analyze the impact of welfare facilities on Job satisfaction of employees working in garment industries. The Research design chosen is descriptive in nature.

V Peter, d shaminiclear 8 (7), 2017 Labour welfare refers to the efforts taken by the employer to improve the conditions of employment in the workplace. It includes services, facilities and amenities which enables the employees to perform in a healthy and congenial environment. In the current era of globalisation of business, there is a dynamic change in the work environment, which has a major impact on job, health, safety and well-being of the employees. In India, there is a tremendous change in the labour market system, which has led to labour market flexibility.

M Rajarajeswari International 5 (2), 209-215, 2017 Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and

motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms.

Binoy Joseph, Joseph Injodey, Raju 225-246, 2013 India's labour force ranges from large numbers of illiterate workers to a sizeable pool of highly educated and skilled professionals. Labour welfare activities in India originated in 1837. They underwent notable changes during the ensuing years.

Mianakshi Garg, Pardeep Jain 1 (2), 97-102, 2013 Industrial progress depends on satisfied labour force and in this connection the importance of labour welfare measures was accepted long back.. Labour welfare concept is basically based on human values, where each citizen has a right to work in a congenial environment with no hazards to his health on reasonable wages and other terms and conditions of employment. The days are over when labour was considered to be a commodity.

RESEARCH METHODOLOGY

- **Research design: -**

A research design is collection and analysis of data in a manner, which is relevance to the research purpose with economy in procedure. To find solutions to the problem descriptive research design was used.

- **Research problem:-**

A research problem in general, refers to some difficulty which a researcher experiences in the context of either a theoretical or practical situation and wants to obtain a solution for the same. A problem well defined is half solved. The research problem is to study the effectiveness of labour welfare measure at

DATA COLLECTION: -

- **Primary data**

Primary data was carried with the help of questionnaires. The primary data are those data which are collected a fresh for the first time and they are original in character

- **Secondary data: -**

The data was collected from the company records and the other relevant periodicals.

The company records have helped to form profile of the study

- **Construction of the questionnaire: -**

The questionnaire was designed to collect the data from the employees in SRINIVASA TEXTILES Pvt Ltd.

SAMPLE SIZE: -

For the purpose of the study a sample of 125 Respondents of the present organization is being selected for the sample.

STATISTICAL TOOLS:-

The data collected with the research instrument are analysed

- Simple percentage method
- Chi-square test
- Correlation

DATA ANALYSIS AND INTERPRETATION

CHISQUARE TEST

AIM:

To check whether there is any significant relationship between age and relation between superiors and subordinates.

NULL HYPOTHESIS (HO)

There is no significant relationship between age and relations between superiors and subordinates.

ALTERNATIVE HYPOTHESIS (HI)

There is significant relationship between age and relationships between superiors and subordinates.

$$X^2 = \frac{\sum \frac{(O-E)^2}{E}}$$

$$= \frac{\text{ROW TOTAL X COLUMN TOTAL}}{\text{GRAND TOTAL}} = E$$

O = Observation Frequency

E = Expected Frequency

Particulars	Satisfied	Highly Satisfied	Dissatisfied	Highly Dissatisfied	Total
21 – 30	28	3	5	0	36
31- 40	41	4	7	2	54
41 and Above	28	1	6	0	35
TOTAL	97	08	18	2	125

O	E	O-E	(O-E) ² /E
28	27.94	0.06	0.000128
3	2.34	0.66	0.186
5	5.18	-0.18	0.00625
0	0.576	-0.576	0.576
41	41.904	-0.904	0.019
4	3.46	0.54	0.084
7	7.786	-0.78	0.078
2	0.86	1.14	1.511
28	27.16	0.84	0.025
1	2.24	-1.24	0.686
6	5.4	0.96	0.183
0	0.56	-0.56	0.56
			3.9155

Degrees of Freedom = (r-1) X (c-1)
 = (3-1) X (4-1)
 = (2) X (3)
 = 6

DECISION RULE

If calculated value is greater than the table value

We accept the null hypothesis (HO)

If table value is greater than calculated value

We accept the Null Hypothesis (H1)

Hence calculated value =3.9155

Table value at 5% level of significance is 12.592

Calculated value is less than table value. So the Null Hypothesis is accepted.

CONCLUSION:

Hence we conclude that there is no significant relationship between age and relations between superiors and subordinates.

CORRELATION

The table shows that the relationship between Education Qualification and workload.

X	21	56	16	32
Y	15	77	23	10

X	Y	X ²	Y ²	XY
21	15	441	225	315
56	77	3136	5929	4312
16	23	256	529	368
32	10	1024	100	320
Σx=125	Σy=125	Σx²=4854	Σy²=6783	Σxy=5315

$$r = \frac{\Sigma XY}{\sqrt{(\Sigma X^2)(\Sigma Y^2)}}$$

$$r = 0.9259$$

Result :

This is a positive correlation. There are relationship between the Education Qualification and Workload.

FINDINGS

- Majority 48% of the respondents are group of the 41 and above.
- Majority 72% of the respondents are male.
- Majority 44.8% of the respondents are educational qualification is graduate.
- Majority 38.4% of the respondents experience was 5 to 10 years.
- Majority 24% of the respondents are training and development in good.
- Majority 68% of respondents are working environment in good.
- Majority 62.6% of the respondents are adequate in safety measures provide by company.
- Majority 53.4 % of the respondents are good in satisfy with the provisons.
- Majority 41.6% of the respondents are highly satisfied in social program in the organization.
- Majority 78.4% of the respondents are moderate in work load.
- Majority 61.6% of the respondents are satisfied in yeary increment.
- Majority 84% of the respondents are yes in satisfied with the night shift allowness.
- Majority 62.9% of the respondents are strongly agree in welfare measures.
- Majority 70.4% of respondents are always in usage of safety measures provided.
- Majority 92.8% of the respondents are good in working conditions.
- Majority 100% of the respondents are yes in feeling of security.

SUGGESTIONS

- The company have to provided more training and development programs to develop their knowledge about their working skills.
- The conditions of the rest rooms and shelters must be improved. They must be provided with adequate fans and facilities to rest.
- The employees are not fully satisfied with the canteen facilities; the management may take steps into satisfactory level of the employees.
- The company should provide peaceful environment to understand each other employeesmindset and activities of work to build their good relationship.
- The management to give more awareness program to the workers for social activities.
- A The management should arrange 6months or yearly once party or get together to relief their stress for their work.

CONCLUSION

The company has provided many benefits and facilities, to their employees. Through this report; the management can also take any remedial measures to necessarily motivate the employees by providing adequate welfare facilities and other fringe benefits.

Based on employees only, an organization can increase its productivity, earn profit and reach its objectives. Therefore, any concern can succeed only through the employees who are the main assets of an organization and not through the technology, experts and specialists alone.

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