



A STUDY ON EMPLOYEE WELFARE MEASURES AND THE LEVEL OF EMPLOYEE'S SATISFACTION WITH REFERENCE TO BOJARAJ TEXTILES MILLS, THENI

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Abstract

Labour welfare activity in India was largely influence by humanitarian principles and legislation. Labour welfare is an important facet of industrial relations the extra dimension, giving satisfaction to the worker in way, which even a good wage cannot. With the growth of industrialization and mechanization, it has acquire added importance in our modern industrial society the concept of the labour welfare has seemed significant importance because is it closely associated with the productivity of labour turnover absenteeism, moral and other economic, non-economic consideration of labour.

Keywords: Labour, Welfare Measures, Satisfaction, Safety, Morale.

Introduction

The international labour organization (ILO) defined labour welfare as “such services, facilities and amenities as adequate canteen, rest and recreation facilities, arrangements for travel to work place and for the accommodation of workers, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed”.

Labour welfare is depending on certain basic principles, which must be kept in mind and properly followed to achieve as a successful implementation of welfare programme.

- Principles of adequacy of wages
- Principles of social responsibility of industry
- Principles of re-personalization
- Principles of totality of welfare
- Principles of co-ordination or integration
- Principles of association of democratic values
- Principles of responsibility
- Principles of accountability
- Principles of timelines
- Principles of self-help.

Labour welfare practices in India

Many welfare amenities described in the main report of the labour investigation committee of 1946 have become a part of the employer's statutory obligation the different methods of welfare amenities are organized to day for industrial workers are:

- Sanitary and hygienic facilities
- Rest facilities
- Feeding facilities
- Medical facilities
- Family planning
- Transport facilities
- Housing

In India, the concept of labour welfare has undergone so many changes and developments many acts were passed and committees formed to improve the welfare measures of the workers.

Objectives of the Study

To study the over all labour welfare measures and level of employee satisfaction in Bojaraj Textile Mills, Theni.

- ☞ To know the labour welfare facilities provided by Mill.
- ☞ To know the level of satisfaction about the facilities offered.
- ☞ To find out the inadequacies in the welfare measures.
- ☞ To suggest suitable policy measures to motivate the employees to wards the company's objectives.



Methodology

Research is defined as a scientific and systematic search for pertinent information's on a specific topic. It also refers to a search for knowledge. Search comprises defining and redefining problems formatting hypothesis suggested solutions, collecting organizing and evaluating data, making deductions and reaching conclusions and testing the conclusion.

Research Design

The descriptive research studies are those studies, which are concerned with describing the characteristics of a particular individual or a group (demographic characteristics). In the study the researcher has used the descriptive methods of research.

Date Collection: The study depends on primary data and secondary data.

Primary Data: The primary data is collected through interaction with personnel at all level on HR perspective the researcher has constructed questionnaire.

Secondary Data: The secondary data were collection from the company profile policy, letter, relevant manual; notification in the office communication (IOC) verified assessment report, statement of account, p/c statement (audit reports) statutory records are offered for study. Relevant supportive/authentic document are offered for verification.

Sampling Design: Under the simple random sampling each member of the population has a known and equal chance of being selected in the study, the researcher used the simple random sampling methods for the research from the total population.

Sample Size: The size of the sample was finalized to 100 samples after considering the factors like the extent of error, degree of confidence etc.

Structure and Function Bojaraj Mills

Labour welfare work aims at providing such service facilities and amenities as would enable the workers employed in factors to perform their work in healthy, congenial surroundings conducive to good health and high morale hence very organization has to provide welfare measures to their as per the law in the same way Bojaraj Mills also has adopted various measures for the welfare of the labour welfare work may be statutory Voluntary or mutual. Apart from that are also non-statutory measures in order to motivate the workers.

Statutory Measures

1. Cleanliness

The company takes every necessary step to keep the factory and the entire surroundings to be clean and sanitary condition. The sweepers and scavengers keep the premises clean in charge of maintenance there are proper drainage facilities hence the premises are mosquito free.

