



## **EFFECTIVENESS OF LABOUR WELFARE MEASURES IN NEYVELI LIGNITE CORPORATION(NLC) OF INDIA**

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### **Introduction**

Labour welfare may be viewed as a total concept, a social concept and as a relative concept. The total concept is a desirable state of existence involving the physical, mental, moral and emotional well-being. These four elements together constitute the structure of welfare, on which its totality is based. The social concept of welfare implies the welfare of man, his family and his 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 terms of time and place.

It is a dynamic and flexible concept and hence its meaning and content differ from time to time, region to region, industry to industry and country to country, depending upon the value system, level of education, social customs and degree of industrialization and general standard of the socio-economic development of the people.

Labour welfare implies the setting up of minimum desirable standards and the provision of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation, etc. Such facilities enable the worker and his family to lead a good work life, family life and social life. So a study has been carried out on labour welfare measures provided at Neyveli Lignite Corporation.

### **Literature Reviews**

Zachariaiah (1954) describes the sample survey of manufacturing undertakings in Bombay, covered welfare services and working condition while surveying the factors affecting industrial relations. It was observed that better working conditions and adequate provisions of welfare services would contribute to harmonious industrial relations.

Frederick Herzberg (1968) suggested organizations that make commitments to creating the type of workplace cultures that fully engage employees at all levels continue to reap abundant financial rewards, as well as enhanced reputations among customers, potential customers and among skilled, top-performing prospective employees.

Walton (1973) defined eight major underlying factors for understanding quality of work life. These were adequate and fair compensation, safe and healthy working conditions, development of human competencies, growth and security, social integration, constitutionalization and total life space and social reliance.

Misra (1974) pointed out sociological analysis of the labour welfare problem of sugar industry. The analysis was based on the first hand data collected from the sugar factories of Eastern Uttar Pradesh.

Koshan (1975) Pointed out that inspite of statutory provisions and enforcing agencies in India, the welfare facilities were absent and the cement industry was the only one where provisions were adequately enforced. The study suggested that need for overhauling and tightening the machinery of inspection, appointment of welfare inspectors for different industries,.

Saiyaddin (1983) examined the purpose and cost of non-statutory welfare activities for the organizations. Five public and six private sector organizations were selected for the study. The study brought out an important conclusion that the most predominant theme in the minds of organizations when they think that of the voluntary welfare measures was not only the output and the efficiency but also the increasing loyalty and morale.

### **Research Gap**

After receiving national and international literature pertaining to labour welfare measures the researcher identified the scenario that remains and answered in particular labour welfare measures were addressed in private sector organization in India as well as in abroad. Therefore the researcher indented to explore labour welfare and their total effectiveness in a public sector organization of huge dimensions.

### **Objectives of the Study**

1. To present the Labour welfare practiced in NLC.
2. To study and impact of effectiveness of Labour welfare practices.



### Hypotheses of the Study

There is no significant impact of labour welfare measures on individual employees.  
There is no significant impact of labour welfare measures on the organization's efficiency.

### Methodology

The present research is based on both primary and secondary data. It is both analytical and descriptive in nature. The primary data is collected through structured questionnaires which consist of both optional type and statement in likert 5 point scale. The likert's 5 point scale ranges from strongly agree to strongly disagree. The optional type question is aimed at ascertaining the organizational profile of the employees. Whereas likert's 5 point scale statement are given to pursue the notion of the employees in NLC.

### Sample Selection

The multi convenient sampling method was applied to collect and select the primary data. This sampling method is justified as follows: The whole of NLC was downsized based on labour welfare measures in the first stage of sampling. The second stage is preceded with employer and employee working in the Neyveli Lignite Corporation. After these two stages, the convenient sampling method is applied to obtain the responses from the employees. Hence, the multi stage sampling method is justified to collect the samples from the Neyveli Lignite Corporation.

### Data Analysis

The researcher used KMO Bartlett's test of sphericity, factor analysis, mean, standard deviation and variance are used to identify the factors.

