



A Study on Morale and Labour Welfare Measures in IVRCL I&P Ltd., Perundurai

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ABSTRACT

Now days, welfare has been generally accepted by employers as a social right. But the degree of importance given by them varies. Therefore, the Government also intervenes and introduces legislation from time to time to bring about uniformity in providing such amenities. The intervention of the state, however, is only to widen the area of its applicability. Labour welfare is a flexible and elastic concept. Its meaning and implications differ widely with times, regions, industries, countries, social values and customs, the general economic development of the people and the political ideologies prevailing at particular moments

KEYWORDS

Morale, Government, Welfare measures

INTRODUCTION

Labour welfare implies the setting up of minimum desirable standards of the provision of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation etc. Such facilities enable the worker and his family to lead a good working life, family life and social life. It is confined to those activities which are undertaken statutorily or otherwise, inside the industrial premises or outside by any agency, government, employers which do not come under social insurance conditions, and which lead to improvement in health, efficiency and happiness of industrial workers and their families.

In its resolution of 1947, the ILO defined Labour Welfare as such services, facilities and amenities as adequate canteens, rest and recreation facilities, arrangement for travel to and from work and for the accommodation of workers employed at a distance from their houses and such other services. Amenities and facilities as contribute to improvements in the conditions under which workers are employed.

OBJECTIVES OF THE STUDY

1. To study the extent of morale of the employees IVRCL I & P LTD. Perundurai.
2. To analyse the relationship between the personal factor and level of Morale
3. To examine the opinion of the employees on various labour welfare measures.

REVIEW OF LITERATURE

Terblanch., "Factors influencing the morale of the employees at the Greater Tzaneen Municipality" The purpose of the study was mainly to explore factors influencing the morale of the employees at the "Greater Tzaneen Municipality" (GTM). Morale is the psychological state of a person as expressed in self-confidence, enthusiasm and/or loyalty to a cause or an organization it flows from peoples conviction about the right righteousness or worth of their actions and the hopes of considerable rewards (material or otherwise) in the future. The study comprised 103 employees at the GTM including directors, managers, supervisors and first line employees. The samples must draw from the population of the GTM using stratified random sampling. The empirical findings gathered based on the respondent participated in the study, revealed that the expectation of receiving desired reward contributes to high morale.

Logasakthi&Rajagopal., "A study on employee health, safety and welfare measures of chemical industry in the view of Salem" Labour health, safety and welfare are the measures of promoting the efficiency of the 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 workers and there by contribution to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare include adequate canteen facilities, medical facilities recreational facilities transportations facilities for traveling from & to the place of work.

This paper highlights the welfare measures taken in the chemical industry, the employee satisfaction level and to identify the overall quality of work life of the employees. The data collection was done through schedule. In some cases personal interview was needed at the time of filling up of questionnaire. To analyze the collected data, the researcher simple percentage analysis, Chi-square test, to collected data.

METHODOLOGY

This part of the research report covers collection of data, sampling design construction and pre-testing of questionnaires, field work and period of study and framework of analysis. The present result attempt is based on survey method. The primary data required for the study were collected from employees of IVRCL I&P LTD. Perundurai with the help of questionnaire. The study is carried out only in the Perundurai units of the IVRCL Ltd., Other units of the company are not included for this study. The study covers only 40% of the employees out of 300 employees.

DATA ANALYSIS AND INTERPRETATIONS

This study deals with the profile of the respondent's labour welfare measures such as Health, relationship with people and are analyzed with the help of percentage and weighted average and analyses of morale. Primary data used for analysis which were collected through questionnaire from the sample respondents.

HYPOTHESES

In order to establish the relationship between personal factors and level of morale, the following hypotheses have been formulated.

1. There is no significant relationship between Age and level of morale.
2. There is no significant relationship between Income and level of morale.

TABLE - 1
WELFARE MEASURES RELATING TO HEALTH

S.no	Statements	Highly Satisfied	Satisfied	Neither satisfied Nor dissatisfied	Dis Satisfied	Highly Dissatisfied	Total Score	weighted Average
1.	Cleanliness	(45.8) 55	(33.3) 40	(12.5) 15	(6.7) 8	(1.7) 2	498	4.15
2.	Ventilation	(58.3) 70	(26.8) 25	(16.7) 20	(4.2) 5	0	520	4.33
3.	Humidification	(33.3) 40	(41.7) 50	(16.7) 20	(4.2) 5	(4.2) 5	475	3.96
4.	Over-Crowding	(33.3) 40	(41.7) 50	(8.3) 10	(12.5) 15	(0.8) 5	465	3.89
5.	Lighting	(40) 48	(43.3) 52	(7.5) 9	(8.4) 10	(0.8) 1	496	4.13
6.	Drinking water	(58.3) 70	(33.3) 40	(4.2) 5	(4.2) 5	-	535	4.46
7.	Toilets	(45.8) 55	(37.5) 45	(6.7) 8	(5.8) 7	(4.2) 5	498	4.15
8.	Spittoons	(66.6) 80	(29.2) 35	(4.2) 5	-	-	555	4.63

Source: Primary Data

Table-1 shows that 79.1 percentage of the respondents are satisfied with cleanliness, 85.1 percentage of the respondents are satisfied with ventilation, 75 percentage of the respondents are satisfied with artificial humidification, 75 percentage of the respondents do not feel overcrowding, 83.3 percentage of the respondents are satisfied with lighting, 91.6 percentage of the respondents are satisfied with drinking water. 83.3 percentage of the respondents are satisfied with toilet facilities. 95.8 percentage of the respondents are satisfied with spittoons. This table found the majority of the respondents are highly satisfied within the water and spittoons.

