"A STUDY ON VARIOUS WELFARE MEASURES EXITING IN POLYMER INDUSTRIES AND EXHIBIT THE EMPLOYEES' VIEW ON THE LEVEL OF EXISTENCE OF EMPLOYEE WELFARE MEASURES AT THE POLYMER UNITS".

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Abstract
Welfare of labour is an important aspect today which we cannot ignore industry. It is essential to make safety and other welfare arrangements for labour and security against economic fear is the minimum that has to be secured to its people in the country. The role of International Labour Organization in certain standards are social significant. Social security is the security that the State furnishes against the risks which an individual of small means cannot, today, stand up to by himself even in private combination with his fellows. The quest for social security and freedom from want and distress has been the consistent urge of man through the ages. The Government and the factory owners must fully understand and a change in their outlook and attitude is desired to secure the industrial peace done under threat but on a clear understanding that whatever is good and is due to the given. Industry owners should treat the workers as co understand fully that if they desire to secure their due place in the industrial economy of the country they must think more in terms of responsibilities and duties and not interpret independence for impertinence and liberty for license. Sabotage and violence of all kinds and bitterness in thought, word and deed must be eschewed. Then alone a socialist Democracy is possible in this country and industrial relations of a higher order can be maintained for the benefit of the country and the community.

Key Words: Labour Organization, Social Security, Sabotage, Violence & Eschewed.

Introduction

Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment – ecological economic and social. Labour welfare includes both social and economic content of welfare social welfare is primarily concerned with the solution of various s problems of the weaker section of society like prevention of destitution and poverty. It aims at social development by such means as social legislation, social reform social service, social work, social action. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. Labour welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of wellbeing, happiness, satisfaction, conservation and development of human resources.

Management is absolutely essential in the present times in all organization, irrespective of their origin, nature and ownership. Every enterprise, established with a profit motive or some social, religious or such like other purpose, requires efficient management for its sustained progress. But management has been viewed differently by various scholars, depending upon their beliefs and comprehension. Some regard it as the force that runs a business and is responsible for its success and failure. Other perceives it as a means for achievement for desired result through group effort and by utilizing both human and non-human resources. Still others deem management to be a process comprising planning, organizing, staffing, directing and controlling. Also, some look on it as an instrument for designing and maintaining an environment conducive to the performance of individuals who are working together in a group towards accomplishment of some pre-determined objectives. Furthermore, some think that management merely implies certain tasks which the managers are supposed to perform. Thus, there numerous opinions on what 'management' actually involve.

Adequate levels of earnings, safe and humane conditions of work and access to some minimum social security benefits are the major qualitative dimensions of employment which enhance quality of life of workers and their productivity. Institutional mechanisms exist for ensuring these to workers in the organized sector of the economy. These are being strengthened or expanded to the extent possible. However, workers in the unorganized sector,

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who constitute 90 per cent of the total workforce, by and large, do not have access to such benefits. Steps need to be taken on a larger scale than before to improve the quality of working life of the unorganized workers, including women workers.

The employee welfare measures implemented at the polymer's units have been measured by the employee's view on various employee welfare measures at the units. Even though the welfare measures are too many, the present study confine to only 26 measures. These are dram from the review of previous studies (Rama Satyanarayana and Jayaprakash reddy, 2012[i]; Saiyadin, 1983[ii]; Misra, 1974[iii]; Kosar 1975[iv]; Sharma, 1997[v]; and Nagaraj, 2008[vi]). These are presented in Table 3.1.

Need For the Study
This employee problem affects the productivity and profitability of the small-scale units. It is essential to study the employee problems in order to provide a better policy implication to solve these problems. Hence, the present study has made an attempt to study welfare measures provided at polymer units.

