



## A STUDY ON LABOUR WELFARE IN ORDER TO ENFORCE THE MINIMUM STANDARD OF HEALTH AND SAFETY OF THE WORKERS

**Dr.MaheshaKempegowda\* Mr. Purushotham.C.J \*\***

*\* Asst. Professor, BIT-MBA.V.V.Pura, Bangalore.*

*\*\* Research Scholar & Assistant Professor, Dept of M B A, Visvesvaraya Technological University, Bangalore.*

### **Abstract**

*Statutory welfare is the product of coercive power of the government. The government enacts rules in regard to labour welfare in order to enforce the minimum standard of health and safety of the workers. Non-statutory/voluntary welfare includes all those activities which employers undertake voluntary welfare work. The objective of the study is to evaluate the statutory and non-statutory labour welfare measures, to suggest the ways that can fulfill the future needs and aspiration of the workers in the organization.*

*The methodology used for the study is descriptive research and method of convenience sampling has been adopted. So all the employees of the company are getting sufficient welfare facilities through the organization.*

*From this study it is liar that workers in customer care division were not fully satisfied with welfare facilities provided by Proseal Closures, so often should make effort to satisfy the worker at fuller extent.*

**Keywords: Statutory and Non-Statutory Labour Welfare Measures, Industry, Health and Safety.**

### **Introduction**

Labour welfare is a important factor of Industrial relations. These give gratification to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, labour welfare measures has got fillip. The workers in the Industries cannot cope up with pace of modern life with minimum sustenance amenities. The workers are in need of added stimulus to keep body and mind together. Labour welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employer provides welfare measures of varying degrees of importance for Labour force. The social and economic aspects of life of the workers have direct influence on the social and economic development of nation. There is an imperative need to take extra care of the workers to provide both statutory and non-statutory facilities to them. The welfare facilities help to motivate and retain employees. Most of the welfare facilities are matters of sanitation and hygienic which is not provided dissatisfaction among workers are motivated by providing welfare measures. This ensures employee satisfaction result in increased efficiency.

Employee welfare measures may help to minimize social evils like alcoholism, gambling, Drug addiction etc. The workers are likely to fall in victim because of discontentment or Frustration. The welfare facilities induce the workers happy, cheerful and confident with Commitment. The welfare measures and schemes form an integral part of Personnel and HR Management in any organization will go a long way in ensuring the desired goals. In turn this will enhance the productivity of the organization. The welfare measures are designed and systematized by the organization through statutory bodies like trade unions.

### **Need For the Study**

The necessity for labour welfare is felt all the more in our country because ours is a developing economy and social development. The need for labour welfare was felt by Royal Commission on labour in 1931. The philosophy of labour welfare and its necessity was mentioned in a resolution passed by the Indian national congress on fundamental rights and economic programme in its Karachi session in 1931.

The resolution demanded that the organization of economic life in the country must confirm to the principles of justice and it might secure a decent standard of living.

It also emphasized that the state should safeguard the interest of industrial workers and should secure for them by suitable legislation a living wage, healthy condition of work, limited hours of work, suitable machinery for the settlement of disputes consequences of old age sickness and unemployment.

### **Statement of Problem**

Human resource management views people as an important source or asset to be used for the benefit of the organization. Employees and society is emerging as a distinct philosophy of the management aiming at policies that promote mutual goal



rewards and mutual responsibilities. Human resource is believed to be an important asset in an organization. Keeping this asset the well being of the working class has assured great importance. Through computers have taken place of human resource in many industries the need for such rewards has maintained in fact, it has increased to a greater extent than ever before.

Being other factor of production other than human resource have its value, as the time passes in the form of depreciation where as human resource gain more experience as the day passes.

Frequent termination of employees will lead to organization loss. Therefore, it is the duty of the organization to ensure their workers to continue till the end. To achieve this end, several policies and measures have been undertaken by many organizations.

