

Effectiveness of Welfare Activities in Manufacturing Industry: A Study with reference to Sri Krishna Jute Mills

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Abstract: - Labour welfare defined as efforts to make life worth living for workmen. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. Welfare facilities and services for employees are increasingly becoming important in organizations. Employees are a major determinant of the success of any organization; therefore, a company's success is not only measured by the margins and profits it declares, but also by the state of well-being of the workers. This article looks at the importance of welfare facilities and services to the workforce and the need for an organization to ensure they provide statutory welfare schemes and non-statutory welfare schemes for their employees. Labour welfare also improving workers health, safety and general wellbeing and the industrial efficiency of the workers.

Key Words: — *Statutory welfare measures, Non statutory Welfare measures, Social security measures, Job satisfaction, Workforce.*

I. INTRODUCTION

The concept of employee welfare activities, however is flexible elastic and differs from time to time, region, industry to industry and country to country, depending upon the value system, level of education, social customs, degree of industrialization and the general standard of the socioeconomic development of a people.

The term labour welfare refers to the facilities provided to workers in and outside the factory premises such as canteens, rest and recreation facilities, housing and all other services that contribute to the well-being of workers. Welfare measures are concerned with general well-being and efficiency of workers. In the early stages of industrialization, welfare activities for factory workers were not provided i.e they were not getting adequate welfare facilities and proper attention. Employers were not inclined to accept the financial burden of welfare activities. Exploitation of child labour, long hours

of work bad sanitation and absence of safety measures were the regular features of factory life.

Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages and salaries.

Welfare means providing or doing well. It is comprehension term and refers to the physical, mental, moral and emotional wellbeing of an individual. Further the welfare is relative in term and scope Rajkuar, B. (2014). Labor welfare also referred to as betterment work employees work relates to taking care of well-being of workers by employer trade union a governmental and governmental agency.

II. LITERATURE REVIEW

Michael (2001) in his book, "Human Resource Management and Human Relations" said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employees there by good human relations will develop among different cadres of employees.

Aravamudhan, V., & Charumathi, D. (2019) focused on the importance of improvement of labour welfare for increasing productivity of the organization. After Globalization as the

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working condition of employees have been continuously changing due to various factors, the organization are planning to implement various welfare and social security program to minimized the social, physical, psychological problems and mitigate the risk encountered by the employee in their work and social life Jaishree, M. S. (2015). Welfare not only motivate employees but also influence the sentiments of workers when an employee feel that the management are interested in their wellness and happiness, his tendency to grumble will gradually disappear Regi, S. B., & Franco, C. E. (2013), Tiwari, U. (2014). Thus Welfare activities develop the physique, morality, intelligence and the standard of living of the worker and thus it improves the efficiency and productivity Khan, A., Rawat, B., & Chaubey, D. S. (2019).

Nithyavathi, K. (2016) observed that there is a positive relation between the welfare measures and man power productivity i.e. if the proper welfare measures are taken the productivity of the employees will increase and ultimately the profit of the organization as well as it enhances the morale and motivation of the employees which gives a positive impact on the efficiency level of the organization.

According to Khademi (2014), Organizational welfare has a positive impact on organizational performance including happiness, security, motivation and job satisfaction.

A. Objective of Study

- To investigate the satisfaction of workers towards the present welfare facilities at Sri Krishna Jute Mills.
- To study the labour welfare measures and its relationship with employees' satisfactory levels.
- To analyze working conditions of employees and provide appropriate suggestions to improve satisfactory levels through proper measures of welfare.

III. METHODOLOGY

This study focus on the employee's opinion towards the various labour welfare measures provided in the manufacturing sector .and this study helps to understand the satisfaction towards the welfare measures and how welfare measures improve the motivation of the employees in manufacturing sector Venugopal, D., Bhaskar, T., Principal, V. I. C. E., & Usha, P. (2011). This is an empirical study. The data for this study collected through questionnaire by using random

sampling. The collected data analyzed and represented as tables and graphs.

A. Labour Welfare Activities in Industry

The jute industry is primarily agro-based and the production of raw jute is subject to vagaries of nature like floods and droughts. It is grown in those areas where paddy can also grow. Generally, the farmers' response to price changes in determining the acreage under jute cultivation is highly sensitive. And these highly sensitive prices for raw jute are remunerative for farmers & this motivates them to keep undertaking jute cultivation. Further the production of raw jute in India is directly related with the area under cultivation with an almost consultant yield. The average yield in India is 7 bales per hectare against 9.5 in Bangladesh and Thailand. Unfortunately in the years of production in our country, not much work had been to improve the yield per hectare. This resulted in shortage of raw jute. Sri Krishna Jute Mills Financial Year start on 1st April and end of 31st march, now East India Commerical Company has 2,75,000 authorized equity shares of rs.100/- each and 2,70,674 subscribed equity shares of Rs 100/- each. It celebrity, safety day on 5th march of every year.

