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The Welfare Facilities Available To The Workers In Paper Mills In Madurai

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ABSTRACT

In the present industrial scenario, the basic aim of every organization is to achieve optimum production of high quality and earn adequate profits to survive in the field, in this context various welfare measures are undertaken so as to promote good industrial relations and create congenial atmosphere. The employers have to satisfy all the needs of employees to make better profits. Besides giving good wages, the welfare facilities given to them play a vital role in achieving their objectives. By providing good welfare facilities, the workers feel a better working condition. The paper entitled "The welfare facilities available to the workers in Paper Mills in Madurai District" reveals that the workers are satisfied with the welfare measure provided to them in the factory. The Finding and suggestion given by the researcher will definitely help them to improve the welfare measure towards their workers.

Keywords : Welfare Facilities, Infrastructure Facilities, Satisfaction Level Of Workers

Introduction

All industries are made up of people and function through people, without people no industries exist. The resources for men, material and machinery are collected, co-coordinated and utilized through people. Human resource by themselves fulfill the objectives of an industries, they need to be united into a team. It is through the combined effects of people that material and monetary resource are effectively utilized for the attainment of common objectives.

According to Urwick. L.F., "Business houses are made broken in the long run not by market, capital, patents or equipment but by men". Of all the resource, manpower is the only resource, which does not depreciate with the passage of time. Hence it is the duty of every employer to safeguard the resource because without human resource no industrial unit can survive.

District Profile

Madurai district is one of the 32 districts of the state of Tamil Nadu, in southeastern India. The city of Madurai serves as the district headquarters. It houses the world famous Sri Meenakshi Sundareshwarar temple and is situated on the banks of river Vaigai. Thiruparankundram is one of the major tourist place in the district. Kazimar Periya Pallivasal and Madurai Maqbara in Kazimar Street are the oldest and major Islamic symbols in the city. According to the 2011 census Madurai district has a population of 3,041,038, roughly equal to the nation of Oman or the US state of Iowa. This gives it a ranking of 119th in India (out of a total of 640). The district has a population density of 823 inhabitants per square kilometer (2,130 /sq mi). Its population growth rate over the decade 2001-2011 was 17.95 %. Madurai has a sex ratio of 990 females for every 1000 males, and a literacy rate of 81.66%. Madurai district population is about 3,041,038 as of 2011, with a decennial growth rate of 18%. The 60% of the district is urbanised, and the literacy rate of the district is about 81.7%.

Objectives of the study

The present study about the workers in Paper mills Ltd. is undertaken with the following objectives

- To evaluate the statutory welfare benefits extended to the workers in the factory
- To identify whether there is any relationship between welfare benefits and demographical factors
- To suggest the ways to improve workers welfare benefits.

Methodology

This is an empirical study based on survey method. The data were collected from both primary & secondary sources. The Primary data has been collected from workers in various paper mills industries in madurai district through questionnaire. In addition to the primary data collected through questionnaire the researcher has discussion with the supervisor, manager and promoter. This helped the researcher to collect more valuable information. The secondary data has been collected from various records, files & registers from the factory and journals, pamphlets, internet etc...

Statistical tool for analysis

The data collected were analyzed and interpreted with the help of tables and charts. Likert's Scale and Chi-square test was used for this purpose.

$$\chi^2 = \sum (O-E)^2 / E$$

O = Observed frequency

E = Expected frequency

Degree of Freedom = (r-1)(c-1)

Hypothesis

1. Age of the respondents has no significant influence over the level of satisfaction towards welfare facilities
2. Gender of the respondents has no significant influence over the level of satisfaction towards welfare facilities

3. Experience of the respondents has no significant influence over the level of satisfaction towards welfare facilities
4. Income of the respondents has no significant influence over the level of satisfaction towards welfare facilities
5. Educational qualification of the respondents has no significant influence over the level of satisfaction towards welfare facilities
6. Marital status of the respondents has no significant influence over the level of satisfaction towards welfare facilities

Analysis and Interpretation

Table 1 : Age wise distribution of the respondents

Age	No. of Respondents	% Basis
Below 25 yrs	17	17
25 - 35 yrs	45	45
35 - 45 yrs	12	12
Above 45 yrs	26	26
Total	100	100

Source: Primary data

The researcher found out that most of the workers belongs to the age group between 25-35 i.e. 45 percentage, about 26 percentage of the workers belong to the age above 45 years, 17 percentage of the respondents belong to the age below 25 years and 12 percentage of the respondents belong to the age group 35-45 years.

Table 2 : Associations between age and satisfaction level towards various welfare facilities

Age	Satisfaction level		Total
	Satisfied	Dissatisfied	
Below 35 yrs	30	32	62
Above 35 yrs	20	18	38
Total	32	68	100

Source: Primary data

1. Age of the respondents has no significant influence over the level of satisfaction towards welfare facilities

Table 3 : Chi square test between age and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
30	31	1	0.0322
20	19	1	0.0526
32	31	1	0.0322
18	19	1	0.0526
	Total		0.1696

Calculated Value - 0.1696
 Table Value - 3.841
 Degree of freedom - 1

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence is can be concluded that there is no significant influence of age over satisfaction level towards various welfare schemes.

