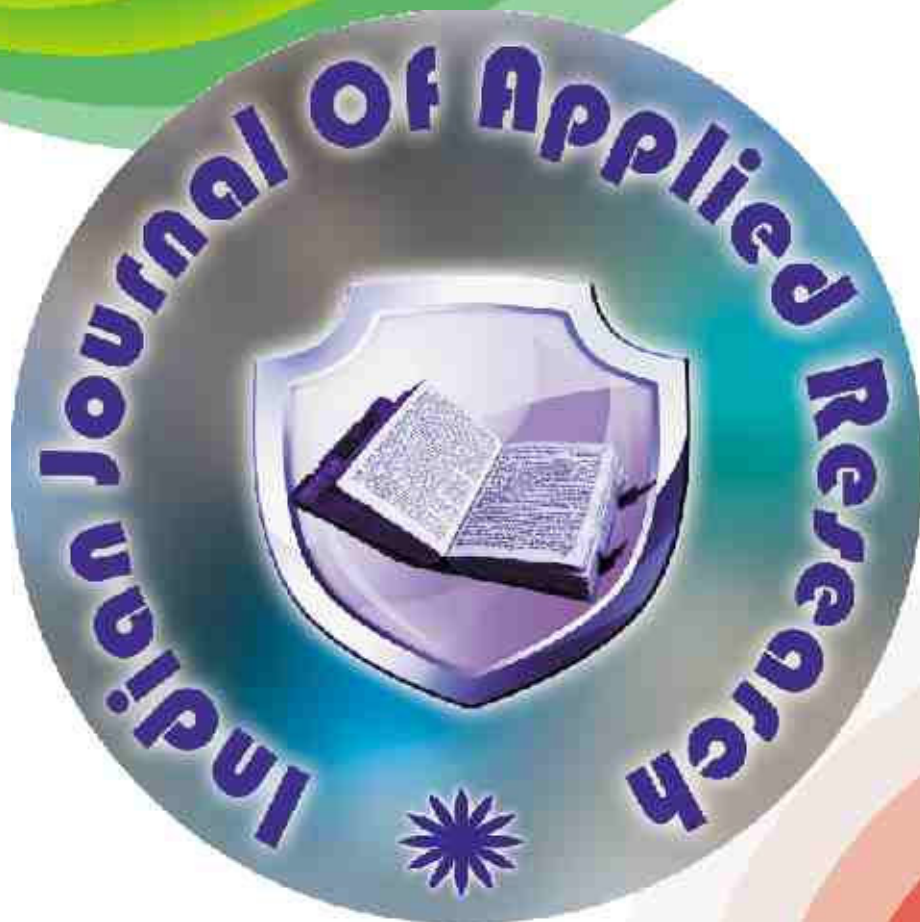


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Research Paper

Commerce



Labour Welfare Measures And The Extent Of Satisfaction Of Tirupur Garment Employees

* Mr. S. Hariharan ** Mr. N. Selvakumar
*** Dr .H. Balakrishnan

*, ** Assistant Professor, Department of Commerce CA, SNR Sons College, Coimbatore

*** Head, Department Commerce CA, SNR Sons College, Coimbatore

ABSTRACT

CLOTH an important basic necessity of human life next to food. The Readymade Garments plays a vital role in fulfilling the need of cloth. The garment industry of India contributing more to the economic development of our nation by foreign exchange earnings and providing employment opportunities. Since of high labour demanding industry, the every organisation and government should concentrate to satisfy the needs of the employees through the welfare measures. Welfare measures all over and above the wages paid to the employees and it includes improved working conditions, recreational facilities, insurance, industrial relations...etc. These measures are aimed at keeping the employee happy and satisfied in relation to quality work life, reduced stress, improved cultural & ethical values and it will results in better productivity with cost efficiency. This study attempts to examine the labour welfare measures and the extent of satisfaction of Tirupur Garment employees.

Keywords : Welfare Measures, Garments, Employees, Satisfaction

Introduction

Welfare includes anything that is done for the comfort and enhancement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Labour welfare activities are combinations of various steps, the cumulative effect of which is to grease the wheels of industry and society. Sound industrial relations can only be based on human relations and good human relations dictate that labour being, human being should be treated humanly which includes respect for labour dignity, fair dealing and concern for the human beings physical and social needs. In any industry good relations between the management and workers depend upon the degree of mutual confidence, which can be established. This, in turn, depends upon the recognition by the labour of the goodwill and integrity of the organization in the day to day handling of questions which are of mutual concern. Labour welfare activities are based on the plea that higher productivity requires more than modern machinery and hard work. It requires co-operative endeavour of the parties, labour and management. This is possible only when labour is given due importance and human element is taken into account at every stage.