Welfare may not directly increase productivity, but it may add to general feelings of satisfaction with the company and cut down labor turn over. The logic behind providing welfare facilities creates efficient, healthy, loyal and satisfied force for the organization and also for the nation Lalitha, K., & Priyanka, T. (2014). In India industrial workers get the benefit various welfare facilities the purpose is to provide them with better life and also make them happy and efficient Patro, C. S. (2017). There is various welfare schemes are provided by the company to its employees for better working environment and productivity Vadnala, M., & Kumari, P. B. P. (2017).

B. Statutory Welfare Schemes

The statutory welfare norms fulfilled compulsory by employer as prescribed by legal norms and legislation.

- *Drinking Water:* At all the working places safe hygienic drinking water should be provided.
- *Facilities for sitting:* In every organization, especially factories, suitable Seating arrangements are to be provided.
- *First aid appliances:* First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.

- *Latrines and Urinals:* A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
- *Canteen facilities:* Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
- *Spittoons:* In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and some are to be maintained in a hygienic condition.
- *Lighting:* Proper and sufficient lights are to be provided for labours so that they can work safely during the night shift.
- *Washing places:* Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
- *Changing rooms:* Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
- *Rest rooms:* Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

C. Non statutory welfare schemes

These are the welfare provided by the employer voluntarily though he is not under an obligation under Act or Acts. The welfare measures provided by worker in order to maintain good human touch or pressure by unions or due to his concern to workers or to many more reasons there are voluntary in the aspect of employee.

- *Personal Health Care (Regular medical check-ups):* Some of the companies provide the facility for extensive health check-up.
- *Flexi-time:* The main objective of the flexi-time policy is to provide opportunity to labours to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to while supporting labour.
- *Employee Assistance Programs:* Various assistant programs are arranged like external counselling

service so that employees or members of their immediate family can get counselling on various matters.

- *Maternity & Adoption Leave:* Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
- *Medi-claim Insurance Scheme:* This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
- *Employee Referral Scheme:* In several companies labour referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

D. Various Labor Enactments

Employers are statutory require to comply with the provisions of various welfare amenities under different employee welfare legislations.

Important acts relating to labor welfare are;

The Factories Act, 1948

Every factory shall provide adequate and suitable facilities for,

- Washing or drying wet clothes and storing of clothes not worm during working hours.
- Sitting arrangements for employees who are requiring working in standing position in order that may takes short rest in the course of work.
- First aid boxes or cupboards equipped with the prescribed contents at least one for every 150 workers.
- Ambulance rooms for 500 or more workers. The ambulance room shall be of prescribed size, having equipment and medical and nursing staff as prescribed which should be made readily available during all working hours.
- A canteen for 250 or more workers.

The canteen shall be suitably located and sufficiently lighted and ventilated. It shall be one of the prescribed sizes, equipped with necessary furniture, utensils etc., and operated on non-profit basis.

Rest rooms or shelters and lunchrooms with provision for drinking water 160 or more workers are there.

Crèches if 30 or more workers are employed. creches shall be sufficiently lighted and ventilated and maintained in a clean and sanitary condition under the charge of women trained in child and refreshment for children and facilities afar feeding of children at necessary intervals by their mother shall be made as per rules by their mother shall be made by as rules by the government.

If 500 or more workers are there then the welfare office shall be employed.

The state government lays down the scale standards to various welfare facilities.

Maternity Benefit Act, 1961

The maternity benefit Act is a piece of social legislation enacted to promote the welfare of working women. The object of the Act is to provide for Maternity benefit and certain other benefits to women employees working in factories and other establishments. Leave with pay of 12 weeks for the purpose of maternity related confinement and six weeks for miscarriage abortion is required to be given by the employer to women employees, under this Act.

The Equal Remuneration Act, 1976

The equal remuneration Act provides for payment of equal remuneration to men and women workers for it work or work of a similar nature and for the Prevention of discrimination on grounds of against women in the matter of employment.

Employee’s Provident Fund and Miscellaneous Provisions Act, 1952

The main object of this Act is to provide for provident Fund, Employee pension and Deposit linked Insurance for employees working in Factories and other establishment. In the provident fund act, both employer and employee contribute 10% of the salary. In which 8.33% goes to pension scheme and 1.67% will be credited in employee account in the name of employee.