TABLE- 2
RELATIONSHIP WITH PEOPLE

S.no	Statements	Highly Satisfied	Satisfied	Neither satisfied Nor dissatisfied	Dis Satisfied	Highly Dissatisfied	Total Score	Average
1.	Relationship with superiors	(30.8) 37	(52.5) 63	(11.7) 14	(2.5) 3	(2.5) 3	488	4.07
2.	Relationship with Peers	(52.5) 63	(29.2) 35	(9.2) 11	(7.5) 9	(1.7) 2	508	4.22
3.	Relationship with Subordinates	(38.3) 46	(45) 54	(10) 12	(3.3) 4	(3.3) 4	494	4.12

Source: Primary Data

The above table shows that 83.3 percentage of the respondents are satisfied with relationship with superiors. 81.7 percentage of the respondents are satisfied with the relationship with peers. 80 percentage of the respondents are satisfied with subordinates. This table found the most of respondents are satisfied with the superiors.

HYPOTHESE TESTING

H₀: There is no significant relationship between age and level of morale of the respondents.

TABLE - 3
AGE and LEVEL OF MORALE

S.No.	Age in years	High level morale	Moderate level morale	Total
1.	18 to 27	64 (70.3) (80.0)	16 (55.2)(20)	80(100)
2.	28 to 37	22 (24.3) (68.5)	10 (34.5)(12.5)	32(100)
3.	38 to 47	3 (3.3)(75)	1 (3.5)(25)	4(100)
4.	48 to 58	2(2.2)(50)	2 (6.9)(50)	4(100)
Total		91(100)	29(100)	120

Age and level of morale chi-square

Degrees of freedom	Chi-square value	Table value at 5% level
3	4.436	7.81

Source: primary data.

Since, the calculated chi-square value (4.436) is less than table value of chi-square, the null hypothesis is accepted. **Therefore it can be concluded that there is no significant relationship between Age and level of morale of the employees.**

H₀: There is no significant relationship between income and level of morale of the employees.

TABLE - 4
INCOME and LEVEL OF MORALE

S.no	Income in Years	High level morale	Low level morale	Total
1.	Upto 60,000	12 (13.2)(70.6)	5(17.2) (29.4)	17(100)
2.	60,001 to 1,20,000	16 (17.6)(80)	4 (13.8) (20)	20(100)
3.	1,20,001 to 1,80,000	32(35.2)(71)	13(44.9) (28.9)	45(100)
4.	to above 1,80,000	31(34.0)(81.6)	7 (24.1) (18.4)	38(100)
Total		91(100)	29(100)	120

Income & level of morale chi-square

Degrees of freedom	Chi-square value	Table value at 5% level
3	1.6761	7.81

Source: primary data

Since, the calculated chi-square value (5.661) is less than table value, the Hypotheses is accepted. **It is inferred that there is no significant relationship between income and level of morale of the employees.**

FINDINGS

- 79.1% of the respondents are satisfied with cleanliness. 85.1% of the respondents are satisfied with ventilation. 75% of the respondents are satisfied with artificial humidification. 75% of the respondents do not feel overcrowding. 83.3% of the respondents are satisfied with lighting and toilets. 91.6% of the respondents are satisfied with the drinking water. 95.8% of the respondents are satisfied with spittoons. This table found the majority of the respondents are highly satisfied with in the water and spittoons.
- It is inferred that 83.3% of the respondents are satisfied with relationship with superiors. 81.7% of the respondents are satisfied with the relationship with peers. More than 80% of the respondents are satisfied with subordinates.

- In the age group of 18 and 27 Years, 80% of the respondents belong to high level morale group, in the age group 48 to 58 years, 50% of the respondents belong to moderate level group. There is no significant relationship between age and level of morale of the respondents.
- Among 120 respondents, members drawing salaries upto 60,000 pa 70.6% of the respondents belong to high level morale, and 29.4% of the respondents belong to moderate level group. There is no significant relationship between income and level of morale of the employees.

SUGGESTIONS

The management should take cautious steps to prevent any accident and should have a vigilant watch over the safety and health of the employees. Thus the efforts should be preventive rather than curative. Tension and stress reduction will also be emphasized to develop healthier and more productive employees. The employer should provide suitable reward and incentive payment to promote team spirit. They should promote better communication, provide adequate training to the employees. Employee should be considerate and provide recreation facility to reduce the stress of the continuous work.

CONCLUSION

The employees of this industry enjoy not only the satisfaction of their jobs but also various facilities given by the firms. The labours extend their maximum support for the improvement of the company. The personal department takes care of the total human resources in the company. The management provides all the health and welfares to the employees that will help to produce better performance in the work and working environment.

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