



EMPLOYEES OPINION TOWARDS LABOUR WELFARE SCHEMES IN PUBLIC AND PRIVATE SECTOR CEMENT INDUSTRY IN VIRUDHUNAGAR DISTRICT

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ABSTRACT

Labour welfare has become a necessity because of the very nature of the industrial system. The need for labour welfare in some way or the other is realised all over the world because of the socio-economic conditions and problems which the industrial society has thrown up. The concept of labour welfare, however, is flexible and differs from time to time, region to region, industry to industry depending upon the value system, level of education, social customs, degree of industrialization and the general standard of the socio economic development of a people. The present study is such an attempt to analyse the opinion of employees towards labour welfare schemes in Public & Private Cement Industry. The Simple random sampling method was adopted to analyze the level of opinion of the employees, 100 respondents are selected from one public sector and one private sector. The primary data have been analyzed by using the statistical tools like percentage analysis, t-test and sign test. The study concluded that greater satisfaction can be induced by providing sufficient information to employees about organization mission, procedure and policies.

KEYWORDS : *Labour Welfare, Cement Industry, Percentage Analysis, T-test And Sign Test.*

INTRODUCTION

“Welfare” is a broad concept referring to a state of living of an individual or a group in a desirable relationship with the total environment ecological, economic and social. The term “welfare” suggests many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is a desirable state of existence involving the physical, mental, moral and emotional well-being. All these four elements together constitute the structure of welfare on which it is totally based.

Welfare is a positive concept. In order to establish a minimum level of welfare it demands certain minimum acceptable conditions of existence, biologically and socially. This positive nature calls for setting up of minimum desirable standards necessary with regard to certain components of welfare, such as health, food, clothing, housing, medical assistance, insurance, education, recreation, job securing and so on. Thus, it has to specify the starting point for building levels of welfare. The word “Labour” means any productive activity. Thus in a broader sense, the phrase “labour welfare” means the adoption of measures to promote the physical, social, psychological and general well-being of the working population.

Welfare work in any industry aims or should aim at improving the working and living conditions of workers and their families. Labour welfare has both positive and negative sides associated to it. On the positive side, it deals with the provision of opportunities which enable the worker and his family to lead a good life socially and personally, as well as help him adjust in the social transition with regard to his work place, family life and social life. On the negative side, labour welfare functions in order to neutralise the baneful effects of large-scale industrialisation and provides a counter balance to the undesirable social consequences and the labour problems which have evolved in the process of this transition.

STATEMENT OF THE PROBLEM

Benefit of labour through labour welfare measures is an important aspect of industrial relations, the extra dimension, giving satisfaction to a worker in a ways which even a good wage cannot. With the growth of industrialisation and mechanisation, it has acquired added importance. A worker, both industrial and agriculture, cannot cope with the pace of modern life with minimum amenities. A worker needs an added stimulus to keep body and soul together. Employers have also realised the importance of their role in providing these extra amenities. Today, welfare has been generally accepted by employers. Labour welfare is now accepted that it is a social right. And yet, the employers are not always able to fulfil workers’ demands however reasonable they might be. They are primarily concerned with the viability of the enterprise. Labour welfare, though it has been proved to contribute the efficiency in production, is expensive. Each employer depending on these priorities gives varying degrees of importance to labour welfare.

It is because the Government is not sure that all employees are progressive minded and will provide basic welfare measures and it introduces statutory legislation from time to time to bring about some measure of uniformity in the basic amenities available to industrial workers. Hence, the present study is an attempt to analyse and compare the welfare schemes provided by public and private sectors cement industry to the employees in Virudhunagar District.

