



A STUDY ON LABOUR WELFARE MEASURES IN SAGO FACTORIES WITH SPECIAL REFERENCE TO NAMAKKAL DISTRICT

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Introduction

Workers are the backbone of any organization. Organizations are made up of people and function through people. The resources of money, materials and machineries are collected to co-ordinate and utilize by men and women. Human Resource Management is the art of procuring, developing and maintaining a competent work force to achieve the goals of an organization in an effective and efficient manner. HRM is concerned with most effective use of people to achieve organizational and individual goals. It is a way of managing people at work, so that they give their best to the organization. Human resources are heterogeneous. They consist of many different individuals, each of whom has a unique personality, a combination of different emotional responses to different attitudes, motives and different stimuli and modes of thoughts. Human beings behave in widely differing. They react differently to promises, praises and criticism. It is very difficult to predict their behavior especially in an organization where they work in groups. Modern employees are well educated, possess greater skills, have more sophisticated technology available for their use and enjoy higher standards for living than previous generation. If the workers are motivated, they will work for an organization effectively and efficiently. Of all the resources, manpower is the only one which does not depreciate with the passage of time.

Human resource management is concerned with the people dimension in management. It aims at developing head, hands and heart of every individual man and woman working in an organization. Human resource development is a process by which employees are helped in a continuous planned way to acquire capabilities required to perform various functions in connection with their present and expected future roles. A working organization, whether large or small consist of people that is the human resource. People who come to work together generally differ from each other in regard to their psychological build. Since all organized efforts are undertaken to make available some sort of goods or services, the human factor must be managed in such a way as to ensure its fullest contribution.

When individuals come to any workplace they bring not only their technical skill but also various personal feelings, perception, desires, movies, value and rivals, the individual in an organization is also the member of their own families in the first instance and an interacting member of a broad social system people in an organization manifest themselves not only through individual actions but also through group interaction. Therefore employees in an organization must not be dealt with only as a technical factor but also as human beings.

Statement of the Problem

Research project titled a A study on labour welfare measures in Sago factories with special reference to Namakkal district. In this research, researcher to know the labour welfare measures provide in the sago factories and to study the various dimensions of employee welfare measurers as perceived by the worker and the perception of the respondents regarding the various labour welfare provided to them and to suggest to suitable measures to enhance HRD intervention used to improve the welfare facilities. The study of the satisfaction level of various employees towards welfare measure with special reference to social security Sago factories gains importance.

Objectives of the Study

- To being out various welfare measures offered by the Sago factories to its employees.
- To study about the employees opinion towards working conditions.
- To study about the employees opinion in relationship with co workers.
- To study the importance of labour welfare measures.
- To evaluate the level of satisfaction among the workers about welfare measures provided by the sago factories in Namakkal district.

Scope of the Study

The scope of the study is to understand the present welfare measures in the Sago factories and how to enhance the performance of employees by adopting better welfare measures, the study is extended only to the respondents working in the Sago factories in Namakkal district. The welfare measure study includes both statutory and non-statutory measures. This study also helps the factors the make necessary changes to their welfare programmes.



Research Methodology

Research Design

The research problem having been formulated in clear cut forms, the researcher will to prepare a research design. That is he will have to state the conceptual structure within which research would be conducted. The preparation of such as design facilities research to be as efficiency as possible yielding maximal information. The researchers are used in descriptive research method. Descriptive research includes survey and a fact finding enquires of different kinds. The major purpose of descriptive research is description of the state of affairs.

Primary Data

To attain the objectives, this study was undertaken by using a well framed interview scheduled that was duly filled by the respondents, the respondents were selected within varying background based on the important aspect of the occupation, education, age area and so on sago factories in Namakkal District.

Secondary Data

The secondary data relating to the study was gathered from the record of various magazines and latest information was gathered from well equipped libraries and the interest web resources, further secondary data was also collected from leading journal such as HRD Times southern economist, journal of marketing and news papers.

Sampling

The sample size is certified to its nature of data collection, data collection is based on the primary data, convenience sampling procedure would be followed to select the respondents, the sample size is 141 and the interview schedule had been given to the employee of Sago factories in Namakkal district, the 94 respondents are selected in Namakkal taluk, 47 Respondents are selected in Rasipuram Taluk on the basis of convenience of the researcher.

Sampling Technique

The sampling technique used in this study is “convenience sampling” when the population elements for inclusion in the sample based on the ease of access, it can be called convenience.

Limitation of the Study

- The result also depends upon the integrity of respondents in giving true and fair opinion and their level of knowledge in the subject under the study.
- The study is limited to the willingness of the employees to answer the question appropriately.
- Few respondents hesitated to give opinion about their management.
- The main limitation is the study do not cover in the factories in Tiruchengode and Paramathi Velur Taluks.
- The validity of the study depends upon the reliability of the primary date.

Conclusion

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the factories in Namakkal District. The improvement in working conditions are suggested to improve effectiveness of the employee welfare measure like canteen Facilities, Drinking water, Rest room and Transport facilities which in turn would build the morale and increase the productivity of the employees. The project was basically done to find out the present satisfaction level of the employees regarding the welfare measures provided to them, with this also to make the factory aware about the employee’s dissatisfaction with certain welfare measures and give then appropriate sago factories to it. The feedback on the subject matter when evaluated threw light on the level of satisfaction of the factory is more than average specifications. Doing my project with sago factory has been a great experience as go to pain the new welfare measures. Finally I would like to conclude hoping satisfaction to excel in the year to come and to reach greater heights.