2. Ventilation and Lighting

Effective and suitable provisions have been made for the circulation of fresh air and to make the workers fee comfort the workers feel sufficient about existing ventilation and lighting facilities inside the factory premises. Electrical lamps are provided inside the factory premises and around the company premises.

3. Drinking Water

The company has made effective and proper arrangement to provide and maintain drinking water convenient situated for all workers in the factory drinking water is providing water collar conversed with in places inside the factory ever silver tumblers are also provided for thus use of workers the water collars are cleaned very day and the water is kept pure.

4. First Aid Appliances

As per the factories act, 1948 the first aid box must be provided the company had provided first aid box with all first aid appliances the first aid is placed in an easily assessable place.

5. Salary Advance : Salary advances is given to employees for marriage in their family and for medical treatment purposes.

6. Medical Leave : Medical leave accumulation up to 30 days is allowed.

Functions

1. Cotton Godown

This company is getting their raw material. viz., ginned cotton prom their approved Sub contractors. The management procures the requirement of cotton prom the sub-contractors. The cotton supervisor and store inventory controller maintain the list of approved sub-contractors. The total quality of cotton separated in accordance with rate and quality. The cotton



supervisor weighs each bale, register the weight and finally store in the godown. The stock of cotton is periodically inspected by the management.

2 Mixing

The raw materials are issued in form of bales as per the mixing chart issued by the management. The cotton supervisor issues the basis for mixing and records the same in the register.

Then the bales are opened and the cotton is spread and mixing by hand. Different types of yarn are manufactured just changing the mixing pattern.

1. Blow Room

The mixed cotton is fed through this machine to remove dust and other foreign materials. After removing the dirt the clean cotton is rolled over a supporting roller. This roller is called lap. Different sizes of cotton are rolled in different rollers. According to the company norms, these sections have manual labour per shift at the production rate of at least 6500kgs man daily. The machine is kept idle for 4 hours daily for cleaning purpose in all three shifts.

4. Carding

This is also for cleaning the cotton. The lap so obtained in the blow room is the input material for carding section. The aim of this section is to remove any short fiber and dust and also to straighten the fiber. The output from this machine is called sliver and rolled into the plastic cans called cardigans.

5. Drawing

The aim of this process is to increase the fiber length and to reduce its diameter. The sliver is joined together by applying the drawing process. The machine is having three rollers and the function of this roller is to adjust the thread diameter different size, just by adjusting the rollers.

6. Simplex

The sliver came out from the drawing process by applying a twist and the drawn sliver is called rollers. In the simplex process the rollers are further twisted to obtain thick yarn. There are two machines in the company each machine contains 144 to 148 spindles.

7. Spinning

This is the final stage of the process where pure, dust free yarn is obtained. This contains 13 machines. The output yarn is rolled over a plastic bobbin which differs according to the count to the following table.

Data Analysis and Interpretation

Table -1, The Age Group of Respondents

S.NO	Particulars	No. of Respondents	Percentage
1	20 -25 Years	40	40
2	26-30 Years	26	26
3	36 – 30 Years	28	28
4	Above 40	6	6
Total		100	100

Source: Primary Data

Above table reveals that 40% of the respondents are come under the age group of 20-25 years, 28% of them are fall under the age group of 36-40 years, 26 % of them are belong to the age group of 26-30 years and only 6% of them are belong to the age group of above 40 years.

Table -2, The Sex Variation Of Respondents

S.No	Particulars	No. of Respondents	Percentage
1	Male	54	54
2	Female	46	46
Total		100	100

Source: Primary Data

The above table indicates that out of 100 respondents 54% of the respondents are male and remaining 46% are female.

Table -3, The Marital Status of Respondents

S.No	Particulars	No. of Respondents	Percentage
1	Married	62	62
2	Unmarried	38	38
Total		100	100

Source: Primary Data



The above table indicates that out of 100 respondents 62% of the respondents are married and remaining 38% are unmarried.

