

**A STUDY ON EMPLOYEE WELFARE MEASURE WITH SPECIAL
REFERENCE TO V-TEXTILES, POLLACHI**

T.BHAVANI

Assistant Professor, PG Department of Commerce with International Business,
Nallamuthu Gounder Mahalingam College, Pollachi.

K. VIGNESH KUMAR

PG Department of Commerce with International Business, Nallamuthu Gounder
Mahalingam College, Pollachi.

ABSTARCT

Welfare facilities to the employees are provided by the organization. It has facilitated the employees with a colony of its own, with laid out roads, parks, avenues and blocks of residential areas. Quarters for the staff, managers and officers are situated near the factory site. The company is running a reputed school for the children of the employees, up to plus two level. Health care of the employees, high safety practices, recreation and cultural activities, training for workers and union leaders, family planning etc., are some of the welfare measures taken by the company. Employee welfare is an important fact of industrial relations, the extra dimension, giving satisfaction to the worker in a way which evens a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. In this broad connotation, the term welfare refers to the state of living of an individual or a group in desirable relationship with total environment-ecological, economic and social. Conceptually as well as operationally, labour welfare is a part of social welfare, which, in turn, is closely linked to the concept, and the role of the state.

Keywords : Textiles, welfare measure, employees

INTRODUCTION

Labour welfare is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of

industrialization and mechanization, it has acquired added importance. The worker cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfill workers demands however reasonable they might be. They are primarily concerned with the viability of the enterprise. Labour welfare, though it has been proved to contribute to the efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to labour welfare. It is because the government is not sure that all employers are progressive minded and will provide basic welfare measures that it introduces statutory legislation from time to time to bring about some measure of uniformity in the basic amenities available to industrial workers.

Welfare facilities to the employees are provided by the organization. It has facilitated the employees with a colony of its own, with laid out roads, parks, avenues and blocks of residential areas. Quarters for the staff, managers and officers are situated near the factory site. The company is running a reputed school for the children of the employees, up to plus two level. Health care of the employees, high safety practices, recreation and cultural activities, training for workers and union leaders, family planning etc., are some of the welfare measures taken by the company. Employee welfare is an important fact of industrial relations, the extra dimension, giving satisfaction to the worker in a way which evens a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. The worker cannot cope with the pace of modern life with minimum sustenance amenities. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfill workers demands however reasonable they might be. They are primarily concerned with the viability of the enterprise.

STATEMENT OF THE PROBLEM

The protection of the interest of labour was long held as one of the important responsibilities of the state. However, some recent development indicate that the Government should intervene to prevent the legitimate rights of consumers, the general public, and employers from being denied by the militant might have organized labour. But many a time there is a tendency to ignore the

later aspect. The constitution of India directs the state to provide work to every citizen who is willing and able to work.

Expansion of production must be possible through the man and machine power. Even though machine power facilitates many things, manpower is also required to operate the machines. For smooth running of an organisation the manpower must be duly motivated and mobilized the manpower is motivated by way of rendering regular welfare services.

The quality of work force will improve only when proper basic amenities and fringe benefits are provided to laborers, so it is necessary for the company to implement the labour welfare measures among the workers to improve the workers health, morale, satisfaction and standard of living. Hence, it is very important to study the welfare measures and the workers satisfaction towards welfare measures. This study would prove useful to the factory because the satisfaction of the workers towards various welfare measures could be analysed. This could help in the effective implementation of welfare measures according to the need of the workers, which would create and maintain better relationship between the employer and workers.

OBJECTIVES OF THE STUDY

The Objectives of the study are

- To study the existing health and welfare measures provided by the organisation.
- To analyze the workers satisfaction towards health and welfare measures provided by the organisation.
- To interpret the level of satisfaction of the Workers about the Welfare Facilities in organisation. On the opinion collected.
- To identify the Impact of the Welfare Facility on productivity.

SCOPE OF THE STUDY

The concept of labour is necessarily dynamic and has been interpreted in different ways from country to country and time-to-time and even in the same country. According to the social institution degree of the industrialization and general level of social and economic department. So also, the concept of welfare is interpreted from various angles. Labour welfare may be viewed as a total concept and as a relative concept. The total concept is a desirable state of existence

involving the physical, mental, moral and economical well-being. These four elements together constitute the structure of the welfare implies the welfare of man, his family and community. All these three aspects are interrelated and work together in a three dimensional approach. The relative concept of welfare implies that welfare is relative, in time and place. It is a dynamic and flexible concept and hence its meaning and content differ form time-to-time, industry-to-industry and country-to-country depending upon the value system level of education, social customs and degree of industrialization and general standards of a socio-economic department of people.