Statement of the Problem
The employee problems at the SSI units are mounting up since there is no regular employment to the employees and also the employees are not interested to work regularly at their units. It increases the cost of acquiring untrained new labour force and also the provision of training to them. Even though they are trained, they are subjected with high absenteeism since they are willing to avail the fee-bies announced by the Government of India and Bangalore. These fee-bies not affect the mentality of the employees but also the profitability of the SSI units at the units. It affects the regional development during the recent past ten years. Hence, the present study has made an attempt to focus on this aspect.

Review literature
Phimister (2005)[1] found that gender differences in the wage and welfare provisions by the industries to their workers. He also measured the effect of urbanization on participation and wages determination at the industries. The urbanization has a significant positive impaction participation and wage determination at the industries.

Brockner et al., (2002)[vii] analysed the layoffs, job insecurity and survivors' work effort. They identified that the layoffs and job security have a significant impact on labour problems and its consequences. It adversely affects the labour productivity and increase the employee turnover intention.

Subramanya (2013)[viii] examined the social protection of the workers in the unorganized sector. He revealed that the social protection to the workers in unorganized sector in India is very poor. It leads to lot of labour problems.

Papola (2006)[ix] found that significant negative impact of labour problems among the employees on the job satisfaction and job performance among the

Joseph et al., (2006)[2] identified that the labour turnover intention is reduced because the firms are milling to provide enough incentives the employees at their organization.

1.5 Objectives of the study
1. To study various welfare measures existing in polymer industries.
2. To exhibit the employees' view on the level of existence of employee welfare measures at the polymer units.

1.6 Hypotheses of the Study

Based on the objectives of the study, the following hypotheses were framed.
1. There is no significant difference among the employees in Lesser Experienced (LEX) and Experienced (EX) units regarding their view on the level of existence of employee welfare measures, employee problems, employee turnover intention and its determinants.

1.7 Methodology

The research methodology is the way of systematically solving the research problem. It consists of research design, profile of the study area, sampling procedure, data collection, framework of analysis and limitations.

1.8 Research Design of the Study

The applied research design of the study is descriptive in nature because it has its own confined objectives and pre-determined methodology. Apart from this the present study tries to explain the employees background, employees view on factors leading join in the polymer units, employee welfare measures at the units, labour problems, labour turnover intention and its determinants and suggestive measures to solve the labour problems.

1.9 Profile of the Study Area

Bangalore is the capital of the Indian state of Karnataka. It has a population of about 8.42 million and a metropolitan population of about 8.52 million, making it the third most populous city and fifth most populous urban agglomeration in India. Located in southern India on the Deccan Plateau, at a height of over 900 m (3,000 ft) above sea level, Bangalore is known for its pleasant climate throughout the year. Its elevation is the highest among the major large cities of India.

1.10 Sampling Framework of the Study

The sampling framework of the study consists of determination of sample size and sampling procedure of the study.

Determination of Sample Size

The sample of the study is the employee working in the polymer units. The sample size of the study is determined with the help of the given formula.

$N = N/Ne2 + 1$

The sample size selected in both LEX and EX units is shown in Table 1.13.

Table 1.1: Determination of Sample Size

Sl.No.	Particulars	Sample size in LEX	Sample size in EX	Total
1	Population	289	1178	1467
2	Sample size n = N/Ne2 + 1, e=0.05	168	299	467

The sample size and the population in total are 467 employees out of 1467. The number of sample and population in LEX units are 168 and 289 respectively. Whereas in the EX units, these are 299 and 1178 employees respectively.
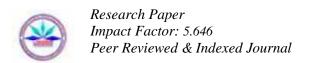
Sampling Procedure of the Study

