

A Study On the Application of Employees Welfare Measures at Factories in Chennai

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Abstract

Employee welfare is a comprehensive term including various services, benefits and facilities offered by the employer. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Labour welfare is an important aspect in every organization with some added incentives which enable the workers to lead a decent life. Factories in Chennai have increasingly recognized the importance of welfare measures due to growing industrialization and competition. Effective welfare practices not only ensure legal compliance under the Factories Act, 1948, but also improve industrial relations and reduce absenteeism and labour turnover. Recent studies conducted in Chennai manufacturing industries found that employees highly value counselling facilities, transport facilities, medical support, and housing assistance as important welfare measures that influence employee satisfaction and commitment. There are several agencies involved in the labour welfare work namely the central government, employer's trade union and other social service organization. Welfare facilities provided by this organization are unique for all the employees. The various statistical tools like percentage analysis and chi – square test.

Key words- Employee welfare- facilities- practices- central government- trade union

1. Introduction

The concept of labour welfare is a very wide one and is more or less synonymous with conditions or work as a whole. It includes not only the minimum standards of hygiene and safety laid down in general by labour legislations, but also such aspect of working life as social measures for the protections of women and young workers.

Mankind's experience of various voluntary changes from primitive times to the present day, have been extensive and varied. However, man's problems were never before as complicated as they seem to be today. Man's economic activity centers primarily on production. Labour is said to be primary factor of production, its role, therefore has been given a lot of importance. It should be useful to have an overall economic history of man and study its relevance to the various labour problems of today.

The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is desirable state of existence involving physical, mental, moral and emotional being. All these four elements together constitute the structure of welfare on which its totality is based.

STATEMENT OF THE PROBLEM

Labour welfare and industrial relations are very much essential for industrial peace. The employees are willing to get more and more welfare activities from the employers. On the other side employers are willing to extract more work from the employees by way of providing minimum facilities to the workers.

Everyone is struggling for survival without, money one can do nothing so labourers are getting monetary benefits. Monetary benefits mean payment for the workers according to their work done in the factory, which is given the form of cash. Non monetary benefits mean the economic materials or benefits given to the labourers in the form of useful goods or services to the labourers.

Review of Literature

Banupriya (2021), stated that, the welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.

Venkataraman(2022)."Labour Economics and Social Welfare" discussed the labour welfare practices in India such as the provision of intramural and extra-mural welfare facilities. He also discussed the various agencies involved in labour welfare. However, the study is very theoretical in nature.

Thilagavathy(2023) "Labour Economics and Industrial Relations stated that organizations provide three types of welfare facilities. According to him, the first type of welfare facilities is related to the provision of subsidized canteens, crèches and medical facilities while the second type of welfare facilities is related to consumer cooperative stores, cooperative credit societies and educational assistance. The third type of welfare facilities is provided by community centers, welfare centers etc.

Thilshan (2023), "Personnel Management emphasized the need for labour welfare and social security in India. He felt that provision of welfare and social security measures makes the employees satisfied

Shukla (2014). Trade Unionism and Industrial Relations" stated that labour welfare is anything done for the comfort and improvement, intellectual and social well-being of the employees over and above the wages paid which is not a necessity of the industry

Varsha (2015), Human Resource Management discussed "labour welfare" in detail. The paper covers all the aspects of labour welfare such as types of labour welfare, statutory provisions concerning welfare, approaches to welfare and the significance of labour welfare

Tripathi (1986) in his book Personnel Management & Industrial Relations explained the principles of labour welfare services Types of labour welfare services different legislations and Acts. He also

discussed the social security measures in terms of the ideal care, sickness benefit, employment benefit, maternity benefit etc, besides explaining the social security system in India

Ganeshkumar(2011) states in his research that wellline at work place is closely related to the quality of life. They also discussed the economic factors, socio-professional factors and political factors are the important in developing the team consolidation through welfare nt work place

