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A STUDY ON LABOUR WELFARE MEASURES AT DANLY(INDIA)PVT LTD.

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ABSTRACT

It has always been a significant part for any organization to meet the essentials of the labour and contribute in their welfare by satisfying all aspects. Labours are considered to be a fundamental unit in contributing to the revenue of the industry. So the expectation of each labour in building their career and providing them with amenities necessary for a better living should be met by an organization. the salary paid will only make the employee believe he is doing his work as expected but for an employee to prioritize official work over personal under critical situations will only be done if the employee is convinced the organization is treating him fairly. Labour welfare is a very huge area where a person's physical safety, medical needs, work life balance are all reflected in the most deserving way. In today's state of affairs people have evolved in such a way they do not switch organizations only for pecunary needs. Instead they have started to look for labour welfare and it's been proved in recent times normal productivity increases to a great extent when a labour is treated with all facilities.

Keywords: *Labours, Welfare facilities, Amenities, Revenue.*

1. INTRODUCTION

Labour welfare is an important fact of industrial relations, the extra dimension, giving satisfaction to the worker in a way, which even a good wage cannot. with the growth of industrialization and mechanization, it has acquired added importance. the worker, both in industry and agriculture, cannot cope with the pace of modern life with minimum sustenance amenities. he needs an added stimulus to keep body and soul together. employers have also realised the importance of their role in providing these extra amenities. and yet, they are not always able to fulfil workers demand however reasonable they might be. they are primarily concerned with the viability of the enterprise. labour welfare, though it has been proved to contribute to efficiency in production, is expensive. each employer depending on his priorities gives varying degrees of importance to labour welfare. it is because the government is not sure that all employers are progressive minded and will provide basic welfare measures that it introduces statutory legislation from time to time to bring about some measure of uniformity in the basic amenities available to industrial workers.

The concept of 'labour welfare' is necessarily flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general socio-economic development of the people and the political ideologies prevailing at a particular time. it is also moulded according to the age group, sex socio- cultural background, marital and economic status and educational level of the workers in various industries. accordingly, the concept cannot be very precisely defined, a series of sharply diverse opinions exists on the motives and merits if labour welfare as well, in its widest sense, it is more or less.

2. REVIEW OF LITERATURE

- P.Swapna and N.Samuyelu (2011)India being a welfare state wedded to the philosophy of socialistic pattern of society, it is imperative to have a contented workforce, enjoying a reasonable standard of living with adequate facilities and provisions for the well being of them. As labour welfare is a dynamic concept, changes in its principles activities and the rationale supporting them have not been static. they closely follow the stages of advancement of the industrialised society-from police theory to functional theory. accordingly principles for successful implementation of labour welfare activities ranges from adequacy of wages to impact on efficiency as well as transformation of personality in nut shell, it is extension of democratic values in an industrialised society.
- Upadhaya and Gupta (2012)Conclude that communication plays a major role in increasing the satisfaction of an labour. satisfied labours are reported to have high morale. welfare measures and



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work experience does not necessarily relates to satisfaction. therefore its recommended that company should provide for adequate welfare measures but should not burden itself by increasing the cost part of it in greed to earn the competitive edge and declare itself as most desired company. other factors like good and open communication, providing motivating factors, empowerment etc should be taken into the consideration for increasing the labour satisfaction level.

- K.Logasakthi & K.Rajagopal (2013) 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
- Minakshi Garg and pardeep jain(2013) Industrial progress depends on satisfied labour force and in this connection the importance of labour welfare measures was accepted long back. labour welfare concept is basically based on human values, where 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. the days are over when labours was considered to be a commodity. when a worker joins industry he has to work in an entire strange atmosphere, creating problems of adjustment. having a satisfied workforce is very much essential for smooth working of every organization.
- Neeraj Sharma, Jyoti kandpal Bhatt, Monika Singh(2013) During the pre-independence period, industrial relations policy of the British government was one of the laissez faire and also of selective intervention. these were hardly any labour welfare schemes. after independence, labour legislations have formed the basis for industrial relations and social security. labour sector addresses multi dimensional, socio-economic aspects affecting labour welfare, productivity, living standards of labour force and social security. to raise living standards of the workforce and achieve higher productivity skill up gradation through suitable training is of utmost importance. labour welfare occupies a place of significance in the industrial development and economy. it is an important facet of industrial relations the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. the importance of labour welfare and increasing productivity with reasonable level of social security is one of the prime objectives concerning social and economic policy of the government.
- Sharanappa Saidapur and Jayakumar Sindhe (2013) The country has the distinction of having some of the most comprehensive labour laws in the world, even while having one of the largest fractions of the working population is unprotected about under privileged. labour legislations are protecting the welfare of labour community in India. modern states are welfare state; their motto is to achieve the happiness of workers. labourers are pillars of production system. without labourer we can't produce a single article in the economy. providing basic facilities for workers is an obligatory duty of the state and enjoying the basic facilities of workers are fundamental rights of the labourer to provided for in the Indian constitution. labour legislation has grown up as one of the most important social institutions in India.
- B.Rajkuar (2014) Stated that workers are relatively unpreserved, which need regular welfare facilities for his or her up progression and presentation on this field. In India service region is most important divisions which create additional service, needs welfare procedures for their enhancement. the welfare measures helps to encourage and preserve workers maximum of welfare centres are scheme of dis infected amongst human resources and influenced through presenting welfare measures. this guarantees worker pride result in expand efficiency.
- Deepali S.Kadam and H.M.Thakar (2014) If the workers health is good, so that they can work with full capacity and efficiency. industrial health depends upon the workers health and worker's health 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 and wealth" and keep him interested in his work. it helps to increase the production and profit of the organization. then the organization can provide better wages and other welfare facilities to worker. thus the employee's health, safety and welfare correlated with each other. hence every organization should take care of employee's of health, safety measures provided.
- Lalitha and Priyanka (2014)Ideated that welfare measures need not be in monetary terms only but in any kind/forms. employee welfare includes monitoring of working conditions, creation of industrial