METHODS

To study the Project a Convenient Sampling Method is adopted.

RESEARCH DESIGN

The study is descriptive in nature. Because it describes opinion , the effectiveness of training and development.

SAMPLING METHOD

To analyse the Project a Convenient Sampling Method is adopted. The study depends on primary data. A pilot study is conducted to validate the questionnaire and to confirm the feasibility of the study. Based on the pilot study, the questionnaire is modified suitably to elicit response from the sample group.

SAMPLING SIZE

Sample of 105 people were taken into study, and their data were collected

METHOD OF DATA COLLECTION

The data collected for this study are of two types: -

- Primary data
- Secondary data

STATISTICAL TOOLS

The following statistical tools are used in the study

- Percentage Analysis

- Chi – square test

LIMITATIONS OF THE STUDY

- The sample size is low compare to the population.
- The study was confined to only V-TEXTILES,POLLACHI.
- Another important constraint is the hesitation from the side of employees and workers as they are unwilling to answer questions in the questionnaire.
- Only a limited number of respondents are considered for the study as the sample size is only 100 and so it restricts the total representation of all workmen and employees regarding safety and health measures.

REVIEW OF LITERATURE

B.Rajkumar (2016), “A Study on Labour Welfare Measures And Social Security In It Industries With Reference to Chennai”.To find out the prevailing labour welfare measures and social security in the selected organization. An organization is influenced by various human resources factors. The labour welfare measure is one of the factors penetrating in the life of employees those who are working in the small scale sector. This study explores the employees’ labour welfare measures of IT companies in Chennai. It also studies the employee view about the labour welfare measures on the productivity of IT units. In order to find out the significance of the difference between the average, analysis of variance, Chi-square and factor analysis. Another aspect identified in the study is the factors that contribute to improve the standard of labour welfare measures of employees. It covers every dimension of work including economic reward, security, working conditions and interpersonal relationship. Thus, the goal of this study was to gain knowledge about employee’s labour welfare measures and social security in IT industries-A study with reference to Chennai.

Mrs.S.JebaseeliNovaleena (2015), “A Study on Employee Satisfaction Towards Safety And Welfare Measures”. This is a study about the Employee satisfaction of TI cycles towards their safety and welfare measures which will help the Employers of the organization to identify the areas where they need improvements towards their employees welfare which will lead to the better outcome of the Employees if they are satisfied with their and safety and welfare in the organization. TI Cycles of India, one of the brands of TI Cycles portfolio. This brand of TI

cycles' is still as young as ever - signifying strength and passion. BSA is another Flagship Brand of TI Cycles. This brand signifies the joys of cycling, fun and excitement. With a network of 2500 plus dealers and backed by a strategic outsourcing policy, the company has a nationwide presence. It has 3 fully functioning plants leading bicycle manufacturers in India, is a part of USD\$4 billion Murugappa group. The primary data was collected among 87 employees of TI Cycles using stratified random sampling method.

Dr.R.Madhesh (2014), “Implications of Labour Welfare Measures on Quality of Work Life”. The scope of labour welfare and quality of work life can be interpreted in different ways by different countries with varying stages of economic developments, political outlook and social philosophy. The scope therefore cannot be limited to facilities within or near the undertaking, nor cannot be so comprehensive to embrace the whole range of social welfare or social service. It follows all intramural and extramural welfare activities as well as statutory and non-statutory welfare measures undertaken by the employers, the government, trade unions or voluntary organization falls within the scope of the labour welfare. This research starts with the objective of studying the various welfare measures provided by the industries in SIPCOT complex and its impact on quality of work life among the employees in Dharmapuri district, Tamil Nadu. Most of the employees are highly satisfied and benefited with the welfare measures provided by their companies.

Srinivas KT (2013), “A Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore”. To find out various Welfare Facilities provided at the Company. The present study is made an attempt to identify welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. For the study convenience sampling is used with sample size of 100 respondents of the employees of the Bosch Limited, Bangalore . To achieve the aforesaid objective data is gathered from 100 employees of the organization with random sampling technique. It is found that most of the respondents are aware about the legislative and non - legislative employee welfare facilities provided at the Company, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company. And most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare.