REVIEW OF LITERATURE

Deepali S.Kadam and H.M.Thakar (2014) has analysed that if workers health is good, they can work with full capacity & efficiency. Industrial health depends upon the workers' health & it depends upon safety measures provided by organization. An employ spends about 8 hours at the place of work during any working day. He must be provided with such types of facilities which will maintain his health his wealth & keep him interested in his work. It helps to increase the production & profit of the organization. Then the organization can provide better wages & other welfare facilities to worker. Thus, the employee's health, safety & welfare are correlated with each other. Hence every organization should take care of employee's health by providing proper safety measures. This objective of research is to know the effectiveness of health, safety measures provided at selected co-operative sugar factories.

Raghunatha Reddy and Krishna Sudheer (2011) in their study on 'Employee Involvement & Job Satisfaction in Indian Corporate Sector' has explained that the Employee Involvement and Job Satisfaction in Indian Corporate sector. This study has made an attempt to find out the employee's attitude towards job satisfaction and job involvement. The findings of the study has shown that the managerial level of employees has low level of satisfaction and Engineers have low level of Job Involvement and supervisors have low level of commitment towards the organisation.

Daljeet Singh Wadhwa et al (2011) in his 'Study on Factors Influencing Employee Job Satisfaction' s has focussed that impact of various factors of job satisfaction. It has been found out that all the three variables the environmental, organizational and behavioural factors have a positive impact on job satisfaction. It means that if the employees are treated equally and fairly and they are properly supervised, their level of satisfaction can be increased towards their job. Organizational factors will thus contribute to job satisfaction. Hence from this research it can be concluded that organizational factors are the most important aspect for job satisfaction of the employees in a company.

Pravin Jadhav (2012) in his study on “ Employee satisfaction in textile mills” has focused that employee satisfaction is considered to be a critical success factor for organizations. This study has provided a framework for employee satisfaction and determine the relevant critical factors. The analysis of the study has revealed that there is a positive relationship between the each factor of employee satisfaction

which are named satisfaction from pay and benefits, satisfaction from Peers , satisfaction from management, satisfaction from working environment, satisfaction from superior and overall employee loyalty.. Furthermore, it has recommended measures for improving the employee satisfaction are proposed.

Rashid Saeed et al., (2014) in his study on 'Factors Influencing Job Satisfaction of Employees in Telecom Sector' has found that promotion, pay, fairness and working condition to be the key factors that contribute to employee job satisfaction. It has concluded that money and compensation play an important role in the job satisfaction.

K. Logasakthi & K. Rajagopal (2013) in their study on 'Employee Health, Safety and Welfare Measures of Chemical Industry' has examined the Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare includes adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. This study has highlighted that the welfare measures taken in the chemical industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees.

R. Madhesh (2014) in his study on 'Implications of Labour Welfare Measures on Quality of Work Life' has emphasised that The State Industries Promotion Corporation of Tamil Nadu Ltd. to develop industrial growth in Tamil Nadu. Being highly labour intensive industries, it needs more concentration in the area of employee welfare to increase productivity. The study has identified that various welfare measures and effectiveness of those methods. Welfare measures plays important role in employee satisfaction which results in improved quality of work life. Further this study has thrown light on the impact of welfare measures.

Chiun Lo and Ramayah (2011) in his study on 'Mentoring and job satisfaction' has examined that the relationship between mentoring and employee's job satisfaction among employees from small and medium enterprises. The result has established that a positive relationship between career mentoring and dimensions of job satisfaction such as co-workers, job and promotions. On the other hand, no significant relationship was found between psychosocial mentoring and three aspects of employee's job satisfaction, namely co-workers, job and promotion.

SCOPE OF THE STUDY

The study has been comprehensive and analytical. The information collected from the primary data were developed to arrive at conclusions. The objectives of the work focused entirely on the employee benefits. The approach to the study has been made from the point of view of the employees of both Madras Cements Limited (MCL) and Tamil Nadu Cements Corporation Limited (TANDEM).

OBJECTIVES OF THE STUDY

1. To study the Socio- Economic conditions of select employees' in public and private sector cement industry.
2. To analyse and compare the opinion of public and private sector employees about the labour welfare schemes.