### **Objectives of the Study**

1. To evaluate the statutory and non-statutory labour welfare measures at the Proseal closure.
2. To evaluate the effectiveness of welfare programmes initiated by the company.
3. To study the extent of awareness for labour welfare measures among workers in the organization.
4. To study the level of satisfaction among workers for labour welfare measures.
5. To suggest the ways this can fulfill the future needs and aspiration of the workers in the organization.
6. To analyze the various factors contributing to employees' satisfaction through welfare facilities provided by the organization.

### **Scope of the Study**

The scope of the study highlights the employee's welfare measures at Industrial Area, Jigani, Bangalore. The study covers employees in the organization.

Focus was laid down upon various aspect of welfare statement for better understanding of welfare measures. Based on the study, the company can plan their future welfare facilities so as to improve the morale and make the employees committed and satisfied in attaining dual goals.

### **Methodology**

A Survey method was adopted for this study field work was carried out with Industrial Area, Jigani, Bangalore. Today's manufacturing industries are giving more importance to enhance their production units as well as productivity in one side of the coin and other side of coin like this poor implementation of the sound employee and thus information collected consists primary data secondary data. The data was gathered from journals, brochures, company annual report and official websites.

### **Research Methodology**

For the study descriptive research is adopted. A descriptive research is one, which portrays accurately the characteristics of a particular group, situation, or individual (with or without specific initial hypothesis about the nature of their characteristics). The method of convenience sampling has been adopted for the purpose of getting the required sample frame and this has been done by selected staff and workers of various departments in a random manner. So that the data collected will bring out the varied opinions with regard to welfare measures at Industrial Area, Jigani

### **Design of the Study**

A research designs is the arrangement of conditions for collection and analysis data in a manner that aims to combine relevance to the research purpose with economy in procedure. Research design is the conceptual structure with which research is conducted. It constitutes the blue print for the collection measurement and analysis of data. Research design includes and outline of what the researcher will do form writing the hypothesis and its operational implementation to the final analysis of data. A research design is a framework for the study and is used as guide in collection and analyzing the data. It is a strategy specifying which approach will be used for gathering and analyzing the data. It also includes the time and cost budget as most studies are done under these two cost budget and most studies are done under these two constraints.

### **Sampling Technique**

**Population:** It is the aggregate of the elements, usually defined prior to the selection of the sample. Population can be defined in terms of elements, sampling units, extent and time. In this study as per the population is concerned is to the whole Bangalore.



**Frame:** Frame is the list of the population elements from which the sample is drawn. Ideally it is to be a complete and concerned list of population elements only. The population frame is concerned for my study consists of proseal closures pvt Ltd only in Jigni.

**Sampling Size:** The sample size is taken are 50 respondents. For considering the scope and constraints of the study the sample size selected for this study appears to be adequate. This is used as data final tabulation and analysis.

**Sampling Procedures:** The survey is conducted in Industrial Area, Jigani, Bangalore.

**Sources of Data:** The questionnaire was used to collect the data from the respondents. The questionnaire was given to the employees personally and interviewed in order to access the satisfaction towards employee's measure provided at Industrial Area, Jigani.

Secondary data was collected from journals, literature, company profile, news paper various magazines and project reports etc...

**Tools for Analysis:** The analysis for the study is done on the basis of the data collection through a questionnaire. The collected were in the form of qualitative nature. For starting meaningful information from the data collected the following tools are used:

**Simple Percentage Method:** One of the tools used for analyzing the data is percentage method. Percentage refers to a specific kind of ration, which is used to describe relationship percentage reduces everything to a common base and there by allows meaningful comparison to be made. Formula:  $\% = \frac{\text{part}}{\text{whole}} \times 100$ .

### Review of Literature

With the dawn of independence, welfare measures for exhilarate of labour class were escalate. After independence, the government at a tripartite conference in December 1947 adopted the industrial truce resolution. Several legislations, including the following, were portraying to maintain industrial peace and harmony: Factories Act, 1948, Employees State Insurance Act, 1948 and Minimum Wages Act, 1948. The payment of bonus act was passed in 1965.

**KumarP.Ashok (2012)** in his study on Labour welfare measures in Salem Steel plant examines the significance and objectives of labour welfare and concluded that labour welfare measures helps to promote industrial relations and to reduce the level of absenteeism.