Prabhuganesh (2023) States that employment forms a fundamental balance between cosmic efficiency and social equity. In respect to this balance, the employer must evolve profits so sustain economic efficiency and create social equity that allows employees to enjoy reasonable lifestyles

Kesavan (2023)at his Article of "The basic ides of Social Security is to use social means to prevent deprivation and vulnerability to deprivation. They say that the focus of the social security is to enhance and protect

OBJECTIVES OF THE STUDY

The study under review has been undertake with the following objectives

- To analyze the employee safety and industrial health measures taken by the company.
- To identify the rewards and incentives available to employees.
- To offer suitable suggestions based on findings.

METHODOLOGY

The study is based on both the analysis primary and secondary data. The primary data are collected through a questionnaire. The secondary data needed for the study are collected from annual report, books, journals, websites and so on. The sample is collected from 40 respondents with convenience sampling method. The research has decided to apply the following statistical tools like percentage analysis and chi – square test.

HYPOTHESES

The researchers has framed the following hypotheses

- There is no significant relationship between age and nature of work in the employees of the factories in Chennai.
- There is no significant relationship between period of services and financial incentives provided in Factories in Chennai.

ANALYSIS AND INTERPRETATION

TABLE 1: SOCIO ECONOMIC DETAILS

S.No	Particulars		No of Respondents	Percentage (%)
1	Age	20 – 25 years	14	35.00
		26 – 30 years	16	40.00
		31 – 40 years	6	15.00
		Above 40 years	4	10.00
		Total	40	100.00
2	Marital Status	Married	25	63.00
		Unmarried	15	37.00
		Total	40	100.00
3	Educational Qualification	School level	28	70.00
		Graduation	8	20.00
		Diploma	4	10.00
		Total	40	100.00
4	Period of service	1 – 5 years	5	12.00
		5 – 10 years	7	18.00
		10 – 15 years	8	20.00
		More than 15 years	20	50.00
		Total	40	100.00

Source: Primary Data

While analyzing the data, 40 per cent of the respondents are 26 to 30 years, 63 per cent of the respondents are married, 70 per cent of the respondents are completed school level of education and 50 per cent of the respondents are working the period of more than 15 years of services.

TABLE 2: REWARDS AND INCENTIVES

S.No	Particulars		No of respondents	Percentage (%)
1	Bonus	Received	32	80.00
		Not received	8	20.00
		Total	40	100.00
2	Adequacy of bonus	Adequate	18	56.00
		Inadequate	10	32.00
		Excess	2	6.00
		No idea	2	6.00
		Total	40	100.00
3	Adequacy of PF	More than adequate	15	38.00
		Adequate	21	52.00

		Inadequate	4	10.00
		Total	40	100.00
4	Adequacy of gratuity	Adequate	28	70.00
		Inadequate	12	30.00
		Total	40	100.00
5	Financial incentives provided	More beneficial	15	38.00
		Considerable utility	20	50.00
		Not significant	5	12.00
		Total	40	100.00
6	Adequacy of leave benefits	Adequate	15	37.00
		Inadequate	25	63.00
		Total	40	100.00
7	Nature of work	Dangerous	10	25.00
		Non – dangerous	30	75.00
		Total	40	100.00

Source: Primary Data

From the above analysis, 80 per cent of the respondents are received bonus, 56 per cent of the respondents are getting adequate bonus, 52 per cent of the respondents are getting adequate Provident fund, 70 per cent of the respondents are getting adequate gratuity, 50 per cent of the respondents are provided considerable utility of financial incentives, 63 per cent of the respondents are getting inadequate benefits of leave facilities and 75 per cent of the respondents are non dangerous work in Factories in Chennai.