HYPOTHESIS OF THE STUDY

1. There is no significant association between the social - economic factors and labour welfare schemes.
2. There is no significant difference between the opinion of employees and labour welfare schemes.

METHODOLOGY OF THE STUDY

Collection of Data

The study is mainly based on primary data. The primary data of this study were collected from employees of both public & private sector cement industries in Virudunagar District with help of well-structured interview schedule. The study is developed to analyse the opinion of the employees.

Sampling method

Simple random sampling method was adopted to analyse the opinion of the employees 100 respondents are selected from one public sector and one private sector.

Tools used for analysis

The primary data have been analysed by using the statistical tools like percentage analysis, t-test and sign test.

t-test

Sign test

The Sign test is a non-parametric test that is used to test whether or not two groups are equally sized. The sign test is used when dependent samples are ordered in pairs, where the bivariate random variables are mutually independent. It is based on the direction of the plus and minus sign of the observation, and not on their numerical magnitude. It is also called the binominal sign test, with $p = .5$

Analysis & Interpretation

Table 1 - Socio Economic Profile of the Respondents

Socio Economic Profile of the Respondents		Frequency		Percentage (%)	
		Public Sector	Private Sector	Public Sector	Private Sector
Gender	Male	45	40	90	80
	Female	5	10	10	20
Age	Less than 30	7	7	14	14
	30-40	23	22	46	44
	40-50	11	12	22	24
	Above 50	9	9	18	18
Education	Elementary	16	14	32	28
	High School	17	20	34	40
	Higher Secondary	12	12	24	24
	College/Technical	5	4	10	8
Marital Status	Married	34	36	68	72
	Unmarried	14	12	28	24
	Widow/Widower	2	2	4	4
Religion	Hindu	39	78	39	78
	Christian	7	7	9	18
	Muslim	4	8	2	4
Family Members	Less than 3 Members	10	10	20	20
	3 - 5 Members	28	26	56	52
	5 & Above	12	14	24	28
Distance from Residence	Less than 2 kms	21	20	42	40
	2 - 5 kms	17	18	34	36
	More than 5 kms	12	12	24	24
Period of Service	Below 5 years	6	7	12	14
	5- 10 years	13	14	26	28
	10 - 20 years	19	18	38	36
	20 years & above	12	11	24	22
Monthly Income	Below Rs.15,000	12	24	15	30
	Rs.15,000 - Rs.20,000	18	36	16	32
	Rs.20,000 - Rs.25,000	12	24	13	26
	Rs.25,000 & above	8	16	6	12

Source: Primary Data

The above table shows that socio economic profile of the employees of Public and Private Sector Cement Industries. It is clearly understood that employees in the public sector are male, 45 employees in the case of public sector and 40 in the case of private sector, and the public sector employees are high in the age category of 30 - 40 Years with 23 employees, 22 employees in the private sector. Out of 100 employees 17 public sector employees completed their education in high school and in private sector 20 employees completed their education in high school. 34 employees in public sector and 36 employees in private sector are married. Under religion wise classification 39 public sector employees and 39 private sector employees belongs to Hindu religion. In the case of public sector 28 employees and in the case of private sector 26 employees comes from a family having 3 - 5 members. 21 employees of the public sector and 20 employees of the private sector come from 2 Kms distance from their residence to work place. In the case of public sector a majority of 19 employees and in the case of private sector majority of 18 employees have 10 - 20 years of experience. Out of 100 employees, 18 employees in the public sector

and 16 employees in the private sector have the family monthly income between Rs.15,000 - Rs.20,000.