**National Commission on Labour (2002)** Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc.

**Shobha, Mishra & Manju Bhagat**, in their "Principles for Successful Implementation of Labour Welfare Activities", stated that labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities.

**Sabarirajan, T. Meharajan, B.Arun (2001)** analyzed the study on employee welfare in Textile industry. The study shows that 15% of the employees are employees are satisfied with their welfare measures.39 % of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in

**A.J.Todd (1933)** was analyzed that the labour welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

### Data Interpretation and Analysis

1. How long you been working in this organization?

Table-1		
particulars	No. of responses	Percentage
0-1 year	10	20
1-2 year	18	36
2-3 years	16	32



3years and above	6	12
<b>Total</b>	50	100

### Interpretation

From the above table-1 it is observed that 20% of the employees working since 1year, 36% of the employees working since 1-2years, 32% of employees working since 2-3years, 12% of the employees working since 3 and above years.

**Inference:** From the above table-1and graph-1 it is inferred that most of the respondents are working in the organization since 1-2years.

### 2. How do you rate the working environment of the organization?

Particulars	No. of responses	Percentage
Highly satisfactory	2	4
Satisfactory	24	48
Averagely satisfactory	22	44
Dissatisfactory	2	4
Highly dissatisfactory	0	0
<b>Total</b>	50	100

### Interpretation

From the above table-2 , it is observed that 4% of the respondents are highly satisfied with the working environment in the organization, 48% of the respondents are satisfied with working environment, 44% of respondents are averagely satisfied with the working environment, 4% of the respondents are dissatisfied with working environment.

**Inference:** From the above table-2 and graph-2 it can be inferred that most of respondents are showing satisfactory result about the working environment of the organization.

### 3. Are you satisfied with safety equipment provided by the company?

Particulars	No. of responses	Percentage
Yes	43	86
No	7	14
<b>Total</b>	50	100

### Interpretation

From the above table-3 and graph-3, it is observed that 86% of the employees are satisfied with safety equipment provided by the organization and 14% of the employees are not satisfied the safety equipment provided by the organization.

### Inference

From the above table-3 and graph-3it is inferred that most of employees are satisfied with the safety equipment provided by the organization.

### 4. Are you satisfied with the medical insurance provided by the company?

Particulars	No. of responses	Percentage
Yes	42	84
No	8	16
<b>Total</b>	50	100

### Interpretation

From the above table-4 , it is observed that 84% of the employees are satisfied with the medical insurance provided by the organization and 16% of the employees are not satisfied with the medical insurance provided by the organization.



**Inference:** From the above table-4, it can infer that most of the employees are satisfied with the medical insurance provided by the organization.

**5. Does the company provide maternity leave to female employees?**

Table-5		
Particulars	No. of responses	Percentage
Yes	40	80
No	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

**Interpretation**

From the above table-5, it is observed that 80% of the employee's opinion is that they are getting maternity leaves for female employee and 20% of the employee's opinion is that they are not getting maternity leaves for female employees.

**Inference:** From the above table-5, it is inferred that most of the employee's opinion is that they are getting maternity leaves for the female employees.

**6. How do you feel about workmen's compensation provided**

Table- 6		
Particulars	No. of responses	Percentage
Very good	2	4
Good	32	64
Satisfied	13	26
Poor	3	6
<b>Total</b>	<b>50</b>	<b>100</b>

**Interpretation**

From the table-6 ,it is observed that 4% of the employees feel very good about workmen's compensation provided in Proseal Closures PVT LTD, 64% of employee feels good, 26% of employees are satisfied and 6% of the employee's opinion is that they are getting poor workmen's compensation.

**Inference:** From the table-6 , it is observed that most of the employees feel good about workmen's compensation provided.

**7. Rate the canteen services provided by the organization?**

Table -7		
Particulars	No. of responses	Percentage
Highly satisfactorily	4	8
Satisfactorily	12	24
Average	32	64
Dissatisfactory	2	4
Highly dissatisfactory	0	0
<b>Total</b>	<b>50</b>	<b>100</b>

**Interpretation**

From the table-7, it is observed that 8% of the employees are highly satisfied with the canteen facility provided by organization, 24% of employees are satisfied, 64% of the employees say that they feel average about the canteen facility in the organization and 4% of the employee feels dissatisfactory about the canteen facilities provided by the organization.