Payment of Gratuity Act, 1972:

The Act provides for payment of gratuity to employees working in factories, mines etc. the Act enjoins upon the employees to pay gratuity at when any of the workers has 5 years of continuous service then he is entitled to gratuity. For that purpose, the worker has to work not less than 240 days in a year. The calculation gratuity of payment is done as per the provisions of the act.

Data Ana

Data Analysis:

The collected data has represented through graphs and secondary data collected from HR department and interpreted the same.

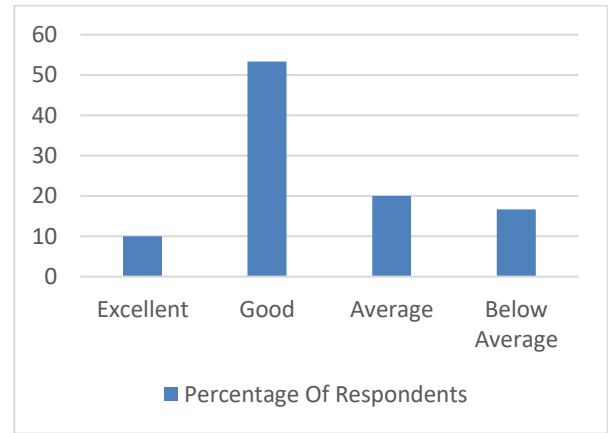


Fig.1. Satisfactory Levels of Employees on Welfare Measures

From the Fig.1. employees are satisfied with the welfare measures at work place. The respondents felt that there are no proper educational facilities and the organization is providing some level of employees only.

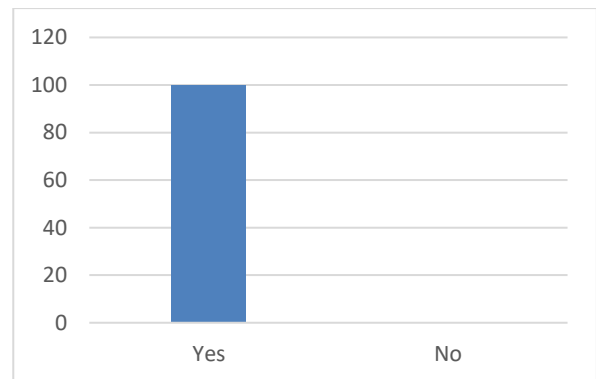


Fig.2. Opinion on Maternity Leaves

From the Fig.2. every woman employee satisfied with maternity benefits provided to them. The employees who cover under ESI, not eligible to avail some other benefits according to ESI act. In this current organization every employee satisfied with the benefits provided by organization and enjoying work with good work life balance.

Employees are happy with medical facility and caring from management and leads to good working relations with management Patel, A., Gohil, A., & Shah, H. (2017). The below

Fig.3. shows that the overall satisfaction levels of employees on welfare facilities provided by organization.

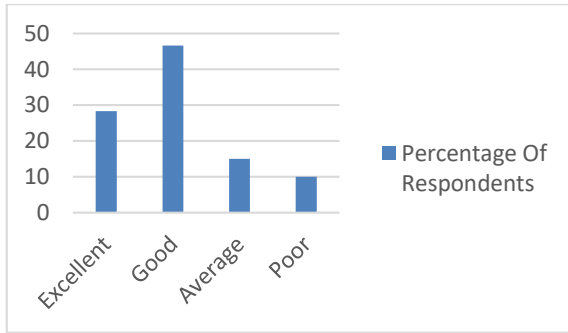


Fig.3. Overall Satisfaction Levels on Working Conditions

E. Other Findings from the Study

- Many of the employees agreed that the new welfare measures being introduced in the organization are essential.
- The employees are satisfied with employee provident fund scheme, insurance benefits and social security provided by the organization.
- Working environment of organization is not good, as it is a manufacturing company.
- Employees are not satisfied with conveyance allowance and canteen facilities.
- It is identified that the adequacy of medical facilities, first aid facilities, medical camps provided by the organization is good.
- The relationship between the labour and the management is satisfied to some extent.

IV. CONCLUSION

It is suggested that existing safety measures are not sufficient so additional environment should be improved. Most of the respondents are not much satisfaction with the canteen accommodation cleanliness and subsidized rates. So the organization can provide required facilities. Firms should concentrate on the marketing for improving their opportunities which can enhance the raise of the organization. A successful human resource management contributes to a powerful labour welfare and smooth industrial relations. Welfare measures provided by the industry directly impact the work competence of the employees. Proper measures should be provided to the employees and increase proficiency and effectiveness. The strength of any organization depends entirely on sincere

working of all the employees. The management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations.

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