



A Study on Labour Welfare Facilities with Reference to Textile Industries

KEYWORDS

Labour, Welfare facilities, Satisfaction

P.Gurusamy

Asst. Professor & Head, Department of Corporate Secretaryship, Dr.N.G.P Arts and Science College, Coimbatore-48

J.Princy

Asst. Professor, Department of Corporate Secretaryship Dr.N.G.P Arts and Science College, Coimbatore-48

ABSTRACT *The importance for welfare arises from a very nature of industrial system, which is characterized by two basic facts; 1) The conditions under which work is carried on are not congenial for health and 2) When labour join industry he has to work in an entire strange atmosphere, creating problems of adjustment. Having a satisfied workforce is very much essential for smooth working of every organization. So this study is conducted to know whether the workers are satisfied with the welfare facilities provided by textile industries. The study conducted to provide suggestion to them for improving the employee's satisfaction is too bright out various drawbacks in the existing system.*

INTRODUCTION

"Welfare" is a broad concept referring to a state of living of an individual or group, in a desirable relationship with the total environment - ecological, economic and social. Labour welfare includes both the social and economic contents of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker sections of society like the prevention of destitution, poverty, etc. It aims at social development by such means as social legislation, social reform, social services, social work, social action, etc. The object of economic welfare is to promote economic development by increasing production and productivity and through equitable distribution. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources. The concept of labour welfare has received inspiration from the concepts of democracy and welfare state. Democracy does not simply denote a form of government; it is rather a way of life based on certain values such as equal rights and privileges for all. The operation of welfare services, in actual practice, brings to bear on it different reflections representing the broad cultural and social conditions. In short, labour welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

OBJECTIVES OF THE STUDY

- To acquire the knowledge about varied welfare facilities adopted in textile industries.
- To study the labours satisfactory level of welfare facilities in textile industries.
- To make constructive suggestions to improve the welfare facilities.

NEED FOR the study

The study of "Labour welfare" has great importance in the present situation. It is mainly concerned with the improvement of the efficiency of labours. The labours are the most valuable assets of any organization as they are responsible for achieving the goals of the business firms. A happy and contented will put in hard work for increased production. Suppose if the amenities are not properly given them both the quantity and quality of the output will suffer. The performance of the labours mainly depends upon the satisfaction. He derives from the facilities and opportunities. Prevailing in the working environment which in turn affects the efficiency of labour welfare activities are also the best investment for employees as they promoted industrial.

RESEARCH METHODOLOGY

The research design used in this study is descriptive. The study is confined to the employees working in the textile industries. The study used both primary and secondary data. Totally 200 samples were selected by using simple random sampling method. The primary data collected from respondents through questionnaire. The secondary data is collected with the help of various company records, company manual, internet, journal, books etc.

TOOLS FOR ANALYSIS

The following are the statistical tools used for the study

1. Simple Percentage Analysis
2. Chi-Square Analysis

DATA ANALYSIS AND INTERPRETATION:

TABLE I: AWARENESS ON STATUTORY WELFARE FACILITIES

S. NO	AWARENESS ON STATUTORY WELFARE FACILITIES	NO. OF RESPONDENTS	PERCENTAGE
A	Yes	180	90
B	No	20	10
	Total	200	100

Source: Primary Data

Interpretation:

It is witnessed from the above table that 90% of the respondents stated that awareness about welfare facilities. On the other hand 10% of the respondents stated that no awareness about statutory welfare facilities. From the analysis, it is concluded that most of the respondents having awareness about statutory welfare facilities.

TABLE II: LEVEL OF SATISFACTION ON STORING AND DRYING CLOTHING FACILITY

S. NO	SATISFACTION LEVEL	NO. OF RESPONDENTS	PERCENTAGE
A	Good	20	10
B	Satisfactory	116	58
C	Poor	64	32
	Total	200	100

Source: Primary Data

Interpretation:

It can be seen from the above table that 58% of the respondents opined that satisfied in storing and drying clothing facility. 32% of the respondents opined that poor satisfaction in storing and drying clothing facility. On other hand 10% of the respondents opined that good in storing and drying

clothing facility. From the analysis, it was found that 58% of the respondents opined that satisfied in storing and drying clothing facility.

TABLE III: CLASSIFICATION ON HOUSING ACCOMODATION FACILITY

S. NO	HOUSING ACCOMODATION FACILITY	NO. OF RESPONDENTS	PERCENTAGE
A	Yes	30	15
B	No	170	85
	Total	200	100

Source: Primary Data

Interpretation:

It is witnessed from the above table that 85% of the respondents expressed that they are not having housing accommodation and 15% of the respondents expressed that they are having house accommodation. From the analysis it is concluded that 85% of the respondents opined that they are not having housing accommodation.

TABLE IV: SEX AND LEVEL OF SATISFACTION ON WASHING FACILITY

Sex	Level of satisfaction			Total
	High	Medium	Low	
Male	24 (48%)	62 (49.21%)	14 (58.33%)	100
Female	26 (52%)	64 (50.79%)	10 (41.67%)	100
Total	50	126	24	200

Interpretation:

It is lime lighted from the above table that the percentage of high level of satisfaction on washing facility in textile industries was the highest (52%) among the female category of the respondents and the same was the lowest (48%) among the male category of the respondents. The percentage of medium level of satisfaction on washing facility in textile industries was the highest (50.79%) among the female category of the respondents and the same was the lowest (49.21%) among the male category of the respondents. On the other hand, the percentage of low level of satisfaction on washing facility in textile industries was the highest (58.33%) among the male category of the respondents and the same was the lowest (41.67%) among the female category of the respondents.