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harmony through infrastructure for healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.

- Mr.T.Venkata Ramana and Dr.E.Lokanadha Reddy(2015) Stated that cause of human resources welfare is to improve the excellent of existence of personnel and hold them satisfied and compete. extra mural blessing are the end consequence of agency's significant to make certain in that influential and workers in any respect stage of the enterprise and associated to the ethnicity of the association and residing it. out comes drawn with foundation of observations and extra mural facilities, welfare facilities to family and girls; where as in intra mural amenities are in deprived situation to enhance the charge of worker delight.

3. OBJETIVES OF THE STUDY

- To study the work environment of labours in the organization.
- To study the existing and satisfaction level of welfare facilities provided to the labours.
- To identify the factors influencing towards labour welfare.
- To analyze to various training methods given to the labours regarding health and safety measures.

4. RESEARCH METHODOLOGY

The researcher chooses descriptive research design method in this study. In this research, non-probability sampling was adopted, under the convenience sampling method was used. Sample size is 130, the target respondents are workers in the organization. The research collect data from two sources primary data and secondary data. Tools used for data collection is questionnaire. Primary data was collected using structured questionnaire distributed to the 130 respondents. Secondary data were collected from journals and online articles. Tools used for data analysis were chi-square, anova, and correlation was applied in this study to reveal relationships among variables from the data.

Research Hypothesis of the study

H₁ is accepted. Hence there is no significance relationship between Gender with the work environment of the organization.

H₀ is accepted. Hence there is significance relationship between Gender with the medical benefits provided by the organization .

H₀ is accepted. Hence there is significance relationship between Gender with promotion schemes to uplift the labours.

H₀ is accepted. Hence there is significance relationship between Gender with the first aid treatment.

H₁ is accepted. Hence there is no significance relationship between Qualification with effective training.

H₁ is accepted. Hence there is no significance relationship between Experience and overtime allowances.

H₁ is accepted. Hence there is no significance relationship between Experience and satisfaction of existing job.

H₀ is accepted. Hence there is significance relationship between Experience and quarters facility.

H₁ is accepted. Hence there is no significance relationship between Experience and opportunity for higher studies.

H₀ is accepted. Hence there is significance relationship between Qualification and adequate space for movement of machines.

Hypothesis testing

Chi-square

1. Chi-Square for Gender with work environment of the organization:

$$\begin{aligned} \text{degrees of freedom } (r-1)(c-1) \\ (2-1)(5-1) &= 1*4 \\ &= 4 \end{aligned}$$

Calculated value=36.94

Table value=9.488

Calculated value > Table value

36.94 > 9.488

Conclusion:



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Hence the calculated value is greater than the table value in chi-square. So, H_0 is rejected and H_1 is accepted . Hence there is no significance relationship between Gender with welfare of the organization.

2. Gender with the medical benefits provided by the organization:

$$\begin{aligned} \text{degrees of freedom } (r-1)(c-1) \\ (2-1)(5-1) &= 1*4 \\ &= 4 \end{aligned}$$

Calculated value=8.832

Table value=9.488

Calculated value < Table value

Conclusion:

Hence the calculated value is lesser than the table value, So H_0 is accepted and H_1 is rejected. Hence there is significance relationship between Gender with the medical benefits provided by the organization.

3. Gender with promotion schemes to uplift the labours:

$$\begin{aligned} \text{degrees of freedom } (r-1)(c-1) \\ (2-1)(5-1) &= 1*4 \\ &= 4 \end{aligned}$$

Calculated value=2.844

Table value=9.488

Calculated value < Table value

Conclusion:

Hence the calculated value is lesser than the table value So H_0 is accepted and H_1 is rejected. Hence there is significance relationship between Gender with promotion schemes to uplift the labours.

