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A Study on Effectiveness of Labour Welfare Measures with Special Reference to ABT Industries-Diary Division

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ABSTRACT

Labour welfare is an important aspect of any industry. It acts as social security measures that contribute to improve the condition under which workers are employed. The present study was carried out to analysis the effectiveness of welfare measures in the organisation. The objective of the study is to find the effectiveness and satisfaction level of employees in ABT INDUSTRIES –Dairy Division. The universe of the study was the employees of the organisation; 60employees were drawn through proportionate stratified random sampling from the population of 150 employees. The questionnaire method was adopted by the researcher for data collection from the employees. The main finding was that the employees were highly satisfied on their welfare measures provided in the organisation.

KEYWORDS : Labour Welfare, Effectiveness, Social Security, Satisfaction, Organisation.

INTRODUCTION:

Labour welfare is an important fact of industrial relation, the extra dimension, giving satisfaction to the worker in a way which evens a good wage cannot. The worker cannot cope with the pace of modern life with minimum sustenance amenities. He needed an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. Today, Labour welfare has been generally accepted by employers. The state only intervenes to "widen the area of applicability". It is now accepted that it is a social right. The Committee on Labour Welfare (CLW), formed in 1969 to review the labour welfare scheme, described it as social security measures that contribute to improve the conditions under which workers are employed in India.

CONCEPT OF LABOUR WELFARE:

Welfare connotes a condition of well-being, happiness, satisfaction conservation and development of human resources. According to the Committee of Labour Welfare, welfare services should mean: "such services, facilities, and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from place of work, and for the accommodation of workers employed at a distance from their homes; and such other service, amenities and facilities, including social security measures, as contribute to the conditions under which workers are employed".

DEFINITION:

Labour welfare means anything done for the comfort and improvement , intellectual or social, of the employee over and above the wages paid which is not necessity of the industry

- Arthur James Todd

Labour welfare may be understood as including such services facilities and amenities, which may be established in, Orin the vicinity of undertakings to perform their work in healthy and congenial surroundings and to avail of facilities which improve their health and bring high morale

- ILO report

NEED FOR LABOUR WELFARE:

The need for labour welfare arises from the very nature of industrial system which is characterised by two basic factors: one the conditions under which work is carried on are not congenial for the health and second when a labour joins an industry has to work in an entirely strange atmosphere, which create problem of adjustment.

The need for labour welfare was strongly felt by the committee of royal commission on labour as far back as in 1931. The resolution passed by the national congress for fundamental right and economic programme, in 1931 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 labour, suitable machinery for settlement of disputes between employers and workmen and protection against the economic consequences of old age, sickness and unemployment. The planning commission also realised the necessity of labour welfare. Therefore proper organisation and administration welfare facilities can play a vital role in promoting better working conditions and living standards for industrial workers and also increase the productivity especially in developing countries.

HEALTH OF THE WORKERS:

Health is an important factor unless the health is not in proper condition it leads to absenteeism of the worker, so the working environment must be healthy and hygienic one to the workers to work in a smooth way to increase production. Section 11 to 20 of Factories Act, 1948 deals with the Health measures.

SAFETY MEASURES:

Safety is a basic and primary requirement in a factory. Unless body, mind and life of workers are secured, smooth and proper working can't be ensured in any factory. Section 21 to 41 of Factories Act, 1948 deals with the security and safety measures

WELFARE OF THE WORKERS:

Welfare is a well-being measure given to the workers to improve their working condition and their life. Section 42 to 50 of Factories Act, 1948 deals with the Welfare measures.

REVIEW OF LITERATURE:

An exploratory study was conducted by **Mr Paul M. Ong and Shannon Mc** (**2000**), the title was "Welfare to work and the Entry level Labour Market". That study suggested that to provide health insurance even if they did not receive cash aid. And found that the welfare facilities good means it is very easy in the labour market, the labour also give preference to that organization.

