



## A Study on Working Condition and Standard of Living in Lakshmi Precision Screws Ltd., Rohtak

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**ABSTRACT**

*Working conditions and standard of living of the workers (A case study of LPS Ltd., Rohtak) has been undertaken with a view to find out the standard of living of the workers. Labour is an important factor of production. It is blood and soul of any industry. Efficient and superb production can be expected only when there is efficient and studious labour force in any organization. The main objective of this study is to examine the working conditions (like sanitation, ventilation, water etc) of the workers in LPS Ltd., Rohtak. Primary data was collected through structured questionnaire. 100 workers were selected as sample. Researcher finds that there is a significant relation between the efficiency of workers as well as the Labour management relations are influenced by the working and living conditions of the workers. Hence the researcher concludes that living and working conditions have direct bearing on the capacity and willingness to work.*

**Keywords :**

**INTRODUCTION**

It is difficult to give a precise definition of the term welfare work since it is essentially flexible. As Mr Arthur Todd aptly remarks, "A service of sharply diverse opinions exist on the motives and merits of industrial welfare work. The concept of labour welfare has been highlighted by the ILO in its resolution of 1947 as follow; "Such services facilities and amenities as adequate canteens rest and recreation facilities, arrangement for travel to and from work and for accommodation of workers employed at a distance from their houses and such other services amenities and facilities as contributed to improve the conditions under which the workers are employed." In fact working conditions are a part of the larger concept of labour welfare as such working conditions we can include a number of things like fencing of machines and also many welfare measures like canteen, bathrooms and washbasin, drinking water arrangement, refreshment room etc and also hours of night work shift system etc. the standard of living is a concept directly related to the needs of the people. The needs must be satisfied in order to keep the person efficient and his family in frugal comfort. It is universal truth that the better standard of living the higher is the efficiency.

Lakshmi Precision Screws Ltd., Rohtak (LPS Ltd, Rohtak) was incorporated as a limited company on December 27, 1968. It was converted into a public limited company on August 20, 1972, under the provisions of Indian Companies Act. It commenced its operations in 1971 itself. At present the company is operating under the name of Lakshmi Precision Screws Limited (LPS Ltd.). the products of the company are marketed under the name and style of LPS Ltd. And enjoy an excellent reputation for quality in the market. A major portion of the company's products is bought by automotive industry. The company has lot of land measuring about 10,900 Sq.m. on the national highway and is located at a distance of 74 Kms from Delhi on Delhi Hissar road at Rohtak (Haryana)

**RESEARCH METHODOLOGY**

The research methodology of study explains the systematic way of finding of the answers to predetermined questions. The respondents were selected using stratified random sampling technique has been adopted to determine the size and composition of the sample for the present study. For this re-

search study a sample of 100 workers has been chosen. Total number of workers covering almost every category.

"SCOPE OF THE STUDY" In the present study to examine the working conditions ( like sanitation, ventilation, water etc.) of the workers and the level of satisfaction among the workers from their present job. In the present study to know the standard of living of the workers in the LPS Ltd, Rohtak.

**LABOUR WELFARE FACILITIES PROVIDED IN THE FACTORY:**

**MEDICAL FACILITIES:**

Company provides a big dispensary in the premises of the company. It is open for all the workers and their departments. From the investigation it was found that about 50% workers were satisfied by the medical services provided by the company.

**CANTEEN FACILITY:**

The canteen provides its dishes at a very low rate as the company also contributes on behalf of workers.

**CRECHES:**

The arrangement for crèches made by company are most satisfactory and there are well equipped crèches and arrangement for the supply of milk etc to the children that exist. Ayahs and nurses are also appointed to look after their infants.

The company also provided other facilities to their workers like recreation facilities, games & sports, uniform, rest house, cycle stand, toilet facility.

**HOUSING OF THE WORKERS:**

The international labour office observed as early as in 1934 thus, "Good housing is essential to good moral. Unhealthy houses are responsible for the untold social ills of which the consequences may last for generations.