4. Gender with first aid treatment:

$$\begin{aligned} \text{degrees of freedom } (r-1)(c-1) \\ (2-1)(5-1) &= 1*4 \\ &= 4 \end{aligned}$$

Calculated value=1.782

Table value=9.488

Calculated value < Table value

Conclusion:

Hence the calculated value is lesser than the table value So H_0 is accepted and H_1 is rejected. Hence there is significance relationship between Gender with the first aid treatment.

5. Qualification with effective training:

$$\begin{aligned} \text{degrees of freedom } (r-1)(c-1) \\ (2-1)(5-1) &= 1*4 \\ &= 4 \end{aligned}$$

Calculated value=29.027

Table value=9.488

Calculated value > Table value

Conclusion:

Hence the calculated value is greater than the table value. So, H_0 is rejected and H_1 is accepted. Hence there is no significance relationship between Qualification with effective training.

Anova

1. Experience and overtime allowances

Source of variation	Sum. of. squares	Degrees of freedom	Mean square	F-ratio	5% F-limit
Between samples	388.5	$c-1 \Rightarrow 5-1=4$	$\Rightarrow 388.5/4=97.125$	97.125	F(4, 15)
Within columns	240.5	$N-c \Rightarrow 20-5=15$	$\Rightarrow 240.5/15=16.033$	16.033	
				6.058	3.06



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Degrees of freedom

V1 =4

V2=15

Table value=3.06

Calculated value=6.058

(C.V > T.V)=6.052 >3.06

Conclusion:

Since the calculated value is greater than the table value in Anova Table. So, H₀ is rejected and H₁ is accepted. Hence there is no significance relationship between Experience and overtime allowances.

2.Experience and satisfaction of existing job

Source of variation	Sum. of. squares	Degrees of freedom	Mean square	F-ratio	F-test for 5%
Between samples	489.5	c-1=>5-1=4	=>489.5/4=122.37	<u>122.37</u>	F(4,15)
Within columns	225.5	N-c=>20-5=15	=>225.5/15=15.03	15.03	
				8.142	3.06

Degrees of freedom

V1 =4

V2=15

Table value=3.06

Calculated value=8.142

(C.V>T.V)=8.142>3.06

Conclusion:

Since the calculated value is greater than the table value. So,H₀ is rejected and H₁ is accepted. Hence there is no significance relationship between Experience and satisfaction of existing job.

3.Experience and quarters facility

Source of variation	Sum. of. squares	Degrees of freedom	Mean square	F-ratio	F-test for 5%
Between samples	74	c-1=>5-1=4	=>74/4=18.5	<u>18.5</u>	F(4,15)
Within columns	309	N-c=>20-5=15	=>309/15=20.6	20.6	
				0.899	3.06

Degrees of freedom

V1 =4

V2=15

Table value=3.06

Calculated value=0.899

(C.V<T.V)=0.899<3.06

Conclusion:

Since the calculated value is lesser than the table value. So, H₀ is accepted and H₁ is rejected. Hence there is significance relationship between Experience and quarters facility.

4.Experience and opportunity for higher studies

Source of variation	Sum. of. squares	Degrees of freedom	Mean square	F-ratio	F-test for 5%
Between samples	328.5	c-1=>5-1=4	=>328.5/4=82.125	<u>82.125</u>	F(4,15)
Within columns	312.5	N-c=>20-5=15	=>312.5/15=20.833	20.833	
				3.942	3.06



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Degrees of freedom

V1 =4

V2=15

Table value=3.06

Calculated value=3.942

(C.V>T.V)=3.942>3.06

Conclusion:

Since the calculated value is greater than the table value. So, H₀ is rejected and H₁ is accepted. Hence there is no significance relationship between Experience and opportunity for higher studies.

5.Qualification and adequate space for movement of machines

Source of variation	Sum. of. squares	Degrees of freedom	Mean square	F-ratio	F-test for 5%
Between samples	245.15	c-1=>5-1=4	=>245.15/4=61.287	<u>61.287</u>	F(4,11)
Within columns	740.6	N-c=>16-5=11	=>740.6/11=67.327	<u>67.327</u>	
				0.910	3.36

Degrees of freedom

V1 =4

V2=11

Table value=3..36

Calculated value=0.910

(C.V<T.V)=0.910<3.36

Conclusion:

Since the calculated value is lesser than the table value.So, H₀ is accepted and H₁is rejected. Hence there is significance relationship between Qualification and adequate space for movement of machines.