PoonamSalaria and SumitSalaria (2013), “Employee welfare measures in Auto sector”. Employee welfare “the efforts to make life worth living for workmen ”. 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.” Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. Statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. The non statutory schemes differ from organization to organization and from industry to industry. The basic purpose of employees welfare is to enrich the life of employees and keep them happy and contented. Non-statutory benefits are the result of employers generosity, enlightenment and philanthropic feelings. It is one of many ways for people to feel heard, cared for, to be informed and to be involved. It is equally important to ensure that leaders and employees at all levels of the organization are aligned to the culture of the organization , and living it.

ANALYSIS AND INTERPRETATIONS

I. SOCIAL PROFILE (TABLE NO: 1 DEMOGRAPHIC PROFILE)

S.No	Determinants	No of Respondents (N=150)	Percentage (%)
1	Age		
	Below 20 years	36	34.3%
	21 - 30 years	56	53.3%
	31 - 50 years	10	9.5%
	Above 50 years	3	2.9%
2	Gender		
	Male	75	71.4%

	Female	30	28.6%
3	Educational Qualification		
	Diploma	33	31.4%
	Graduate	61	58.1%
	Others	11	10.5%
4	Years of Service		
	1 to 5 years	43	41.0%
	6 to 10 years	54	51.4%
	11 to 20 years	7	6.7%
	Above 21 years	1	1.0%
5	Monthly income		
	Rs.10,000 to Rs.20,000	36	34.3%
	Rs.20,001 to Rs.30,000	64	61.0%
	Rs.30,001 to Rs.40,000	5	4.8%
6	Aware of Safety and Welfare Policy	51	48.6%
	Excellent	47	44.8%
	Very good	5	4.8%
	Good	2	1.9%
	Poor		

7	Awareofhazardsatworkplace Fully Partially Not at all	37 63 5	35.2% 60.0% 4.8%
8	Trained for handling kind of emergency situation Excellent Good Average Poor	46 50 8 1	43.8% 47.6% 7.6% 1.0%
9	AwareofFirstaidtreatmentforvariousailments Excellent Good Average Poor	38 56 9 2	36.2% 53.3% 8.6% 1.9%
10	Numberofsafetytrainingprogramshaveattendendinthecurrentyear 1 2 More than 2 Nil	23 65 12 5	21.9% 61.9% 11.4% 4.8%
11	Ratethemedicalfacilitiesprovidedbyorganization Excellent	41	39.0%

	Very good	55	52.4%
	Good	6	5.7%
	Dissatisfied	3	2.9%
	Level of Satisfaction about medical center		
12	Highly Satisfied	42	40.0%
	Satisfied	49	46.7%
	Neutral	10	9.5%
	Dissatisfied	4	3.8%
	Faced any problems in availing medical facilities		
13	Yes	26	24.8%
	No	79	75.2%
	Satisfied with present leave policy of the organization		
14	Very high	32	30.5%
	High	68	64.8%
	Low	5	4.8%
	Rate the health insurance and accident benefits		
15	Excellent	20	19.0%
	Very good	58	55.2%
		23	21.9%

	Good Dissatisfied	4	3.8%
16	Rate the advances and loans provided by the organization Very good Good Poor No idea	37 42 16 10	35.2% 40.0% 15.2% 9.5%
17	Rate with the present grievance redressal procedure system Highly satisfied Satisfied Neutral Dissatisfied	30 48 21 6	28.6% 45.7% 20.0% 5.7%
18	Suggest further improvement for betterment to our organization Very high Moderate Low Very low	43 41 15 6	41.0% 39.0% 14.3% 5.7%
	Total	105	100

The majority 56 (53.3%) of the respondents are belong to the age group between 21-30 years. Most of the respondents are male. The majority 61 (58.1%) of the respondents are graduates. The majority 54 (51.4%) of the respondents had between 6 to 10 years of experience in the organization. The majority 64 (61%) of the respondents monthly income between Rs.20,001 to Rs.30,000. The majority 51 (48.6%) of the respondents are excellent aware of safety and welfare policy. The majority 63 (60%) of the respondents are partially aware of hazards at workplace. 50 (47.6%) of the respondents have good training for handling kind of emergency situation. The majority 56 (53.3%) of the respondents are good awareness with first aid treatment for various ailments. The majority 65 (61.9%) of the respondents have attended two training programs in the current year. 55 (52.4%) of the respondents are said very good medical facilities provided by the organization. The majority 49 (46.7%) of the respondents are satisfied with medical center services. The majority 79 (75.2%) of the respondents are no problems in availing medical facilities. 68 (64.8%) of the respondents are highly satisfied with present leave policy of the organization. The majority 58 (55.2%) of the respondents are said very good health insurance and accident benefits provided by the organization. 42 (40%) of the respondents are said good advances and loans provided by the organization. The majority 48 (45.7%) of the respondents are satisfied with present grievance redressal procedure system. 43 (41%) of the respondents have very high suggest for improvement for betterment to our organization.