Table 1.2: Distribution of Sampling

Sl.No.	Name of the Polymer Units	Number of Interview Schedule distributed	Number of Filled Interview Schedule Received
1	Dipika Plastic Industries	67	15
2	Pragati Polymers	53	13
3	Reinforced Plastic Industries	62	18
4	Avon Plastic Industries Private Limited	71	26
5	Komtech Plastic Technologies	58	21
6	Kohinoor Plastic Industries	54	19
7	Twilight Plastic Industries	38	15
8	Micro Plastics	49	13
9	Komtech Plastic Technologies	72	23
10	Tip Top Plastic Industries	55	19
11	Premier Plasmotec Pvt Ltd	37	13
12	Precision Plastic Industries Pvt Ltd	43	15
13	Sri Manjunatha Plastic Industries	25	9
14	Fortune Plastic Company	67	19
15	National Plastics	73	22
16	Shree Ram Polypacks	42	20
17	Raj Plastics	74	24
18	Rajalakshmi Plastic and Chemicals	34	21
19	Krishna Precision Plastics Pvt Ltd	65	18
20	Kothari Polymers	76	23
21	M V S Plastics Private Limited	81	16
22	Polywin Industries	72	18
23	M.S.Plastics	87	27
24	Diamond Plastics	64	23
25	Rainbow Plastic Industries	51	17
	Total	1467	467

The total number of interview schedule in the self-administered survey was 1467 sets. Purposive sampling method is applied in this research for selecting the sample. A form of non-probability sampling in which decisions concerning the individuals to be included in the sample are taken by the researcher, based upon a variety of criteria which may include specialist knowledge of the research issue, capacity and willingness to participate in the research. Based on the population the samples are collected through interview schedule. As a result, only 467 samples were chosen by using sample size formula and then used for further analysis using SPSS software version. The data analysis methods carried out for this research was descriptive analysis, scale measurement analysis and inferential analysis.

1.11 Sources of Data: The present study is completely based on the primary data. The secondary data collected from the books, journals and magazines were used to form the theoretical framework of the study and the review of literature. The primary data was collected personally with the help of structured interview schedule.

1.12 Framework of Analysis: The collected data were processed with the help of appropriate statistical tools. The tools were selected on the basis of the objectives of the study and the nature of scale of data. The selected statistical tools and its relevance of application are summarized below:

T-test: Several hypotheses in marketing are related to any parameters from two different populations. In order to find out the difference between two means related to any parameters, the 't' test has been applied.

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Analysis of Variance (ANOVA): One-way analysis of variance involves only one dependent variable or a single factor.

Multiple Regression Analysis: The impact of independent variables on the dependent variable is measured with the help of multiple regressions.

Exploratory Factor Analysis (EFA): Relationship among sets of many interrelated variables are examined and represented in terms of a few underlying factors.

Communality: It is amount of variance that will be shared with all the other variables being considered. This is also the proportion of variance explained by the common factor.

Reliability Co-efficient: It explains the reliability of the variables in each factor. It is also called as Crnbach alpha.

In the present study, the reliability co-efficient has been applied to test the internal consistency of variables included in each concept.

1.13 Limitation of the Study
The present study is subjected with the following limitations.
1. The scope of the study is limited to the registered polymer units at the Bangalore.
2. Since the study is completely based on the employees view on various aspects related to welfare measures, it may be subjected with the memory bias of the employees.
3. The linear relationship between the dependent the dependent and independent variables have been assured.
4. The units are divided into experienced and lesser experienced purposively.

1.14 Employee Welfare Measures Adopted In Polymer Units
The employee welfare measures implemented at the polymers units have been measured by the employee's view on various employee welfare measures at the units. Even though the welfare measures are too many, the present study confine to only 26 measures. These are dram from the review of previous studies (Rama Satyanarayana and Jayaprakash reddy, 2012[1]; Saiyadin, 1983[2]; Misra, 1974[3]; Kosar 1975[4]; Sharma, 1997[5]; and Nagaraj, 2008[6]). These are presented in Table 3.1.