### Analysis and Discussion

Factor analysis has been applied to analyze a large number of variables by identifying common and unique sets variance that are referred to as dimensions, factors, or components. It allows the researcher to summarize and reduce the data. The process of summary and reduction allows the data to be described by a much smaller number of variables than the original. In this study, the researcher has taken all 43 elements of employee's satisfaction towards labour welfare measures practiced in NLC in Neyveli and the results are discussed below:

### Factor Analysis of Employees Satisfaction towards Labour Welfare Measures

The labour welfare measures as a concept requires a specific and congenial climate to take roots. It enriches the work life in an organization and aims to link productivity with a sense of personal fulfillment. Labour welfare measures involve all management decisions and practices that directly, affect or influence the employees in an organization. The development of effective labour measurement practices helps in retaining best employees is the main resources has been critical to an organization's success. Factor analysis by the principal component method is applied on all 44 variables of employees labour welfare measures. The following results are obtained for the classification of the factors.

**Table 1, Employee's satisfaction towards labour welfare measures**

| Rotation Sums of Squared Loadings |                  |                 |
|-----------------------------------|------------------|-----------------|
| Total                             | % of<br>Variance | Cumulative<br>% |
| 7.158                             | 16.269           | 16.269          |
| 6.471                             | 14.706           | 30.975          |
| 3.653                             | 8.301            | 39.276          |
| 2.684                             | 6.100            | 45.376          |
| 2.419                             | 5.497            | 50.873          |

Extraction Method: Principal Component Analysis.

The Table 4.12 allows inferring that 44 variables of Employees satisfaction towards labour welfare measures practiced in NLC are classified into 5 major factors. These variables explain cumulative total variance of 50.873 per cent. Table 4.12 presents the variables and variable loadings on each factor.



**Table 2, Variables and Variable loadings for Employees satisfaction towards labour welfare measures**

| Item  | Variables/Factors   | Variable |
|---|---|----------|
| <b>Factor I – Transportation Facilities</b> |   |          |
|   | The organizations arrange bus facilities to reach the work spot                 | .813     |
|   | The public transport facilities are available in NLC                            | .807     |
|   | The buses are coming in appropriate timings                                     | .782     |
|   | Employees are given proper conveyance allowance                                 | .757     |
|   | The organization also provide transportation facilities for spouse and children | .691     |
|   | The organization operate adequate number of buses to meet the employees crowd   | .675     |
|   | Employees are given proper timings to use the vehicles of the organization      | .456     |
|   | The organization gave other petrol conveyance for personal vehicles             | .462     |
| <b>Factor II – FAMILY WELFARE MEASURES</b>  |   |          |
|   | Periodically NLC organizes recreation programmes for the families               | .669     |
|   | The employees children periodically have get together functions                 | .665     |
|   | The recreational clubs are available in the premises                            | .651     |
|   | Crèche facilities are provided to NLC employees children                        | .620     |
|   | The children are given proper space for play grounds                            | .533     |
|   | NLC provides guidelines to prevent sexual harassment                            | .492     |
|   | The maternity leave is given with full salary to women employees                | .488     |
|   | NLC provides refreshment service centers in the work place                      | .411     |
|   | The availability of appropriate lighting and ventilations                       | .401     |
| <b>FACTOR V – MEDICAL FACILITIES</b>        |   |          |
|   | The medical care is taken immediately for any physical injury                   | .700     |
|   | Work loan of the employees is measured on the basis of medical grounds          | .658     |
|   | Good dispensaries are available at the NLC township                             | .653     |
|   | The medical facilities available for the free of cost                           | .650     |
|   | Periodic health checkup is done by the medical health inspector                 | .588     |
|   | The referral hospitals are well connected to NLC medical facilities             | .532     |
|   | The employees are given proper rest timings after the treatments                | .475     |
|   | Medical inspectors are well qualified to handle any diseases                    | .487     |

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization., A Rotation converged in 8 iterations.

It is observed that Employees are satisfied by their organization practicing the labour welfare measures are determined by five factors namely transportation facility, family welfare measures, educational facilities, work place facilities and medical facilities.

### Findings and Conclusion

The overall conclusion establishes that there is considerable agreement that a focus on the organizations outcomes of the labour welfare measures must be coupled with increased attention to employee satisfaction for both productivity and retention purposes. The labour welfare measures such as transportation facility, family welfare measures, educational facilities, work place facilities and medical facilities need an implicit and explicit underpinning of trust and ethics. Loss of this trusting culture leads to loss of best employees for the organization. The importance of employees as a source of competitive advantage becomes more evident as service-oriented and knowledge-based corporations dominate the economy.

### References

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