



LABOUR WELFARE MEASURES IN SHASUN CHEMICAL INDUSTRY IN CUDDALORE IN TAMILNADU

Management

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KEYWORDS

The term of Labour welfare is flexible and elastic and differs widely with times, regions, industry, country, social values and customs, the degree of industrialization, the general social economic development of people and political ideologies prevailing at particular moments. Labour Welfare Measures give satisfaction to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, Labour Welfare Measures promote the development workers. The workers in the Industries cannot cope up with pace of modern life with minimum sustenance amenities. Labour Welfare Measures are in need to the workers to add motivation to keep body and mind together. The welfare amenities induce the workers happy, cheerful and confident with commitment in the working environment. The welfare measures and schemes will go a long way in ensuring the desired goals. In turn, this will enhance the productivity of the organization.

In India, the labour welfare concept is fundamentally based on human values. Each citizen has a right to work in a congenial environment with no hazards to his health, on reasonable wages and other terms and conditions of employment in this country. In 1931, the royal commission on labour stressed the need of labour welfare primarily because of the harsh treatment meted out to the workers. During British rule, the industrial relation policy was one of laissez faire and there were hardly any labour welfare schemes. After independence, labour legislations have formed the basis for industrial relations and social security. With this background this paper being made to analyse the labour welfare measures of Shasun chemical industry in cuddalore in Tamilnadu.

Banu, C.Vijaya, and Ashifa, M.J., (2012). Jayanthi, K., Kumar, P. Ashok and Manju, V. (2012) Allender, S., Colqhoun, D., & Kelley, P. (2011). Finger J (2005). George, D., and Mallery, P. (2003), Handzic, M. and Chaimungkalanont, M. (2003), Mearns, K., Whitaker, S. M., and Flin, R. (2003). Carder, B., Ragan, P.W. (2003), Cheyne, A., Tomas, J.M., Cox, S. & Oliver, A (2003). . Zohar, D. (2002) Brown, K.A., Willis, P.G. and Prussia, G.E. (2000) were reviewed to get an in-depth idea of the topic

The objectives of the study are:

- 1) To evaluate the status of labour welfare measures and safety measures in Shasun chemical industry in cuddalore.
- 2) To study the work environment, employees' morale and job satisfaction in Shasun chemical industry in cuddalore
- 3) To find out the influence of welfare and safety measures on work environment and employees' morale
- 4) To analyze the effect of welfare and safety measures on job satisfaction and also to analyze the influence of work environment and employees' morale on job satisfaction in Shasun chemical industry in cuddalore.

The total number of samples of employees' chosen for the study from shasun chemical industry was 216. A well structured questionnaire which contains the questionnaire items in 5-point scale regarding labour welfare measures, safety measures, working environment and employee satisfaction along with questionnaire items for socio-economic status of the respondents. In order to obtain the opinion of the employees about labour welfare measures undertaken by the shasun chemical industry, a measurement scale consisting of 26 items

are included. The respondents' opinion against each item ranges from 'strongly disagree', 'disagree', 'neither agree nor disagree', 'agree' and 'strongly agree'. For the analysis purpose, the above opinion levels assigned quantitatively with values from 1, 2, 3, 4 and 5.

Of the total sample size 13.4 per cent of the total sample was female respondents and remaining percentage of the respondents were males. Of the total sample size 13.4 per cent of the total sample was female respondents and remaining percentage of the respondents were males. Of the total respondents, nearly seven in ten were from Nuclear family and remaining was from the joint family system. The level of education the environmental condition of the industry as well as the worker's expectation will be more than low level of education compared to the higher educated. Among the total respondents one -fifth of the respondents have completed up to secondary level of education but the other four-fifth of the respondents had education more than higher secondary level of education in the study area. It shows that 69 percent of the respondents in production unit, followed by marketing and very meagre percentage of the respondents were belonging to administration. Nearly three-fourth of the respondents had income between Rs.10,000- 20,000 and three tenth of the respondents had income of Rs. 20,001 and above per month.

It is found that the Shasun chemical industry provide cash benefits, restroom & recreation facilities, medical facilities, transport facilities, family welfare facilities, refreshment and uniform / cloth washing allowances but sanitation facilities is not so hygienic as expected by the employees.

The "cash benefits", "Restroom & Recreation facility", "Medical facilities", ", "Refreshment "were found to be better in Shasun chemical industry except Transport facilities", "Family welfare", "Refreshment", "Uniform / Cloth washing" and "Hygienic Sanitation".

The respondents with all socio-economic status have expressed their opinion in agree range about cash benefits but the degree of agreement was significantly contributed by age, educational status, place of birth, department, duration of job and salary level. The respondents with different age levels, job type, job experience and salary level differed significantly in their level of agreement with availability of restroom and recreation facility for employees in Shasun chemical industry.

There was no consensus in agreeing with extent of medical facilities provided by Shasun chemical industry among the respondents groups with different ages and job experience. There is a significant difference in the perceived status of transport facilities among the respondents with different age levels, educational status, job type, duration of job and salary levels. The family welfare measures were agreed as good by employees but the extent of agreement varies significantly by educational status and department.

Conclusion

From the findings, it is concluded that the labour welfare measures such as "cash benefits", "Restroom & Recreation facility", "Medical facilities", "Transport facilities", "Family welfare", "Refreshment" and "Uniform / Cloth washing" were better while welfare measures regarding "Hygienic Sanitation" are not good in shasun chemical

industry. A significant difference in the labour welfare measures like hygienic sanitation, providing uniform /cloth washing allowances, cash compensation against over time job and leave surrender as well as the issue of bonus was found among Shasun chemical industry.