Table 1.3: Variables in Employee Welfare Measures (Lwm) In Polymer Units

Sl.No	Variables in LWM	Sl.No	Variables in LWM
1	Casual Leave	14	Tea Allowances
2	Medical Allowances	15	Accident Insurance
3	Subsidized Price Food	16	Traveling Allowance
4	Medical Leave	17	Subsidized Medical Treatment
5	Subsidized Groceries	18	Festival Leave
6	Hospital Allowance	19	Subsidized Drugs
7	Earned Leave	20	Fire Insurance
8	Family Allowance	21	Education Allowance`
9	Privilege Leave	22	Group Insurance
10	Employee Insurance	23	Recreation Facilities
11	Rest Room Facilities	24	Get Together Arrangement
12	Canteen Facilities	25	Retirement Benefits
13	Provident Fund	26	Pension Plan

The employees are asked to rate the implementation of above said 26 welfare measures at five-point scale according to the order of implementation at their units.

Important Employee Welfare Measures At Polymer Units

The important welfare measures (IWM) adopted in polymers units have been identified with the help of exploratory factor analysis (EFA). The score of the 26 variables are included for the analysis. Initially, the validity of data for EFA has been tested with the help of KMO measure of sampling adequacy and Bartlett's test of Sphericity. Both these two tests satisfy the validity of data for EFA. The results of EFA are given in Table 3.2.

Table 1.4: Important Welfare Measures (Iwm) In Polymer Units

Sl.No.	IWM	No. of variables In	Eigen value	Percent of variation explained	Cumulative per cent of variation explained
1.	Allowances	6	3.5143	13.52	13.52
2.	Leave	5	3.0911	11.89	25.41
3.	Subsidies	4	2.8242	10.86	36.27
4.	Facilities	4	2.3991	9.23	45.50
5.	Benefits	3	2.0886	8.03	53.55
6.	Insurance	4	2.30143	7.75	61.28
KMO measure of sampling adequency:0.7039			Bartlelts test of sphericity chi.square value: 71.83*		

* Significant at Zero per cent level.

The first two IWMs are allowances and leave since their eigen values are 3.5143 and 3.0911 respectively. The per cent of variation explained by these two IWWS are 13.52 and 11.89 per cent. The next two IWWS are subsides and facilities since their eigen values are 2.8242 and 2.3991 respectively. The per cent of variation explained by these two IWMS are 2.8242 and 2.3991 respectively. The lost two IWMS are benefits and insurance since it's eigen values are 2.0886 and 2.0143 respectively. The per cent of variation explained are 8.03 and 7.75 percent respectively.

Discriminate IWM among the Employees in LEX and Ex Units

The level of employee's view on IWM in lesser experienced units may be differing from the view of employees in Ex. units. The present study has made an attempt to examine it with the help of two group discriminant analysis. Initially, the mean difference among the two groups of employees has been assessed. The discriminant power of IWM is measured by Wilk's Lambda. The results are given in Table 3.23.

TABLE 1.5: Mean Difference And Discriminant Power Of IWM Among Employees In LEX And EX

Sl. No.	IWM	Mean score among respondents in		Mean difference	't' statistics	Wilk's Lambda
1.	Allowances	2.3746	2.9148	-0.5402	-2.4033*	0.1249
2.	Leave	2.7915	3.1397	-0.3482	-1.5441	0.3886
3.	Subsidies	2.0331	0.5749	0.5418	-2.0488*	0.1968
4.	Facilities	2.5071	2.9739	-0.4668	-2.0488*	0.1845
5.	Benefits	1.8989	2.4107	-0.5118	-1.8808	0.2917
6.	Insurance	2.4638	3.1478	-0.6840	-2.7081*	0.1042

* Significant at five per cent level.

The significant mean differences are noticed in the case of allowances, subsidies, facilities and insurance since their respective mean differences are significant at five per cent level. The higher mean differences are noticed in the case of insurance and subsidies since their mean differences are -0.6840 and   -0.5418 respectively. The higher discriminant power of IWM has been noticed in the case of insurance and allowances since their respective Wilk's Lambda are 0.1042 and 0.1249. The significant IWM have been included to estimate the discriminant function. The unstandardized procedure has been followed to estimate the two-group discriminant function. The estimated function is:

The relative contribution of discriminant IWM in Total Discriminant score in noticed by the product of discriminant coefficient and the mean difference of the respective IWM. The results are shown in Table 1.6.