Table 4 : Gender wise classification

Gender	No. of Respondents	% Basis
Male	68	68
Female	32	32
Total	100	100

Source: Primary Data

The above table shows that about 68% of workers are male and remaining 32% are female.

Table 5 : Associations between gender and satisfaction level towards various welfare schemes

Gender	Satisfaction level		Total
	Satisfied	Dissatisfied	
Male	30	38	68
Female	19	13	32
Total	49	51	100

Source: Primary data

2. Gender of the respondents has no significant influence over the level of satisfaction towards welfare facilities

Table 6 : Chi square test between gender and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
30	33.32	11.0224	0.3308
19	15.68	11.0224	0.7029
38	34.68	11.0224	0.3178
13	16.32	11.0224	0.6753
	Total		2.0268

Calculated Value - 2.0268
 Table Value - 3.841
 Degree of freedom - 1

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence is can be concluded that there is no significant influence of Gender over satisfaction level towards various welfare facilities.

Table 7 : Experience of workers

Experience	No. of Respondents	% Basis
Below 5 years	33	33
5 - 10 years	38	38
10-15 years	24	24
Above 15 years	5	5
Total	100	100

Source: Primary Data

The above table shows that about 33 of workers having experience above 5 years, 38 % of respondents having experience 5-10 years, 24 % of respondents are having 10-15 years of experience and 5% are having experience above 15 years.

Table 8 : Associations between experience and satisfaction level towards various welfare facilities

Experience	Satisfaction level		Total
	Satisfied	Dissatisfied	
Below 10 years	32	39	71
Above 10 years	12	17	29
Total	44	56	100

Source: Primary data

3. Experience of the respondents has no significant influence over the level of satisfaction towards welfare facilities

Table 9 : Chi square test between gender and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
32	31.24	0.5776	0.0184
12	12.76	0.5776	0.0452
39	39.76	0.5776	0.0145
17	16.24	0.5776	0.0355
	Total		0.1136

Calculated Value - 0.1136
 Table Value - 3.841
 Degree of freedom - 1

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence is can be concluded that there is no significant influence of Experience over satisfaction level towards various welfare facilities.

Table 10 : Income of workers

Income	No. of Respondents	% Basis
Below 1500	22	22
1500-2500	36	36
2500-3500	29	29
Above 3500	13	13
Total	100	100

Source: Primary Data

The above table shows that about 36% of Respondents are getting Salary 1500-2500/ month, 29% of respondents getting salary between 2500-3500/ month, 22% of respondents are getting salary below 1500/month and 13% of respondents are getting salary above 3500 per month.

Table 11 : Associations between income and satisfaction level towards various welfare facilities

INCOME	Satisfaction level		Total
	Satisfied	Dissatisfied	
below 2500	23	25	58
above 2500	18	24	42
Total	41	49	100

Sources: Primary data

4. Income of the respondents has no significant influence over the level of satisfaction towards welfare facilities

Table 12 : Chi square test between income and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
23	23.78	0.6084	0.0255
18	17.22	0.6084	0.0353
25	28.42	11.69	0.4113
24	20.58	11.69	0.5680
	Total		1.0401

Calculated Value - 1.0401
 Table Value - 3.841
 Degree of freedom - 1

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence it can be concluded that there is no significant influence of Income over satisfaction level towards various welfare facilities.

Table 13 : Qualification of workers

Educational qualification	No. of Respondents	% Basis
Primary	25	25
Secondary	36	36
Higher Secondary	16	16
Graduate	10	10
PG	5	5
Technical	8	8
Total	100	100

Source: Primary Data

The above table shows that about 36% of Respondents are qualified secondary, 25% of respondents are primary passed, 16% of respondents are higher secondary pass, 10% of respondents are UG degree holders, 5% of respondents are PG degree holders and 8% of respondents are completed technical course

Table 14 : Associations between education and satisfaction level towards various welfare facilities

Qualification	Satisfaction level		Total
	Satisfied	Dissatisfied	
Higher secondary	30	47	77
PG	5	10	15
Technical	4	4	8
Total	39	61	100

Source: Primary data

5. Educational qualification of the respondents has no significant influence over the level of satisfaction towards welfare facilities

Table 15 : Chi square test between qualification and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
30	30.03	.0009	.000029
5	5.85	.7225	.1235
4	3.12	.7744	.2482
47	46.97	.0009	.000019
10	9.15	.7225	.07896
4	4.88	0.7744	.1586
	Total		.6093

Calculated Value - .6093
 Table Value - 5.991
 Degree of freedom - 2

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence it can be concluded that there is no significant influence of Educational Qualification over satisfaction level towards various welfare facilities.