TABLE 3: WELFARE MEASURES

S.No	Particulars	Excellent	Good	Average	Below Average	Worst	Total
1	Safety equipment	22	18	0	0	0	40
2	Drinking water	40	0	0	0	0	40
3	Ventilation	15	15	10	0	0	40
4	Toilets	13	17	10	0	0	40
5	Tools	5	8	16	7	4	40
6	Cleanliness	8	10	12	6	4	40
7	Working space	3	10	7	14	6	40
8	Parking	8	5	12	5	10	40
9	Pollution control	0	15	10	7	8	40
10	Lighting	16	8	5	6	5	40

Source: Primary Data

The weighted arithmetic mean of welfare measures of Factories in Chennai are calculated and presented in the Table 4

- Excellent – 5 Points
- Good - 4 Points
- Average - 3 Points
- Below Average - 2 Points
- Worst - 1 Point

TABLE 4: WEIGHTED ARITHMETIC MEAN OF WELFARE MEASURES

S.No	Particulars	Excellent	Good	Average	Below Average	Worst	Total	Rank
1	Safety equipment	110	72	0	0	0	182	II
2	Drinking water	200	0	0	0	0	200	I
3	Ventilation	75	60	30	0	0	165	III
4	Toilets	65	68	30	0	0	163	IV
5	Tools	25	32	48	14	4	123	VII
6	Cleanliness	40	40	36	12	4	132	VI
7	Working space	15	40	21	28	6	110	X
8	Parking	40	20	36	10	10	116	VIII
9	Pollution control	0	60	30	14	8	112	IX
10	Lighting	80	32	15	12	5	144	V

Source: Calculated Data

From the table 4, First rank goes to Drinking water facilities, Second rank goes to safety equipment, Third rank goes to ventilation facilities, Fourth rank goes to toilet facilities, Fifth rank goes to Lighting facilities, Sixth rank goes to cleanliness facilities, Seventh rank goes to Tools facilities, Eighth rank goes to parking facilities, Ninth rank goes to pollution control facilities and Tenth rank goes to working space facilities.

FINDINGS

The various findings of the study are

- 40 per cent of the respondents are 26 to 30 years.
- 63 per cent of the respondents are married.
- 70 per cent of the respondents are completed school level of education.
- 50 per cent of the respondents are working the period of more than 15 years of services.
- 80 per cent of the respondents are received bonus.
- 56 per cent of the respondents are getting adequate bonus.
- 52 per cent of the respondents are getting adequate Provident fund.

- 70 per cent of the respondents are getting adequate gratuity.
- 50 per cent of the respondents are provided considerable utility of financial incentives.
- 63 per cent of the respondents are getting inadequate benefits of leave facilities.
- 75 per cent of the respondents are non dangerous work in the Factories in Chennai.
- First rank goes to Drinking water facilities, Second rank goes to safety equipment, Third rank goes to ventilation facilities, Fourth rank goes to toilet facilities, Fifth rank goes to Lighting facilities, Sixth rank goes to cleanliness facilities, Seventh rank goes to Tools facilities, Eighth rank goes to parking facilities, Ninth rank goes to pollution control facilities and Tenth rank goes to working space facilities.

SUGGESTIONS

In the modern era, the company users in a municipality of benefits and welfare measures for the promotion of the morale and motivation of the employees and also for good industrial relation.

- The company should increase the wage rate of workers.
- Non financial incentives should be provide to all workers. The unnecessary formalities for utilizing the non financial incentives should be reduced.
- The management should provide better safety measures to the workers.
- The grievances of the workers should be settled immediately through conducting meetings and counseling by supervisors.
- Most of the workers have suggested that, salary hike is the major factor for improving their better standard of living in the coming days.
- The company should also provide more fringe benefits to the workers for their betterment.

CONCLUSION

The study brings out a finding that majority of the employees are finishing only their school level of education. So appointment of a professional marketing team is necessary, which is the major cause for the liability to provide the maximum number of benefits to the employees. The researcher's suggestion to the management is ultimately, to overcome the losses as well as to provide the possible benefits to the employees, that they have to appoint a professional marketing team. So, if the management takes the remedial steps so that, also it will be better for the health condition of its employees.

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