**Inference:** From the table-7 ,it can be inferred that most of the employees feel average about the canteen facilities provided by the organization.

**8. How do you rate leave policy of the organization?**

Table- 8		
Particulars	No. of responses	Percentage
Highly satisfactory	1	2
Satisfactory	21	42



Average	26	52
Dissatisfactory	1	2
Highly dissatisfactory	1	2
Total	50	100

**Interpretation:** From the table-8 it is observed that 2% of employees are highly satisfied with the leave policy of the organization, 42% feel satisfied with leave policy, 52% feel average, 2% of the employees feel dissatisfactory and 2% of the employees are highly dissatisfied about the leave policy of the organization.

**Inference:** From the table-8 and graph-8 it can be inferred that most of the employees feel average about the leave policy of the organization.

#### 9. Are you having transportation facilities?

Particulars	No. of responses	Percentage
Yes	24	48
No	26	52
Total	50	100

#### Interpretation

From the table-9, it is observed that 48% of the employee says that they are getting transportation facility and 52% of the employees states that they are not getting transportation facilities from the organization.

**Inference:** From the table-9 it can be inferred that most of the employee's opinion is that they are not getting transportation facilities from the organization.

#### 10. If yes, are satisfied with the same?

Particulars	No. of responses	Percentage
Very satisfied	2	4
Somewhat satisfied	25	50
Neither satisfied nor	15	30
Somewhat dissatisfied	4	8
Very dissatisfied	4	8
Total	50	100

#### Interpretation

From the above table-10, it is observed that 4% of the employees are very satisfied with the transportation facilities, 50% of the employees are somewhat satisfied, 30% of the employees are neither satisfied nor dissatisfied, 8% of the employees somewhat dissatisfied and 8% of the employees are very dissatisfied with the transportation facilities of the organization.

**Inference:** From the above table-10, it can be inferred that most of the employees are somewhat satisfied with the transportation facilities of the organization.

#### Findings, Suggestions and Conclusion

1. It is found that of the 36% respondents are working in the organization, since 1-2 years.
2. It is found that 48% of the respondents are satisfied with the working environment.
3. It is found that 86% of the employees are satisfied with the safety equipment provided by the organization.
4. It is found that 84% of the employees are satisfied with the medical insurance provided by the organization.
5. It is found that 80% of the employee's opinion is that they are getting maternity leaves for the female employees.
6. It is found that 64% of the employees feel good about worker's compensation provided.
7. It is found that 64% of the employees feel average about the canteen facilities provided by the organization.
8. It is found that 52% of the employees feel average about the leave policy of the organization.
9. It is found 52% of the employees say that they are not getting transportation facilities from the organization.
10. It is found that 50% of the employees are somewhat satisfied with transportation facilities of the organization.



### **Suggestions**

1. The canteen facilities provided by the organization are somewhat average, so in order increase the interest of the employee's interest, it is required to improve its canteen facilities.
2. The leave policy should be improved by the organization so as to retain employees.
3. Most of the employees are not satisfied with transportation facilities, since the organization is far from city, it should provide transportation facilities at free of cost.
4. The organization should provide proper overtime allowances for employees, as they feel average.

### **Conclusion**

From the analysis of data it can be concluded that human resource is one of the important source of any organization, one such organization where it is striving for its employees satisfaction.

Organization consists of heterogeneous people, their value and attitudes are different from one employee to another, some employees will be given recreation facilities and some will prefer only facilitative welfare facilities. The company should study the attitude of workers accordingly; satisfy the needs of the employees as far as possible.

According to D. Salva, CEO of whirlpool says that, "a person satisfied with any product they make the word of mirth add so workers also satisfied, they make the word mallet advertisement not only the company but they also motivate the customers to buy company product". So company should satisfy all categories of workers in the organization.

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