Table 16 : Table showing the marital status of workers

Marital status	No. of Respondents	% Basis
Married	68	68
Un married	32	32
Total	100	100

Source: Primary Data

Out of 100 respondents 68 % are married and 32 % are un married.

Table 17 : Associations between marital status and satisfaction level towards various welfare facilities

Marital status	Satisfaction level		Total
	Satisfied	Dissatisfied	
Married	30	38	68
Un Married	15	17	32
Total	45	55	100

Source: Primary data

6. Marital status of the respondents has no significant influence over the level of satisfaction towards welfare facilities.

Table 18 : Chi square test between marital status and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
30	30.6	0.36	0.047
15	14.4	0.36	0.025
38	37.4	0.36	0.0096
17	17.6	0.36	0.0204
	Total		0.0667

Calculated Value - 0.0667
 Table Value - 3.841
 Degree of freedom - 1

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence it can be concluded that there is no significant influence of Marital Status over satisfaction level towards various welfare facilities.

Table 19 : Attitude of respondents towards welfare facilities

The findings of the study are exhibited in the following table

Sl. No	Benefit	HS	S	M	DS	HDS	Total Score	Mean Score	Rank				
1	Washing facility	27	135	55	220	56	15	6	12	7	389	3.89	3
2	Storing and Drying	14	70	39	156	20	60	20	40	7	333	3.33	5
3	First aid	02	10	08	32	26	78	58	116	06	242	2.42	8
4	Medical	5	25	7	28	15	45	59	118	14	230	2.30	9
5	Canteen	32	160	43	172	13	39	7	14	5	390	3.90	2
6	Rest room	07	35	21	84	32	96	22	44	18	277	2.77	7
7	Baby Care Centre	5	25	18	72	43	129	26	52	8	286	2.86	6
8	Ventilation and Lighting	57	285	12	48	19	57	5	10	1	407	4.07	1
9	Sanitation	21	105	37	148	10	30	29	58	03	344	3.44	4
10	Recreation	3	15	9	36	14	42	43	86	31	210	2.10	10

Table No. 20 : Ranked Mean Scores Of Welfare Facilities

S.No	Factor	Mean Score	Rank
1	Ventilation & Lighting	4.07	1
2	Canteen	3.9	2
3	Washing Facility	3.89	3
4	Sanitation	3.44	4
5	Storing & drying	3.33	5
6	Baby Care centre	2.8	6
7	Rest room	2.77	7
8	First aid	2.4	8
9	Medical	2.3	9
10	Recreation	2.10	10

Source: Primary data

After analyzing the table, it was found that the mean score for 7 factors out of 10 factors are above 2.5.

- The respondents are highly satisfied with the Ventilation and lighting facilities available in the premises. This factor secured the first with the mean score of 4.07.
- The canteen facility available in the premises is satisfied for the respondents. This factor ranked second with the mean score of 3.9.
- The respondents are satisfied with the Washing facilities available in the premises. This factor secured the Third with the mean score of 3.89.
- The respondents are satisfied with the Sanitation facilities available in the premises. This factor secured the fourth with the mean score of 3.44.

- The respondents are satisfied with the storing and drying facilities available in the premises. This factor secured the fifth with the mean score of 3.33.
- The Baby care center in the premises is moderately satisfied for the respondents. This factor ranked sixth with the mean score of 2.8.
- The respondents are moderately satisfied with the rest room facility available in the premises. This factor secure the seventh with the mean score of 2.77.
- The first-aid facility in the premises are dissatisfied for the respondents. This factor ranked eighth with mean score of 2.4.
- The Medical facility is very poor and so the respondents are dissatisfied with the medical facility. This factor ranked with the mean score of 2.3.
- The respondents are dissatisfied with the recreational facilities. This factor ranked tenth with the mean score of 2.10.

Table 18 : Chi square test between marital status and satisfaction level towards various welfare facilities

O	E	(O-E) ²	(O-E) ² /E
30	30.6	0.36	0.047
15	14.4	0.36	0.025
38	37.4	0.36	0.0096
17	17.6	0.36	0.0204
		Total	0.0667

Calculated Value - 0.0667
 Table Value - 3.841
 Degree of freedom - 1

After analysis, the result reveals that the hypothesis is accepted as the table value is greater than the calculated value, hence it can be concluded that there is no significant influence of Marital Status over satisfaction level towards various welfare facilities.

Suggestion

- The employer should take steps to provide good storing and drying facility for the workers.
- Proper medical facilities should be provided to the workers.
- Rest room facilities can be improved
- Proper sanitation facilities should be provided to the workers.
- Recreational facilities should be encouraged so that the workers can do their work without stress.

Conclusion

The paper entitled "The welfare facilities available to the workers in Paper Mills in Madurai District" reveals that the workers are satisfied with the welfare measure provided to them in the factory. The Finding and suggestion given by the researcher will definitely help them to improve the welfare measure towards their workers.

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