

**A STUDY ON WELFARE AND SAFETY MEASURES AT MALLUR SIDDESWARA
SPINNING MILLS (P) LTD, MALLUR**

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ABSTRACT

This study focus on working environment and its effects on the safety measures at Mallur Siddeswara Spinning Mills (P) Ltd. The objective of the study is the availability of safety measures and its effectiveness in the work place. The study mainly for avoiding the accidents and use of safety measures in the working environment. The sample size is 120. The tools used for the study are ANOVA and weighted average method. The primary data were collected from the respondents by using a well-structured questionnaire through the survey method. The secondary data is collected from the company profile, journals and websites. The sampling technique adopted for the study was convenience sampling. The study started with the main theme of objective scope and limitation. The review of literature is set out for the study and research methodology, data analysis and interpretation, findings, suggestions and conclusion are followed the study. The study creates awareness about the safety measures and working environment to the employees.

Key Words: Accommodation, Amenities, Performance, Safety, and Welfare.

INTRODUCTION

Employee welfare and safety has seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external has brought tremendous transformation in the organizational behavior. Globalization, Technology and other work-design factors have forced organizations to focus on employee Safety and Welfare. Labour Welfare includes under it “Such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed” Welfare activities influence the sentiments of the workers.

REVIEW OF LITERATURE

Margaret Edmonds, (1991) "EXPLORING COMPANY WELFARE", Employee Counselling Today, a brief background to the historical context of welfare in the workplace is provided and current attitudes amongst UK companies in the private sector are explored.

Muizz O. Sanni-Anibire , Mohammad A. Hassanain , (2015) "An integrated fire safety assessment of a student housing facility", Structural Survey, The purpose of this paper is to present an integrated approach to fire safety assessment, through combining the outcomes of a checklist tailored to the requirements of the International Building Code (IBC), and an evacuation simulation tool (EVACNET4), applied to a student housing facility as case study.

Juan Onésimo Sandoval, (2004) "Work and welfare participation in a post welfare-to-work era", Equal Opportunities International. This article examines the impact of the 1996 welfare-to-work law on women's work and welfare outcomes.

Christine Straw, (1993) "The Role of the Welfare Function in Higher Education: THE PERSONNEL IMPLICATIONS IN RECRUITING A COUNSELLOR", Employee Counseling Today. The first part considers the role of welfare in an institution of higher education, and the different (and sometimes conflicting) traditions and priorities which apply to staff as opposed to student welfare.

Venkata Ratnam (2006) in his book, "Industrial Relations" discussed the provisions made for social security in the constitution of India, labour legislations, collective agreements and voluntary arrangements for the organised sector. He also discussed the key issues in social security in the context of the emerging socio-economic environment.

Aswathappa (2010) in his book, "Human Resource Management" discussed the various types of benefits and services provided to employees in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

NEED OF THE STUDY

- ✓ To know about the legal provisions in company.
- ✓ To find whether Labor welfare helps in providing good industrial relations.

- ✓ To know about the employees' satisfaction towards welfare measures.
- ✓ To find out the facilities entitled by company.

OBJECTIVE OF THE STUDY

- ❖ To understand the awareness of safety and welfare facilities among the employees provided by the Mallur Siddeswara Spinning Mills (P) Ltd
- ❖ To find out the utilization of welfare and safety facilities by the employees
- ❖ To study the level of satisfaction and opinion of employees with regard to welfare and safety facilities.
- ❖ To find out employee's preference regarding measures which they like to have in future and suggest the company.

SCOPE OF THE STUDY

- The present study has been undertaken to study find out effectiveness of employee welfare measures in Integral Coach Factory.
- To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
- Through the study, company would be able to know the satisfaction level of employee on welfare measures.

LIMITATIONS OF THE STUDY

- Time is the important limitation. Due to time constraints only limited population is taken for the study.
- Findings based on this study cannot be used in other organizations.
- There are chances of misrepresentation responses.
- The biased view of the respondent is another cause of the limitation.

RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure. In this study descriptive type of research design has been used.

Descriptive research design:

Descriptive research studies which are concerned with describing the characteristic of a particular concerned with the prediction with narration of facts and characteristics concerning individual group of situations are all example of descriptive research studies.

SAMPLING DESIGN

The researcher adopted the convenience sampling technique for the survey.