Literature Review

A. Srinivasan, (1987) in his study titled "employees opinion on existing labour welfare facilities and their expectations" reveals that majority of the respondents are having satisfactory opinion towards working condition, washing facilities, canteen, drinking water, latrine, urinals, first aid

facilities etc and poor opinion towards restroom and cooperatives. Mr .N. Raja conducted a study on workers opinion about social security measures which revealed that majority of the respondents are having good opinion towards ESI, Provident fund, gratuity, Pension fund and Group Insurance Scheme. Mr. K. Prabakaran, (1992) conducted a study entitled " Labour Welfare Measures in Tirupur Textile mills" which revealed that majority of the respondents feel good towards canteen, washing facilities, cleanliness, SSI and satisfactory opinion towards latrines and urinals, ventilation and lighting facilities. The Reality behind the code - Working condition in Tirupur Garment Factories June 2001.many workers in Tirupur region are migrant workers, they come from poor rural areas of Tamil Nadu, where there is not enough employment and wages are low. Twelve factories were examined in this study and conclude that the violation of labour rights and welfare are not isolated and taking place on a large scale in India. The biggest obstacle of garment workers in Tirupur are lack of freedom, long hours work, forced overtime and low wage levels due to migrant workers due to migrant workers and so the welfare measures cannot be properly implemented. Mr. Svenkata Subbu (2002) conducted a study on job satisfaction of employees in Sugar mills, Erode which revealed that the majority of the respondents are having good opinion towards drinking water, leave and holidays, educational facilities to the children, quality of thing available in the stores and had satisfactory opinion towards canteen, training programmes, cleanliness and intervals of rest etc.

Objectives of the Study

The following are the objectives of the study

1. To study the level of satisfaction of various Labour welfare measures of Tirupur Garment employees.
2. To study the Labour welfare factors that determines the satisfaction of employees.
3. To suggest suitable recommendation to improve Labour welfare facilities to satisfy their employees.

Scope of the Study

The study will enable to know the Labour welfare measures and the extent satisfaction of Tirupur Garment employees.

Research Design

This study is based on survey method. Random sampling has been used in this study and survey consists of a sample of 150 respondents from Tirupur Garments. For analyzing the primary data, percentage analysis were used in this study. Chi-square Test is applied for Hypothesis testing.

Determinants of the Study

According to Advanced Learners Dictionary of Current English "Determinants is nothing but a quantity or thing determining the nature of a particular term or quantity or study" To determining the nature of the study the following determinants have been taken into consideration.

Cleanliness, Ventilation and temperature, Dust and fumes, Artificial humidification, Lighting, Drinking water, Latrines and urinals, Spittoons, First aid appliances Rest rooms, Canteen facilities, Facilities for sitting, Washing places, Educational Facilities, Housing Facilities, Transport Facilities, Recreational Facilities, Consumer Cooperative Societies, Provident fund, Pension, Deposit linked insurance, Gratuity, Medical benefit.

Findings

Table No 1 : Distribution of the Respondents Working environment

Sl. No	Factors	H/S	S	N	D/S	H D/S	Total
1	Cleanliness	22 (14.67)	96 (64)	18 (12)	14 (9.33)	NIL	150 (100)
2	Ventilation	34 (22.67)	66 (44)	26 (11.33)	24 (16)	NIL	150 (100)
3	Disposal of waste	22 (14.67)	68 (45.33)	38 (25.33)	22 (14.67)	NIL	150 (100)
4	Temperature	20 (13.33)	60 (40)	30 (20)	26 (17.33)	14 (9.33)	150 (100)
5	Lighting	46 (30.67)	70 (46.67)	22 (14.67)	8 (5.33)	4 (2.67)	150 (100)
6	Drinking water	50 (33.33)	72 (48)	24 (16)	4 (2.66)	NIL	150 (100)
7	Latrines & urinals	30 (20)	80 (53.33)	16 (10.67)	20 (13.33)	4 (2.67)	150 (100)
8	Lift facilities	24 (16)	32 (21.33)	40 (26.67)	28 (18.67)	26 (17.33)	150 (100)

Source: Primary Data

Table No 2 : Distribution of the Respondents Welfare & Amenities (Within the company)

Sl. No	Factors	H/S	S	N	D/S	H D/S	Total
1	First aid	54 (36)	80 (53.33)	10 (6.67)	4 (2.67)	2 (1.33)	150 (100)
2	Rest rooms & lunch rooms	16 (10.67)	64 (42.67)	34 (22.67)	26 (17.33)	6 (4)	150 (100)
3	Canteen facilities	32 (21.34)	80 (53.33)	36 (24)	2 (1.33)	NIL	150 (100)
4	Shift allowance	24 (16)	72 (48)	32 (21.34)	14 (9.33)	8 (5.33)	150 (100)
5	Safe drinking water	14 (9.33)	80 (53.33)	24 (16)	NIL	2 (1.34)	150 (100)

Source: Primary Data

(Figures in the parenthesis indicate Percentage to Total)

