



A Study of Labour Welfare Measures and Its Impact on Employees

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ABSTRACT

The Human Resource is the future of any country and it's over all development the effective mobilization of these resources is a quite challenging job. In order to make this resource successfully utilized the government of India has set up an Independent Ministry of HRD to have an eye over such resources to improve and develop. The attitude of a labour towards his work holds the key behind his performance and commitment to his work. Hence, to bring up such commitment and devotion towards the work they need some motivation and the motivation should be the welfare measures provided to them and to their family apart from the salary what they get for their labour. When such welfare measures are provided to the labour's their enthusiastic and commitment increases. So the present study is an attempt to explore the welfare measures provided by the company and its impact on employees.

KEYWORDS

Labour Welfare, Statutory, Non-statutory

INTRODUCTION:

Welfare is a wide concept referring to the state of livelihood of an individual or a group, in a desirable association with the total environment: natural, economical and in community. The term 'welfare' includes both the social and economic contents of welfare.

The objective of economical welfare is to encourage economic growth by increasing manufacture and production through impartial distribution. The economic welfare activities are such, which can be brought directly or indirectly into relation with money and welfare work in any industry which aims or should aim at improving the working and living circumstances of employees and their families.

Labour welfare work is combinations of various steps, the collective effect of which is to oil the wheels of production and the general public. Sound industrial relations can only be based on human relations and good human relations dictate that labour being, human being should be treated humanely which includes respect for labour dignity, fair dealing and concern for the human beings physical and social needs. In any industry good relations between the organization and workers depends upon the mutual understanding. This, in turn, depends upon the recognition by the labour of the goodwill and integrity of the management in the day to day handling.

The basic needs of a labour are freedom from fear, job security and liberty from desire. Adequate food, better health, clothing and housing are human requirements. The human heart harbors secret pleasure and invariably responds to politeness and compassion just as it revolts to dictatorship and fear. An environment where he is contented with his job assured of a bright future and provided with his basic needs in life means an ambiance of good working situation and job satisfaction.

According to Moorthy, (1968) "Labour welfare has two sides, negative and positive, on one side, it is associated with the counteracting of the harmful effect of largescale industrialization on the personal family and social life of the worker, while on the other and positive side, it deals with provision of opportunities for the worker and his family for a socially and personally good life".

Mahatma Gandhi 1931, once said, "I do not want anything more for the workers and peasants than enough to eat, house and clothes to cover them and live in ordinary comfort as self

respecting human beings".

Labour welfare measures are required in India because the country is passing through a traditional phase where a rural and agriculture based activity is changing into an urban and industry based activity. When we look at the problem in a broader perspective, it becomes clear that welfare services are the social counterparts of economic development.

Review of Literature:

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc. A Study done by P.R. China in 2003, Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They argue that social welfare activities are strategic investments for firm. They can create intangible assets that help companies overcome entry barriers, facilitate globalization, and outcompete local rivals. They are simple contribution, topic contribution, collaboration with non-profit organizations or government organizations, and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

Binooy & et. al. (2009) "Labour Welfare in India", India's labour force ranges from large numbers of illiterate workers to a sizeable pool of highly educated and skilled professionals. Labour welfare activities in India originated in 1837. They underwent notable changes during the ensuing years. This article is a description of these changes and the additions, which were included over this period. On the whole, it paints a picture of the Indian Labour welfare scene.

Shobha & Manju. (2010). in their "Principles for Successful Implementation of Labour Welfare Activities", stated that labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities. The principle for successful implementation of labour welfare activities is nothing but an extension of democratic values in an industrialized society. P.L. Rao, in his "Labour Legislation in the Making", opines that professional bodies like National Institute of Personnel Management should constitute a standing committee to monitor the proceedings in the Parliament regarding

the labour welfare measures.

An exploratory study was conducted by Paul M. Ong and Shannon Mc (2000), the title was "Welfare to work and the Entry level Labour Market". That study suggested that to provide health insurance even if they did not receive cash aid. And found that the welfare facilities good means it is very easy in the labour market, the labour also give preference to that organization.

A study on Workers Opinion about Welfare Facilities at Sakthi Sugar Ltd., Sakthinagar – Bhavani was conducted by S. Venkadasubhu (2002). In the study his objective was to find out the workers opinion about the existing welfare facilities. In the study, majority of the respondents were having good opinion towards drinking water, leave and holiday facilities, educational facilities provided to their children, quality of the things available in the co-operative stores, housing facilities and satisfactory opinion towards canteen, training programme, cleanliness and intervals of rest.

Research Methodology:

Present study is an Explorative Study which intends to study the labour welfare measures provided by a motor cycle manufacturing company to its labourers, with the objectives to study the labour welfare measures to employees and its impact on the labourers. The sample size of the study was 50 and selected from the universe utilizing the simple random sampling technique, the primary data was collected utilizing a interview schedule prepared by the researcher and the data collected were coded, decoded and analyzed using inferential statistical technique.