CHI – SQUARE TEST

The chi square test is an important test among the several tests of significance developed by satisfaction. Chi-square symbolically written χ^2 is a statistical measure used in the contexts of sampling analysis for comparing a variance to a theoretical variance. It can also be used to make comparison between theoretical population and actual data when categories are used. In this chapter satisfaction of users is analyzed. For that purpose the variables age, gender, educational qualification and monthly income are taken and compared with satisfaction level.

TABLE NO: 2**DEMOGRAPHIC PROFILE AND LEVEL OF SATISFCATION**

S.No	Variables	D.f	Calculated χ^2 Value	Table value	Result
1	Age	6	15.138	12.592	Significant
2	Gender	2	5.972	5.991	Significant
3	Educational Qualification	4	15.426	9.488	Significant
4	Monthly income	4	5.230	9.488	No Significant

There is a significant association age of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected. There is a significant association gender of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.

There is a significant association educational qualification of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected. There is no significant association experience of the respondents and their level of satisfaction. Hence, Null hypothesis is accepted. There is no significant association monthly income of the respondents and their level of satisfaction. Hence, Null hypothesis is accepted.

SUMMARY OF FINDINGS**Percentage Analysis**

- Most 56 (53.3%) of the respondents are belong to the age group between 21-30 years.
- Most of the respondents are male.
- The majority 61 (58.1%) of the respondents are graduates.
- The majority 54 (51.4%) of the respondents had between 6 to 10 years of experience in the organization.
- The majority 64 (61%) of the respondents monthly income between Rs.20,001 to Rs.30,000.

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- The majority 63 (60%) of the respondents are partially aware of hazards at workplace.
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- The majority 49 (46.7%) of the respondents are satisfied with medical center services.
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- 68 (64.8%) of the respondents are highly satisfied with present leave policy of the organization.
- The majority 58 (55.2%) of the respondents are said very good health insurance and accident benefits provided by the organization.
- 42 (40%) of the respondents are said good advances and loans provided by the organization.
- The majority 48 (45.7%) of the respondents are satisfied with present grievance redressal procedure system.
- 43 (41%) of the respondents have very high suggest for improvement for betterment to our organization.

Chi-Square Test

- There is a significant association age of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.
- There is a significant association gender of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.
- There is a significant association educational qualification of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.
- There is no significant association experience of the respondents and their level of satisfaction. Hence, Null hypothesis is accepted.
- There is no significant association monthly income of the respondents and their level of satisfaction. Hence, Null hypothesis is accepted.

SUGGESTIONS

- Recreation facilities should be provided to the workers to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers.
- Complete Medical facilities should be given so as to minimize the absenteeism and to keep the employees more immunized and fit enough.
- Company should be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.
- Annual health checkup, employee counseling, various health camps, hospitalization facilities should be much more improved by conducting the health camps at least once in a month.
- The number of medical practitioners or physicians should be increased.
- Improvement or modifications are required in the field of recreation facilities: leave fair, safety equipment, overtime payments, compensatory arrangements on medical grounds, promotion etc.,
- Modification shall be initiated in the field of grievance handling, rest room facilities, uniform and footwear, service awards and other motivation etc.,

- Betterment is required in the work of welfare inspector, placement of dependents expiring during services, transfer policies and disciplinary and appeal rural proceeding.
- The trade union and the employee's co-operative societies, which are run by the trade union, have to change their work as more transparent and easily viable to the employees.

CONCLUSION

Labor welfare covers an ample field and connotes a state of wellbeing, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. The fundamental propose of labor welfare is to enrich the life of employees and to remain them joyful and conducted that helps to development of organization.

As per the study it is observe that Modern Spinning Mill, Pollachi is provided various facilities to the employees and also follow the rules and regulation of state and Indian Government. The management required to provide good facilities to all workers in such way that workers become satisfied about labour welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favorable effects of profitability and products of the organization.

At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement, so that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals

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