Correlation

1.Effective training to handle equipment and adequate space for movement of persons, machines:

X	Y	XY	X ²	Y ²
30	26	780	900	676
40	42	1680	1600	1764
52	58	3016	2704	3364
8	4	32	64	16
Ex=130	Ey=130	Exy=5508	Ex ² =5268	Ey ² =5820

$$r = \frac{\sum xy}{\sqrt{\sum x^2 \sum y^2}}$$

=0.9947

Conclusion:

The above correlation value of **r** is 0.9947, so it has a strong positive relationship between Effective training to handle the equipments and adequate space for movement of machines.

2.Satisfaction of existing job and opportunity for higher studies

X	Y	XY	X ²	Y ²
40	19	760	1600	361
53	37	1961	2809	1369
17	52	884	289	2704
12	8	96	144	64
8	14	112	64	196
Ex=130	Ey=130	Exy=3813	Ex ² =4906	Ey ² =4694



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$$r = \frac{\sum xy}{\sqrt{\sum x^2 \sum y^2}}$$

$$=0.7945$$

Conclusion:

The above correlation value of r is 0.7945, so it has a strong positive relationship between Satisfaction of existing job and opportunity for higher studies.

3. Work environment of the organization and clean toilets

X	Y	XY	X ²	Y ²
42	38	1596	1764	1444
14	36	504	196	1296
58	40	2320	3364	1600
11	11	121	121	121
5	5	25	25	25
Ex=130	Ey=130	Exy=4566	Ex ² =5470	Ey ² =4486

$$r = \frac{\sum xy}{\sqrt{\sum x^2 \sum y^2}}$$

$$=0.9217$$

Conclusion:

The above correlation value r is 0.9217, so it has a strong positive relationship between Work environment of the organization and clean toilets

5. FINDINGS OF THE STUDY

- 82% of the respondents coming under the male category.
- 38% of the respondents coming under the age group between 30-40.
- 72% of the respondents coming under the marital status.
- 42% of the respondents coming under the qualification of UG category.
- 42% of the respondents coming under the income between (5000-10,000) category.
- 36% of the respondents coming under the experience between (4-6 years) category.
- 45% of the respondents are partially agreed about the work environment.
- 46% of the respondents are agreed with the medical benefits for labours and to their family.
- 43% of the respondents are agreed with the hygienic condition in work place
- 36% of the respondents are agreed with the industrial disputes act.
- 31% of the respondents are agreed with the recreational facilities.
- 32% of the respondents are partially agreed with the counselling facilities.
- 32% of the respondents are agreed with the insurance coverage.
- 38% of the respondents are strongly agreed with the overtime allowances in the organization.
- 41% of the respondents are agreed about the satisfaction of the existing job.
- 38% of the respondents are partially agreed with the communication arrangement for health and safety issues.
- 31% of the respondents are partially agreed with the clean toilets and pure drinking water.
- 44% of the respondents are agreed about the cleaned and dis-infected spittoons.
- 44% of the respondents are partially agreed with the promotion schemes for labours.
- 36% of the respondents are strongly agree about the tenure in the organization.



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- 48% of the respondents are partially agreed with the stress free workplace.
- 29% of the respondents are agreed about the quarters facility by the organization.
- 40% of the respondents are partially agreed with the opportunity for higher studies.
- 31% of the respondents are agreed with the reimbursement facility.
- 51% of the respondents are strongly agree about the health and safety measures in the organization.
- 38% of the respondents are agreed about the identification of hazards and controlling them.
- 40% of the respondents are partially agreed with the training for handling the plant/machineries.
- 53% of the respondents are partially agreed with the training to act in emergencies.
- 36% of the respondents are strongly agreed with the proper first aid treatment.
- 45% of the respondents are partially agree about the adequate space for movement of machines.

6. SUGGESTIONS

The work environment and recreational facilities of the organization can be improved to the labours to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers, this perk up and advances the efficiency of the organization. More convenient health and safety measures should be provided for the labours like proper first-aid treatments, and there should be an availability of arrangement from management side for communicating health and safety issues, in the organization, they can influence more welfare benefits like quarters facility, health check up, employee counselling.

7. CONCLUSION

Labour welfare measures are advocated to maintain a strengthen manpower both physically and mentally the study of various measures brings in to light that the present measures taken by the company.the concept of labour welfare have reached many milestones in improving the efficiency of labours since work related problems compliment poor quality of life for labours and decline in performance. Labours are highly perishable in this field. In India, service sector is a leading sector, which generates more employment, needs welfare measures for their improvementand it helps to motivate and retain the labours. most of the welfare facilities are methods of hygienic among workers are motivated by providing welfare measures, the welfare measures are perquisites for every employee, without welfare measures labour is isolated in the organization. the organization are encouraged to be a driving force regarding these welfare facilities in motivating the labours and increase their work efficiency the improvement in working conditions are suggested to improve effectiveness of labour welfares measures'like drinking water, spittoons, restrooms, housing facilities which in turn would be the morale and increase the productivity of the labours it also ensures labours satisfaction result in increased efficiency.

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