Table -4, The Educational Qualification Of Respondents

S.No	Particulars	No. of Respondents	Percentage
1	Below 10 th std	14	14
2	10 th std	24	24
3	Higher Secondary	38	38
4	Others	24	24
Total		100	100

Source: Primary Data

Above table reveals that 38% of the respondents are educated higher secondary, 24% of them are getting SSLC.

Table -5, Department- Wise Classification of Respondents

S.No	Particulars	No. of Respondents	Percentage
1	Spinning	38	38
2	Weaving	22	22
3	Sizing	40	40
Total		100	100

Source: Primary Data

Among the number of respondents, 40% of them are sizing and 38% of them are spinning and 22% of them are weaving.

Table -6 ,The Welfare Measures Provided by The Company of Respondents

S.No	Particulars	No. of Respondents	Percentage
1	Yes	100	100
2	No	-	-
Total		100	100

Source: Primary Data

The above table Shows welfare measures provided. Among the interviewed persons 100% respondents are benefiting by the organization.

Table -7,The Salary/Gross Pay Details of Respondents

S. No	Particulars	No. of Respondents	Percentage
1	Below Rs. 2,500	24	24
2	Rs. 2,500 – Rs. 5,000	42	42
3	Rs. 5,000 – Rs. 8,000	22	22
4	Above Rs. 8,000	12	12
Total		100	100

Source: Primary Data

Above table reveals that 42% of the respondents are getting between Rs. 2,500 – Rs. 5,000, 24% of them are getting below Rs. 2,500, 22% of them are getting between Rs. 5,000 – Rs. 8,000, and 12% of them are getting above Rs. 8,000.

Table -8,The Safety Education And Safety Measures Like Fire Prevention, First aid And Production Equipments

S. No	Particulars	No. of Respondents	Percentage
1	Highly satisfied	34	34
2	Satisfied	26	26
3	Neutral	22	22
4	Dissatisfied	18	18
Total		100	100

Source: Primary Data

Above table reveals that, 34% of the respondents are highly satisfied, 26% of them are satisfied, 22% of them are neutral and 18% of them are dissatisfied.

Table -9 ,The Canteen Facilities

S. No	Particulars	No. of Respondents	Percentage
1	Highly satisfied	45	45
2	Satisfied	28	28
3	Neutral	16	16
4	Dissatisfied	11	11
Total		100	100

Source: Primary Data



Above table reveals that, 45% of the respondents are highly satisfied, 28% of them are satisfied, 16% of them are between neutral and 11% of them are dissatisfied.

Table -10, The Lighting Facilities

S. No	Particulars	No. of Respondents	Percentage
1	Highly satisfied	22	22
2	Satisfied	32	32
3	Neutral	28	28
4	Dissatisfied	18	18
Total		100	100

Source: Primary Data

Above table reveals that, 32% of the respondents are satisfied, 28% of them are getting neutral satisfaction, 22% of them are highly satisfied and 18% of them are dissatisfied.

Correlation

The table shows that the relationship between age and educational qualification

X	Y	X ²	Y ²	XY
40	14	1600	196	560
26	24	276	576	624
28	38	784	1444	1064
6	24	36	576	144
100	100	2696	2792	2392

Formula

$$r = \frac{\sum xy}{\sqrt{(\sum x^2) \sum y^2}}$$

$$r = \frac{2392}{2743.6}$$

$$r = 0.8718$$

Conclusion

This is a positive correlation. There is relationship between age and educational qualification.

Correlation

The table shows that the relationship between sex And marital status

X	Y	X ²	Y ²	XY
54	38	2916	1444	2052
46	62	2116	3844	2852
100	100	5032	5288	4904

Formula

$$r = \frac{\sum xy}{\sqrt{(\sum x^2) \sum y^2}}$$

$$r = \frac{4904}{5158.4}$$

$$r = 0.9504$$

Conclusion

This is a positive correlation. There is relationship between sex and marital status.