Table – 2 Opinion of the Employees about the Labour Welfare Scheme

S.No	Opinion	TANCEN			MCL		
		Mean	S.D	C.V	Mean	S.D	C.V
1	Uniform	4.32	0.80	18.58	4.37	0.56	12.81
2	Shoes	4.39	0.92	21.01	4.38	0.57	13.06
3	Sports Club	3.54	0.77	22.27	4.10	0.44	10.81
4	Dispensary	4.04	0.86	21.37	4.21	0.48	11.41
5	Housing	3.61	0.79	21.86	4.36	0.59	13.57
6	Transport facility	3.61	0.82	22.84	4.25	0.59	13.89
7	Training & Education	3.69	0.84	22.75	4.16	0.43	10.41
8	Education for Children	3.86	0.78	20.29	4.08	0.42	10.40
9	Recreation	3.57	0.89	24.89	4.29	0.62	14.37
Mean	3.90	0.88	22.77	4.24	0.54	12.71	
t.value	2.12						
Sig. Value	2.89						

Source: Calculated Data

The above table depicts the Opinion of the Employees about the Labour Welfare Scheme in the Public and Private Sector Cement Industry. The highest mean score shows in the opinion of Shoes as 4.39 in the TANCEN and 4.38 in the MCL and the lowest mean score shows in the opinion of Sports as 3.54 in the TANCEN and the Education for Children as 4.08 in MCL. The highest SD shows in the opinion of shoes as 4.39 and the lowest SD shows in sports club as 0.77 in the TANCEN and highest SD shows in the opinion of recreation as 0.62 and the lowest SD shows in education for children as 0.42 in MCL. The Highest CV shows in recreation as 24.89 and 14.37 in TANCEN and MCL respectively. The lowest CV shows in uniform as 18.58 and 10.40 in education for children in MCL. The overall mean score shows in TANCEN as 3.90 and MCL as 4.24.

The t-test result shows that the t statistics is 2.12 and the p value is 2.89 ($P > 0.05$) is not significant at 5 per cent level. Hence the null hypothesis is accepted and it is inferred that there is no significant difference between the opinion of employees and labour welfare schemes.

FINDINGS

1. Socio economic profile of the employees of Public and Private Sector Cement Industries. It is clearly understood that employees in the public sector are male, 45 employees in the case of public sector and 40 in the case of private sector, and the public sector employees are high in the age category of 30 - 40 Years with 23 employees, 22 employees in the private sector.
2. Out of 100 employees 17 public sector employees completed their education in high school and in private sector 20 employees completed their education in high school. 34 employees in public sector and 36 employees in private sector are married.
3. In the case of public sector 28 employees and in the case of private sector 26 employees comes from a family having 3 - 5 members. 21 employees of the public sector and 20 employees of the private sector come from 2 Kms distance from their residence to work place. In the case of public sector a majority of 19 employees
4. In the case of private sector majority of 18 employees have 10 - 20 years of experience.
5. Out of 100 employees, 18 employees in the public sector and 16 employees in the private sector have the family monthly income between Rs.15,000 - Rs.20,000.

SUGGESTIONS:

1. Regarding the bonus the public sector provides only a statutory limit, but the private sector should provide more than the statutory limit. So, it is suggested that the betterment of results from the employees of the public sector should give more bonus than the statutory limit
2. The manager should motivate the employees for the jobs to be performed bring in more creativity and innovation among the employees. Few steps may be taken by the management to improve the working conditions in TANCEN. Proper facility can

be created especially to improve the existing lighting and ventilation.

3. A well equipped canteen facility is provided by the MCL to its employees. The TANCEN also should try to improve services of canteen facilities to its employees.
4. Labour welfare may be extended in its structure functions to the employees' family as well. If possible a few family counselling centres may be established in all branches.
5. To improve further efficiency and up to - date knowledge through training programmes both internal and external has to be provided to the employees.

CONCLUSION

Labour welfare services is an important personnel function in a business. Effective utilization of other factors of production depends on the efficiency of human factor. The worker spends more than a quarter of his life in his working place. Therefore, the worker has every right to demand that the condition under which he works should be reasonable and provides proper safeguards for life and health. The amount of dedication, quality of work, commitment to the organization, morale etc. are all determined by the type and amount of welfare a worker receives.

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