Convenience sampling:

When population elements are selected for inclusion in the sample based on the ease of access, it can be called convenience sampling.

POPULATION SIZE

The population or universe can be finite or infinite. The population is said to be finite if it consists of a fixed number of elements so that it is possible to enumerate it in its totality.

SAMPLE SIZE

The sample chosen to collect data consisted of 120 respondents. The data collected is used for final tabulation and Interpretation.

TOOLS AND TECHNIQUES USED FOR ANALYSIS

- One way ANOVA
- Weighted Average method

ANOVA

A statistical analysis tool that separates the total variability found within a data set into two components: random and systematic factors. The random factors do not have any statistical influence on the given data set, while the systematic factors do. The ANOVA test is used to determine the impact independent variables have on the dependent variable in a regression analysis. It is also the initial step in identifying factors that are influencing a given data set. After the ANOVA test is performed, the analyst is able to perform further analysis on the systematic factors that are statistically contributing to the data set's variability.

WEIGHTED AVERAGE METHOD

Weighted average can be defined as an average whose components aggregate of the products are divided by the total of weights. One of the imitations of simple arithmetic mean is that it gives equal importance to all the items of the distribution. In certain cases, relative importance of all items in the distribution is not the same where the importance of the item varies. It is essential to allocate weight applied but may vary in different cases.

DATA ANALYSIS AND INTERPRETATION

TABLE SHOWS THE EXPERIENCE OF THE RESPONDENTS AND THEIR SATISFACTION LEVEL TOWARDS SAFETY MEASURES

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Uniforms	Between Groups	2.145	3	.715	.642	.589
	Within Groups	129.155	116	1.113		
	Total	131.300	119			
Hand gloves	Between Groups	6.184	3	2.061	1.485	.222
	Within Groups	161.016	116	1.388		
	Total	167.200	119			
Facemask	Between Groups	3.272	3	1.091	.652	.583

	Within Groups	194.053	116	1.673		
	Total	197.325	119			
Safety glasses	Between Groups	7.279	3	2.426	1.684	.174
	Within Groups	167.088	116	1.440		
	Total	174.367	119	1.847	1.188	.318
	Between Groups	5.541	3	1.555		
	Within Groups	180.384	116			
	Total	185.925	119			
Fire	Between Groups	1.540	3	.513	.336	.799
	Within Groups	177.260	116	1.528		
Floors	Total	178.800	119	5.737	2.919	.037
	Between Groups	17.211	3			
	Within Groups	227.989	116	1.965		
	Total	245.200	119			
First aid	Between Groups	26.132	3	8.711	6.484	.000
	Within Groups	155.835	116	1.343		
	Total	181.967	119			
Occupational	Between Groups	20.684	3	6.895	5.313	.002
	Within Groups	150.516	116	1.298		
	Total	171.200	119			
Lifting	Between Groups	3.848	3	1.283	.580	.630
	Within Groups	256.744	116	2.213		
	Total	260.592	119			

Significant = $P \leq 0.05$, Not Significant = $P > 0.05$

INTREPRETATION:

From the above ANOVA analysis, it is inferred that there is no significant difference between the experience of the respondents and their satisfaction level towards uniforms, Hand gloves, Facemask, Safety glasses, Shoes, Fire and Lifting, as the p value is more than the significant value so H_1 is rejected and H_0 is accepted. It is inferred that there is a significant difference between the experience of the respondents and their satisfaction level towards floors and strains, first aid boxes and occupational safety, as the p value is less than the significant value so H_0 is rejected and H_1 is accepted.

WEIGHTED AVERAGE METHOD SHOWING THE WEIGHTAGE FOR THE RESPONDENTS RATING TOWARDS THE WELFARE MEASURES

S.no	Subject	Outstanding	very Good	Good	Fair	Dissatisfied	Total	Average	Rank
I	Drinking water facilities	12	7	0	0	1	89	0.742	23
II	Hygienic at workplace	17	75	11	6	11	441	3.675	5
III	Phone /Internet facilities	48	46	15	6	5	486	4.050	2
IV	Transport facilities	11	52	35	18	5	409	3.408	11
IX	Creche facilities	29	30	28	17	16	399	3.325	17
V	Schooling facilities	25	32	41	12	10	410	3.417	10
VI	Parks & greenery	21	26	28	16	29	354	2.950	22
VII	Function hall	22	36	30	11	2	368	3.067	21
VIII	Liveries	43	24	28	11	14	431	3.592	6
X	Work area (space)	20	41	36	7	16	402	3.350	15
XI	Noise control & Lighting	34	39	18	18	11	427	3.558	8
XII	Toilet facilities	26	36	24	18	16	398	3.317	18
XIII	Shelters, Rest rooms & personal protection equipment(PPE)	71	34	5	6	4	522	4.350	1