Table No 3 : Distribution of the Respondents Awareness of Medical Benefits

Sl. No	Facilities	No of Respondents			Total
		Fully aware	Partially aware	Not aware	
1	Immunization	32 (21.33)	90 (60)	28 (18.67)	150 (100)
2	Reimbursement of medical expenses	18 (12)	86 (57.33)	46 (30.67)	150 (100)
3	Maternity benefits	14 (9.33)	88 (58.67)	48 (32)	150 (100)
4	Family planning award	22 (14.67)	74 (49.33)	54 (36)	150 (100)
5	Group insurance	62 (41.33)	80 (53.33)	8 (5.34)	150 (100)
6	Medical centre facilities	26 (17.33)	90 (60)	34 (22.67)	150 (100)

Source: Primary Data

(Figures in the parenthesis indicate Percentage to Total)

Table No 4 : Distribution of the Respondents Welfare & Amenities (Outside the company)

Sl. No	Factors	H/S	S	N	D/S	H D/S	Total
1	ESI	54 (36)	80 (53.33)	10 (6.67)	4 (2.67)	2 (1.33)	150 (100)
2	Maternity benefits	16 (10.67)	62 (41.33)	36 (24)	26 (17.33)	10 (6.67)	150 (100)
3	Medical benefits	16 (10.67)	72 (48)	34 (22.67)	28 (18.67)	NIL	150 (100)
4	Gratuity	6 (4)	50 (33.33)	58 (38.67)	34 (22.67)	2 (1.33)	150 (100)
5	Pension funds	14 (9.33)	44 (29.33)	58 (38.67)	28 (18.67)	6 (4)	150 (100)
6	Educational facilities	4 (2.67)	58 (38.67)	40 (26.67)	38 (25.33)	10 (6.67)	150 (100)
7	Housing facilities	14 (9.33)	54 (36)	30 (20)	38 (25.33)	14 (9.33)	150 (100)
8	Workers cooperatives	20 (13.33)	60 (40)	40 (26.67)	20 (13.33)	10 (6.67)	150 (100)

Following are the findings of the study

- Most of the respondents feel that the working environment of the organization is satisfied except lift facility.
- Majority of the respondents feels that the welfare and amenities within the organization is satisfied.
- Majority of the respondents feels that the welfare and amenities outside of the organization is satisfied except gratuity and pension funds, which is in neutral level.
- Most of the respondents partially aware about the medical benefits provided by the organization and it results in average satisfaction in medical benefits provided by the organization.

Chi-square Analysis

The chi-square analysis is used to test the Hypothesis. All the tests are carried out at 5% level of significance.

Hypothesis 1

Ho = There is no significant relationship between personal factors and level of satisfaction of working environment.

Table No 5 : Chi-Square values Personal factors - Working Environment

Personal Factors	Calculated Chi-Square value	Chi-Square Table Value	S/NS
Age Group	9.6787	12.592	NS
Sex	0.0712	5.991	NS
Monthly Income	21.7943	12.592	S
Educational Qualification	15.0457	15.507	NS
Experience	0.4727	12.592	NS

Results: Monthly income status of the respondents alone has the significant result over the level of satisfaction of working environment of the organisation.

Hypothesis 2

Ho = There is no significant relationship between personal factors and level of satisfaction of welfare and amenities within the organisation.

Table No 6 : Chi-Square values Personal factors Welfare and Amenities (Within the Company)

Personal Factors	Calculated Chi-Square value	Chi-Square Table Value	S/NS
Age Group	6.1762	12.592	NS
Sex	2.3341	5.991	NS
Monthly Income	16.117	12.592	S
Educational Qualification	14.997	15.507	NS
Experience	1.8032	12.592	NS

Results: Monthly income status of the respondents alone has the significant result over the welfare and amenities within the organization.

Hypothesis 3

Ho = There is no significant relationship between personal factors and level of satisfaction of welfare and amenities outside the organisation.

Table No 7 : Chi-Square values Personal factors - Welfare and Amenities (Outside the Company)

Personal Factors	Calculated Chi-Square value	Chi-Square Table Value	S/NS
Age Group	20.741	12.592	S
Sex	8.2105	5.991	S
Monthly Income	9.8599	12.592	NS
Educational Qualification	16.97	15.507	S
Experience	16.514	12.592	S

S = Significant NS = Not Significant

Results: Age group, sex. Educational qualification and work experience of the respondents has the significant result over the welfare and amenities outside the organization.

Suggestions

The organization in Tirupur can consider the following suggestions of the researcher.

- Majority of the respondents partly aware of the medical benefits provided by the organization so the

organisation can make awareness with the employees about the medical benefits.

- The company should have to organize regular programme and lectures to create awareness between employees about the labour welfare to satisfy their needs.
- The company has to increase the welfare and amenities (outside the company) provided

Conclusion

The study reveals that the role of labour welfare measures to employees is influence on satisfaction of employees. Generally welfare measures are aimed at keeps the employees happy and also to improve their quality of work life, through which the organisation can improve their productivity. By this study the Tirupur garment employees are satisfied with the welfare measures provided by the organisation.

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