A study on Workers Opinion about Welfare Facilities at **Sakthi Suger Ltd., Sakthinagar – Bhavani** was conducted by **S. Venkadasubhu (2002).** In the study his objective was to find out the workers opinion about the existing welfare facilities. In the study, majority of the respondents were having good opinion towards drinking water, leave and holiday facilities, educational facilities provided to their children, quality of the things available in the co-operative stores, housing facilities and satisfactory opinion towards canteen, training programme, cleanliness and intervals of rest.

RESEARCH METHODOLOGY:

OBJECTIVES OF THE STUDY:

- To study the socio economic background of the employees
- To study the effectiveness of labour welfare measures
- To find out the satisfaction level of employees towards welfare measures in ABT Industries – Dairy Division.
- To know about employees opinion towards welfare measures prevailing in the concern.

RESEARCH DESIGN:

The researchers have adopted the descriptive research design to investigate and study the problem.

SAMPLING DESIGN:

The researchers used sampling design for this study is probability sampling. Sampling technique used is Simple random sampling – lottery method.

UNIVERSE:

The total number of employees in **ABT INDUSTRIES – DAIRY DIVISION LTD** constituted a universe for this research study. There are 150 employees employed in the study organization and they are regarded as the universe of the study.

SAMPLE SIZE:

From the universe of the study 60 employees were taken as a sample for the research study.

TOOLS USED FOR DATA COLLECTION :

The Researchers have used self-structured questionnaire to collect the required data.

MAJOR FINDINGS OF THE STUD :

- Majority of the respondents(85%)are male workers
- Majority of the respondents (82%) are highly satisfied with their employee mutual fund facilities.
- Majority of the respondents(75%) are highly satisfied with their family pension
- Majority of the respondents (72%) are highly satisfied with their provident fund.
- Majority of the respondents (87%) are highly satisfied with their shift timings followed in the organisation.
- Majority of the respondents (80%) are highly satisfied with their wages provided for overtime.
- Majority of the respondents (73%) are highly satisfied with their tea and lunch breaks provided in the organisation.
- Majority of the respondents (77%) are highly satisfied with their festival advance provided by the organisation.
- Majority of the respondents (78%) are highly satisfied with their sports day for employees and family provided in the organisation.
- Majority of the respondents (75%) are highly satisfied with their marriage fund provided by the organisation.
- Majority of the respondents (68%) are highly satisfied with their bonus provided by the organisation.
- Majority of the respondents (80%) are highly satisfied with their two local newspaper provided by the organisation.
- Majority of the respondents (68%) are highly satisfied with their working environment which provides an opportunity to learn more about profession or occupation.
- Majority of the respondents(68%) are highly satisfied with their first aid facilities
- More than half of the respondents (62%) are highly satisfied with their provision of free uniform facilities
- More than half of the respondents (65%) are highly satisfied with their provision of protective equipment provided in the organisation.
- More than half of the respondents (63%) are highly satisfied with their medical concession facilities
- More than half of the respondents (65%) are highly satisfied with their ESI facilities.

SUGGESTION:

- The company may concentration on the provision for drinking water near the canteen.
- The service provided by the canteen has to be improved.
- The canteen may develop good relationship with employees.
- The company may concentrate regarding their relationship with other department colleagues.
- The company may restructure the wages and salary level to satisfy all the employees.
- The company can take effective measures to control noise.
- More safety provisions should be given to the employees.
- More sophisticated masks should be given to the employees.
- Adequate housing facilities shall be provided to permanent employees.
- Rest room facilities shall be provided for employees. So that the employees can also take rest when there is necessity.
- Educational programmes should be conducted inside the company for the workers. So that it brings more discipline among them and educate them in other aspects.

CONCLUSION:

A study on the "Effectiveness of Labour Welfare Measures" Available in ABT Industries – Dairy Division Pvt. Ltd" shows the level of satisfaction of the employees towards various services. It was helpful in knowing the area of grievances and certain suggestion are given based on the study to redress them. The company can make an attempt to implement the suggestion to improve the level of satisfaction among employees.

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