**LOCATION OF WORKER HOUSES:**

PLACE	NUMBER OF WORKERS	PERCENTAGE
The town itself	546	39%
Neighbouring villages	583	42%

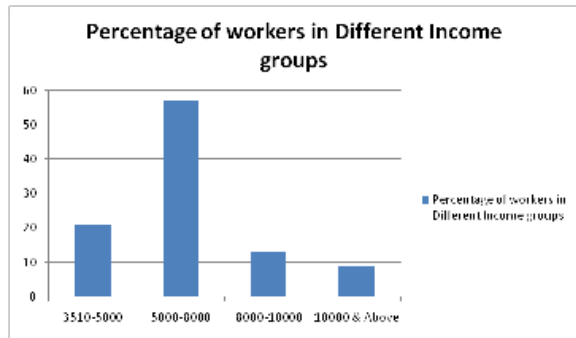
Other part of state	127	9%
Outside State	144	10%
TOTAL	1400	100

**WAGE IN COMPANY UNDER VIEW:**

Wages in LPS Ltd., Rohtak unit are given to the workers as fixed by Haryana Government. Out of the 100 workers interviewed, 78% of the workers are getting less than Rs. 8000/- per month and only 9% of workers were getting Rs. 10000/- and above. This is clear from the following table.

**PERCENTAGE OF WORKERS IN DIFFERENT INCOME GROUPS**

Sr.No.	INCOME GROUP	NUMBER OF WORKERS	PERCENTAGE
1	3510-5000	298	21%
2	5000-8000	793	57%
3	8000-10000	181	13%
4	10000 & Above	128	9%
	TOTAL	1400	100%



The above table clearly indicates that majority of the workers i.e. 793 of the workers are getting wages between Rs 5000-8000 and 128 workers are getting above Rs 10000 and above.

**STANDARD OF LIVING OF THE WORKERS:**

The standard of living has an important bearing upon the efficiency of the workers. The usual method adopted in such a study is measure the actual income and expenditure of a group of workers. The income of the workers has been studied. The following table shows the percentage of expenditure on various items.

**EXPENDITURE ON VARIOUS ITEMS**

S. NO.	ITEM	TOTAL %age OF EXPENDITURE
1	FOOD	35%
2	CLOTHS	10%
3	HOUSERENT	15%
4	LIGHT AND FUEL	4%
5	EDUCATION	12%
6	RECREATION	2%
7	SAVING	12%
8	MISCELLANEOUS	10%
	TOTAL	100%

The above table clearly shows that food account for 35% of the total income. The other item viz cloths account for 10%, education for 12% and miscellaneous expenditure for 10%. The foregoing table indicates the total percentage expenditure of all workers.

**EXPENDITURE ON DIFFERENT ITEMS WITHIN VARIOUS WAGE GROUP**

WAGE GROUP	FOOD	CLOTH	HRA	LIGHT AND FUEL	EDUCATION	RECREATION	MISC.	SAVING
3510-5000	45.10	16.50	5.0	6.15	6.50	1.30	10.00	9.45
5000-8000	40.70	15.28	5.72	5.25	8.52	2.60	10.25	11.68
8000-10000	40.05	13.51	5.74	5.35	10.10	1.70	8.43	15.12
10000 and above	40.00	15.00	5.09	5.09	14.03	2.68	8.32	9.06

**FINDINGS AND SUGGESTIONS:**

In LPS Ltd., Rohtak wages of workers should be standardized and a periodic wage census should be made. It is necessary to adopt more objective and scientific criteria under the envisages structure and every grade should be assigned premium points reflecting the skill differentials.

In LPS Ltd. Rohtak it has been found that workers in lower and medium wage groups have borrowed large amounts that those in the higher income groups. Moreover problem like indebtedness can be overcome by making efforts to bring about an all round improvement in the total earning of the workers.

All other welfare schemes and facilities are seem to a satisfactory but housing facility is not provided to the workers by the company. So it is suggested that some attention should be paid towards the housing facilities because it is as important as food and clothing to increase the efficiency of workers. So it should not be neglected.

There is only one union in the company known as Adarsh Udyogic Karamchari Sangh. The union is affiliated with I.N.T.U.C. (Indian National Trade Union Congress). As there is only one union, the workers believe in one union formula. It is a matter of great significance that there is only one union in the company which is the sign of healthy industrial relations. Such a union should be democratic in character and greatest possible welfare of the workers should try to secure suitable conditions for workers by way of negotiations, conciliation and compromises with the management.

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