Canteen Facilities Vs. Drinking Water Facilities Awareness

Canteen facilities / Drinking water facilities	Highly satisfied	Satisfied	Neutral	Dissatisfied	Total
Highly satisfied	16	10	6	4	36
Satisfied	8	6	2	2	18
Neutral	12	6	5	3	26
Dissatisfied	9	6	3	2	20
Total	45	28	16	11	100

Level of significance = 5%



$$\begin{aligned} \text{Degrees of freedom} &= (r-1) (c-1) \\ &= (4-1) (4-1) \\ &= 9 \end{aligned}$$

From calculation, the value of $\chi^2 = 0.3289$

Table value $\chi^2 = 0.9515$

Here

$$\chi^2 \text{ calculated value} > \chi^2 \text{ table value}$$

i.e.,

$$0.9515 > 0.3289$$

We reject null hypothesis (HO) and accept alternative hypothesis (H1). Thus, there is a significant difference between education of respondents and their sources of awareness.

Salary Vs. Bonus of Awareness

Salary / Bonus	Highly satisfied	Satisfied	Neutral	Dissatisfied	Total
Highly satisfied	9	4	6	5	24
Satisfied	16	8	12	6	42
Neutral	7	5	6	4	22
Dissatisfied	6	3	1	2	12
Total	38	20	25	17	100

$$\text{Level of significance} = 5\%$$

$$\begin{aligned} \text{Degrees of freedom} &= (r-1) (c-1) \\ &= (4-1) (4-1) \\ &= 9 \end{aligned}$$

From calculation, the value of $\chi^2 = 0.3289$

Table value $\chi^2 = 0.9515$

Here

$$\chi^2 \text{ calculated value} > \chi^2 \text{ table value}$$

i.e.,

$$3.0653 > 0.3289$$

We reject null hypothesis (HO) and accept alternative hypothesis (H1). Thus, there is a significant difference between education of respondents and their sources of awareness.

Findings

- 40% of the respondents belong to the age group of 20-25 years and 6% of the respondents belong to above 40 years age group.
- Most 54% of the respondents are male and remaining 46% of the respondents belong to female category.
- 62% of the respondents are unmarried and remaining 38% of the respondents belong to married category.
- 38% of the respondents are studied up to higher secondary level and 24% of the respondents belong to other and SSLC category like illiterate etc.
- 40% of the respondents are sizing department and remaining 38% of the respondents are belong to spinning department category.
- 100% of the respondent 's welfare measures provided by the company.
- 42% of the respondents belong to the salary by gross of Rs. 2,500 – Rs.5, 000 and 12% of the respondents belong to above Rs. 8,000 salary pay numbers in the company.
- 34% of the respondents are highly satisfied and 18% of them are dissatisfied with safety education and safety measures like fire prevention, first aid and production equipments in the company.
- 45% of the respondents are highly satisfied and 11% of them are dissatisfied with canteen facilities in the company.
- 32% of the respondents are satisfied and 18% of them are dissatisfied with lighting facilities.
- 46% of the respondents are satisfied and none of them are highly dissatisfied with drinking water facility provide by the company.
- 30% of the respondents are highly satisfied and 20% of them are dissatisfied with medical facilities provided by the company.



Chi – Square Test Result

- It is found the there is a significant difference between canteen facilities vs. drinking water facilities awareness.
- It is found the there is a significant difference between salary Vs. bonus of awareness.

Correlation Result

- This is a positive correlation. There is relationship between age and education qualification.
- This is a positive correlation. There is relationship between sex and marital status.

Suggestions

- The company should provide adequate transport facility to their employee.
- The company should take care about the cost and quality of the food item in the canteen.
- The company should provide adequate loan facility to the employees.
- The company should properly settle the statutory compensation to the employees.
- The company should provide the proper training and development programme to the employees.

Conclusion

It is realized from the study that the relationship between employer and employee in the mill is quite awesome and the company has not met a simple strike or lockout.

The study reveals that almost all the employees are satisfied with the welfare facilities provide by the mill except few drawbacks like transport facility, training and development programme, but it can be rectified through the proper implementation job satisfaction measures. Management must make necessary research frequently about the product as well as labour welfare measures prevailing in the company and also get feedback from the employee's part to overcome the problems faced by them. The suggestions given in this study will improve the morale of the employees and thus improve their efficiency and production.

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