XIV	Recreation facilities	38	52	13	8	9	462	3.850	3
XIX	Overtime allowances	44	19	29	11	17	422	3.517	9
XV	Hospital facilities	27	49	34	4	6	447	3.725	4
XVI	Co-operative stores	22	43	25	16	14	403	3.358	14
XVII	Gratuity	35	18	42	9	16	407	3.392	13
XVIII	Shift allowance	27	30	34	14	15	400	3.333	16
XX	Ambulance facilities	32	39	25	15	9	430	3.583	7
XXI	Maternity benefits	25	35	25	18	17	393	3.275	19
XXII	Vocational allowances	18	46	19	16	21	384	3.200	20
XXIII	Disability Insurance	32	37	21	8	22	409	3.408	12

INTREPRETATION:

Shelters, Rest rooms & personal protection equipment(PPE) ranks 1st ,Phone /Internet facilities ranks 2nd ,Recreation facilities ranks 3rd , Hospital facilities ranks 4th , Hygienic at workplace ranks 5th , Liveries ranks 6th , Ambulance facilities ranks 7th , Noise control & Lighting ranks 8th , Overtime allowances ranks 9th , Schooling facilities ranks 10th , Transport facilities ranks 11th , Disability Insurance ranks 12th , Gratuity ranks 13th , Co-operative stores ranks 14th , Work area (space) ranks 15th , Shift allowance ranks 16th , Creche facilities ranks 17th , Toilet facilities ranks 18th , Maternity benefits ranks 19th , Vocational allowances ranks 20th , Function hall ranks 21st , Parks & greenery ranks 22nd and Drinking water facilities 23rd.

FINDINGS

ANOVA ANALYSIS

- There is no significant difference between the experience of the respondents and their satisfaction level towards uniforms, Hand gloves, Facemask, Safety glasses, Shoes, Fire and Lifting, as the p value is more than the significant value so H₁ is rejected and H₀ is accepted.
- There is a significant difference between the experience of the respondents and their satisfaction level towards floors and strains, first aid boxes and occupational safety, as the p value is less than the significant value so H₀ is rejected and H₁ is accepted.

- There is no significant difference between the age of the respondents and their rating towards canteen facilities such as hygienic and serving, as the p value is more than the significant value so H_1 is rejected and H_0 is accepted.
- There is a significant difference between the age of the respondents and their rating towards canteen facilities such as price and cleanliness, as the p value is less than the significant value so H_0 is rejected and H_1 is accepted.

WEIGHTED AVERAGE METHOD

- Basic facilities like shelter, hygiene, hospital, liveries rank best when compare to work related facilities like insurance, allowances. and this shows their environment condition is good and hygienic.

SUGGESTIONS

The study reveals that there is a positive relationship between the levels of satisfaction and the implementation of various employee welfare measures, which should be properly implemented to improve so that it might increase employee satisfaction, which in turn may help increase productivity.

- Company must provide smoking zone for the employee regarding safety in organization.
- Organization needs to conduct more safety training programs for the employees. Need to supply safety equipment wherever required and supervising to follow safety measures by the employees.
- Organization should implement safety in entrance gates with CC cameras installation, bomb detector equipment and electricity fencing around water canals.
- Organization should provide separate rest rooms and wash rooms for each department for both male and female employees.
- Promotions and allowances should be provided to the employees based on their performance rather than their experience.
- Organization should improve medical facilities regarding services and treatment.

- Organization should provide liveries and PPEs for working labour and employee where ever it is required
- 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

CONCLUSION

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvement in working condition are suggested to improve effectiveness of the employee welfares measures like canteen facility, drinking water, spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees. The employees should aware about the safety measures and its effectiveness in the working place. Safety measures and welfare measures are important to the working environment.

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