Objectives of the study:

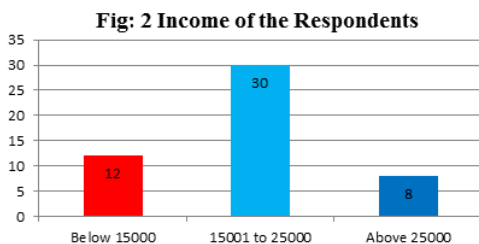
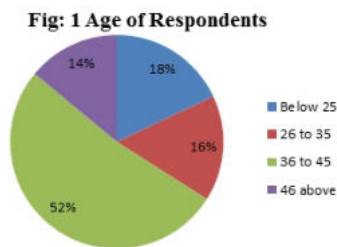
- To study the socio economic background of the employees
- To study the effectiveness of labour welfare measures
- To know about employees opinion towards welfare measures prevailing in the concern.

Hypothesis:

H₀= The statutory and non-statutory welfare measures provide by factory is not satisfactory.

Analysis of Data:

Table No 1: Socio Demographic Data



The above figures represent the socio-demographic details where it is clear that the respondents belonging to middle-age i.e. 36 to 45 years are more comparatively, then when it comes to the income of the respondents high percentage of respondents i.e. 30 belongs to the income group of 15001 to 25000 and it is followed by 56% of post graduates working the company.

Table No 1: Respondents opinion on statutory welfare measures

| Sl. No | Particulars | N | Mean | Std. De- viation | Skewness | |
|--------|------------------|-----------|-----------|---------------------|-----------|------------|
| | | Statistic | Statistic | Statistic | Statistic | Std. Error |
| 1 | Counseling | 50 | 4.1600 | .61809 | -.107 | .337 |
| 2 | Training | 50 | 3.5200 | 1.14713 | -.135 | .337 |
| 3 | Working Time | 50 | 4.1600 | .61809 | -.107 | .337 |
| 4 | Medical Facility | 50 | 3.5200 | .81416 | .169 | .337 |
| 5 | Leave Policy | 50 | 4.2800 | .72955 | -.493 | .337 |
| 6 | Compensation | 50 | 3.5200 | .81416 | .169 | .337 |

The above table indicates the responses of samples on statutory welfare measures provided by the company where in general it comes to an understanding by seeing the Skewness for normality distribution where it is very clear that Medical facility and Work man compensation are the only welfare measures have scored positive distribution whereas, remaining other welfare measure provided by the companies are not up to the mark so why the distribution indicates negative.

Table No 2: Respondents opinion on non-Statutory welfare measures

| Sl. No | Particulars | N | Mean | Std. Deviation | Skewness |
|--------|-------------------------------|-----------|-----------|----------------|-----------|
| | | Statistic | Statistic | Statistic | Statistic |
| 1 | Housing | 50 | 4.2800 | .53605 | .148 |
| 2 | Transport to Factory | 50 | 3.5200 | 1.14713 | -.135 |
| 3 | Education | 50 | 3.6800 | .62073 | -.732 |
| 4 | Merit Scholarship to Children | 50 | 4.2000 | .40406 | 1.547 |
| 5 | Trips | 50 | 3.8800 | .87225 | -.528 |
| 6 | Recreation | 50 | 4.4800 | .57994 | -.573 |
| 7 | Credit Facility | 50 | 3.8800 | .87225 | -.528 |

From the above Table it is clear that, the non-statutory welfare measures provided to the samples are not up to the mark as opinioned by the respondents. It is very clear by seeing the table that the Skewness distribution of normality is tending towards negative in all most all facilities which means the facilities provided by the factory to the respondents are not up to the mark and whereas, in case of merit scholarship to children of workers it is found far positive which is the only satisfiable factor in the non-statutory welfare measures.

Table No 3. One Sample t-Test

| Sl. No | Particulars | t - Value | df | f - Value | Mean |
|--------|---------------|-----------|----|-----------|---------|
| 1 | Non-statutory | 77.293 | 49 | .000 | 27.9200 |
| 2 | Statutory | 56.565 | 49 | .000 | 23.1600 |

The above Table indicates the t-Test result which is for Hypothesis testing where it is found that the null hypothesis (H₀) is being accepted. The above table clearly states that the f Value signifies that both the statutory & non-statutory welfare measures provided by the company is not satisfiable which is significant and the error is 1 in 1000.

CONCLUSION:

Welfare measures are the comforts to be provided by the factory to its employees being a manager but many a time it seems to be that

the factory act as a capitalist and want to control the working class by infringing the facilities to them. After analyzing the entire results the researchers concludes it is proved by the above data that the employees welfare measures are not sufficient for the employees.

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