It is concluded that fire prevention measures, providing safety equipments, management commitment to the safety of the employees, emergency preparedness and steps taken for preventing employees' risk taking at work are the major safety measures taken in the selected companies. The fire prevention measures and emergency preparedness were below the expected level whereas providing safety equipments, management commitment for safety of the employees, and prevention of risk taking at work were better. Moreover, all safety welfare measures were at similar extent in Shasun chemical industry.

The working environment in chemical companies, viz., "Sufficient resources", "Work group relationship", "Promotion prospect", "Ventilation / humidity", "Supervisory encouragement", "Noise / Hazard free", "Working hours", "Work load pressure" and

"Management Relationship" were better and at similar to other industry.

There is a little satisfaction with 'overall labour welfare measures' and 'overall welfare measures', moderate satisfaction with "feedback on performance" and high satisfaction with overall working conditions, grievance handling procedures and responsibility in the organization, somewhat satisfaction with overall safety welfare measures and salaries / incentives / rewards among employees of chemical companies. There is a significant difference in the employees' satisfaction among chemical companies.

Suggestions

The employees were not much satisfied with 'feedback on performance', in turn indicating the management's inattention to this. As evaluating the performance of every employee and giving them a feedback is likely to increase their performance and in turn productivity. Therefore, the chemical companies should try to give much attention to this.

Table-1 Item to Total Correlation and Cronbach Alpha Co-efficient for Items Measuring Labour Welfare Measures in Shasun chemical Industry

Items No	Description of Scale Items	Item to Total Correlation	Alpha if Deleted
1.	Adequate furniture in Rest and lunch room	0.4812	0.8788
2.	All expenses on children's education are born by the company	0.3603	0.8439
3.	Canteen facilities with required infrastructure	0.3714	0.8893
4.	Compulsory bonus regardless of productivity	0.5898	0.8975
5.	Employees are paid for working over time	0.5389	0.8178
6.	Employees are provided with medi-claim insurance	0.4373	0.8287
7.	Facilities for parking vehicles are adequate	0.4370	0.8345
8.	First Aid Medical services in the campus	0.3964	0.8897
9.	Full reimbursement for medical treatment in private hospitals	0.3873	0.8678
10.	Housing facility for every employee	0.4436	0.8743
11.	Leave encashment is given	0.4564	0.8987
12.	Medical checkups are conducted periodically	0.3133	0.8423
13.	Medical facilities is available for all members of my family	0.3746	0.8376
14.	Overtime pay is two times the actual earnings	0.3987	0.8354
15.	Pensions schemes for employees are implemented	0.4987	0.8657
16.	Proper water facilities in Urinals (Toilets)	0.3438	0.8879
17.	Providing the retired employees with the old age allowance	0.6499	0.8643
18.	Purified Drinking water facilities available	0.4356	0.8438
19.	Recreation facilities are provided	0.3748	0.8899
20.	Rest and lunch room are neat and clean	0.4345	0.8256
21.	Rest and lunch room is attached with toilet / sanitation facilities	0.4356	0.8561
22.	Rest and lunch room is well illuminated	0.4465	0.8782
23.	Transport allowance option is available for own vehicle user	0.3356	0.8459
24.	Transport facilities are available from all convenient locations	0.3398	0.8689
25.	Uniform and shoes are supplied every year	0.3899	0.8435
26.	Washing Allowances are given	0.3742	0.8435
	Overall Cronbach's Alpha	0.8976	

Table-2 Eigen values of Factors Underlying Labour Welfare Measures in shusan industry

Items No	Initial Eigen values			Eigen values of Valid Factors after Varimax Rotation		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.420	27.295	42.295	7.834	29.016	29.016
2	4.264	15.793	58.088	6.548	24.251	53.267
3	3.159	11.699	69.787	3.709	13.736	67.003
4	1.886	6.985	76.773	2.262	8.377	75.381
5	1.176	4.355	81.127	1.342	4.971	80.351
6	1.001	3.709	84.837	1.211	4.486	84.837
7	.780	2.888	87.725			
8	.605	2.241	89.966			
9	.558	2.065	92.031			
10	.448	1.659	93.690			
11	.339	1.254	94.944			
12	.298	1.103	96.047			
13	.249	.922	96.970			
14	.191	.709	97.679			
15	.160	.591	98.270			

16	.131	.485	98.755			
17	.098	.364	99.119			
18	.079	.291	99.410			
19	.051	.191	99.601			
20	.048	.177	99.777			
21	.033	.123	99.901			
22	.027	.099	100.000			
23	0.26	0.99	100.000			
24	0.24	0.99	100.000			
25	0.23	0.99	100.000			
26	0.22	0.99	100.000			

Table-3 Factor Loadings of Items with Valid Factors underlying Labour Welfare Measures in shasan industry

Item No	Valid Factor					
1				0.878		
2				0.843		
3				0.889		
4				0.897		
5				0.817		
6				0.828		

7			0.834					
8					0.8897			
9			0.867					
10			0.874					
11	0.8987							
12	0.8423							
13	0.8376							
14	0.8354							
15	0.8657							
16	0.8879							
17	0.8643							
18						0.8438		
19								0.8899
20						0.8256		
21					0.8256			
22					0.8561			
23		0.8459						
24		0.8689						
25		0.8435						
26		0.8435						
Factor Label	Cash benefits	Family welfare	hygienic Sanitation	medical facilities	refreshment	Restroom & Recreation facility	Transport facilities	Uniform / Clothing

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