In order to find the relationship between sex of the respondents and level of satisfaction of washing facility in textile industries, a chi-square test was employed to test the hypothesis and the result of the test is shown in the following table.

Ho : There is no significant relationship between the sex of the respondents and level of satisfaction on washing facility in textile industries.

H1: There is a significant relationship between the sex of the respondents and level of satisfaction on washing facility in textile industries.

TABLE V: SEX AND LEVEL OF SATISFACTION ON WASHING FACILITY (CHI-SQUARE TEST)

	Value	Degree of freedom	Table value at 5% significant
Pearson Chi-square	0.39	2	5.99

Interpretation:

It is witnessed from the above table that the calculated chi-square value is less than the table value and the result is not significant level. Hence, the null hypothesis Ho is accepted. From the analysis it is concluded that there is no significant relationship between the sex of the respondents and level of

satisfaction on washing facility.

TABLE VI: INCOME AND LEVEL OF SATISFACTION ON CANTEEN FACILITY

Income	Level of satisfaction			Total
	Good	Satisfactory	Poor	
Up to 6000	48 (75%)	48 (43.64%)	17 (53.85%)	110
6001-8000	6 (9.38%)	14 (12.72%)	2 (7.76%)	22
8001 and above	10 (15.63%)	24 (43.64%)	10 (38.46%)	68
Total	64	110	26	200

Interpretation:

The above table highlights that the percentage of high level of satisfaction on canteen facility in textile industries was the highest (75%) among the respondents earning up to Rs.6000 per month and the same was the lowest (9.38%) among the respondents earning 6000-8000 per month. The percentage of medium level of satisfaction on canteen facility in textile industries was highest (43.64%) among the respondents earning Rs.6000-8000 and above and the same was the lowest (12.72%) among the respondents earning below 8000 per month.

On the other hand the percentage of low level of satisfaction on canteen facility in textile industries was the highest (53.85%) among the respondents earning Rs.6000 per month and the same was the lowest among the respondents earning between Rs.6000-8000 per month. While analysis of income of the respondents, it is inferred that the respondents income up to Rs.6000 per month is highly satisfied with canteen facility when compared with other categories. It is proved with the help of chi-square test that there is a close relationship between the income of the respondents and the level of satisfaction on canteen facility

In order to find the relationship between the respondents' income and the level of satisfaction on canteen facility in textile industries, a chi-square test is shown in the following table.

Ho : There is no significant relationship between the respondents' income and their level of satisfaction on canteen facility in textile industries.

H1: There is a significant relationship between respondents' income and their level of satisfaction on canteen facility in textile industries.

TABLE VII: INCOME AND LEVEL OF SATISFACTION ON CANTEEN FACILITY (CHI-SQUARE TEST)

	Value	Degree of freedom	Table value at 5% significant
Pearson Chi-square	10.41	4	9.49

Interpretation:

It is identified from the above table that the calculated chi-square value is greater than the table value and the result is significant. Hence, the null hypothesis Ho is rejected and the alternative hypothesis H1 is accepted. From the analysis, it is concluded that there is a close relationship between the respondents' monthly income and their level of satisfaction on canteen facility.

FINDINGS

- The statutory welfare facilities were studied and it is found that majority of respondents are aware of statutory welfare facilities..
- The storing and drying, clothing facility were studied and it is found that majority of the respondents (58%) are satisfied with storing and drying, clothing facility.
- The analysis of the housing accommodation, reveals that majority (58%) of the respondents are not received the

- housing accommodation.
- It is proved with the help of chi-square test there is no significant relationship between the sex of the respondents and the level of satisfaction on washing facilities.
- It is proved with the help of chi-square test there is a close relationship between the income of the respondents and the level of satisfaction on canteen facilities.

has also attempted to study relationship between the sex of the respondents and washing facilities and between the income of the respondents and the level of satisfaction on canteen facilities. The outcome of the study may help the organization to differentiate the satisfying factors from dissatisfying, effective steps to improve the labour welfare facilities provided will lead to increase their work effectively.

CONCLUSION

The main objective of this paper is to determine the satisfactory level of welfare facilities in textile industries. This paper

REFERENCES

The textile Bulletin (1980)-Mumbai Milks Owner's Association | Charles Nobles, (1997) "A political History of the American welfare Stars". | Dr. Arun Prakash Chaturvedi, (1973) "labour conditions in the glass industry of Uttarpradesh". | Beodhar Puneskar - Labour Welfare Trade Union, Shankar (1992) Unionism & Industrial Relation - Bombay Himalaya Publishing | Gatena R.C - Labour problems & Social Welfare (Nalt & Co., Meerut 1974) | Jaiswal S.L - The public sector in India - S. Chand & Co., Ltd, Ram Nagar, New Delhi., 1981. | Kothari M - A Study on Industrial Law - Asia Publishing House, New Delhi 1968. | Mamoria C.B & Deshi S.L - Labour Problems and Social Welfare in India. Kitab Mahal Pvt. Ltd., Bombay 1986. | Mamoria C.B - Personnel Management | Moorthy M.V (1969) - Report of Committee on labour Welfare. | Moorthy M.V (1981) Principle of Labour Welfare, new Delhi, Oxford and IBH | Moorthy N.V - principles of Labour Welfare - Gupta bros, Visakapattanam, 1968. | Year Book Indian Labour (1985) - Welfare measures of Tata Iron & Steel Company Jamshedpur. | Report - Government of India - Report on the National Commission on Labour New Delhi - Ministry of Labour - Employment & Relationship. |