Table 1.6: Relative Contribution Of Iwm In Total Discriminant Score (Tds)

Sl. No.	IWM	Discriminant Coefficient	Mean Difference	Product	Relative contribution in TDS
1.	Allowance	0.1478	-0.5402	0.0798	22.34
2.	Subsidies	-0.0917	-0.5418	0.0497	13.92
3.	Facilities	-0.1887	-0.4668	0.0881	24.66
4.	Insurance	-0.2041	-0.6840	0.1396	39.08
	Total			0.3572	100.00
Percent of Cases Correctly Classified: 71.08.					

The higher discriminant co-efficient are noticed in the case of insurance and facilities since it's coefficients are 0.2041 and -0.1887 respectively. It shows the degree of influence of abovesaid IWM in the discriminant function. The higher relative contribution of discriminant IWM in TDS is noticed in the case of insurance ad facilities since it's relative contribution are 39.08 and 24.46 per cent respectively. The estimated two group discriminant function correctly classifies the cases to an extent of 71.08 per cent. The analysis reveals that the important discriminant IWM among the employees in LEX and EX. units are insurance and facilities which are highly perceived by the employees in Ex. units than by the employees in LEX units.

Findings

1. The employee Welfare measures adopted in polymer units have been measured with the help of 26 variables. The important welfare measures narrated by the factor analysis are allowances, leave, subsidies, facilities, benefits and insurance. The levels of view on the existence of allowances are higher among the employees in Ex units than that among the employees in LEX units.
2. The highly viewed variable in leave by the employees in LEX and Ex units are casual leave and festival leave respectively. The level of existence of leave facilities are higher at Ex units than that at the LEX unit.
3. The level of existence of subsidies are higher at the Ex units than that at the LEX units.
4. One of the important welfare measures identified by the factor analysis is facilities. The level of existence of facilities is higher at ex units than that at LEX units.
5. The level of existence of benefits at the polymer units are measured with the help of three variables. The level of existence of benefits at the Ex units are higher than that at LEX units.
6. Among the employees in LEX and ex units, the highly viewed variable in insurance is five insurance. The level of existence of insurance is noticed as higher at the Ex units than that at the LEX units.
7. The highly viewed important welfare measures by the employees at LEX units are leave and facilities whereas by the employees at Ex units are leave and insurance. Regarding the view on the level of existence of the employee welfare measures, the significant difference among the two group of employees have been noticed in the level of existence of allowances, subsidies, facilities and insurance.

Suggestions

Based on the findings of the study, the following suggestions are made:

Minimum Welfare Measures: It is very difficult to implement a well-established welfare measures like the measures at corporate in the polymer units. But the unit holders have to implement a minimum acceptable welfare measures to their employees because it may lead to employee's satisfaction and consequently, it enriches the profitability of the units.

Appointment of HR Personal: Even though, it is costlier to appoint one HR personal at the polymer units, it is the need of the era. When the unit holders compare the cost and return on the inclusion of one HR personal at their units, they can understand its importance.

Provision of Assured Employment : Since the most important problem perceived by the employees is job insecurity, the unit holders are advised to provide the assured employment to their employees throughout the year.

Conclusion

The study concludes that the level of existence of Employee welfare measures at the polymer units are varying four lesser to moderate. It is relatively higher in experienced units than in lesser experienced units. The employee problems among the employees are very higher at the lesser experienced units than at the experienced units.

Scope for Future Research

The Present Study is confined to analyse the opinion of the employees towards the welfare measures and problems in polymer industry. The future study may include the views of the employers of polymer industry towards the welfare measures and other problems of the employees in the polymer industry. The researcher may also examine the other factors influence the employee turnover intent in polymer industry.

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