



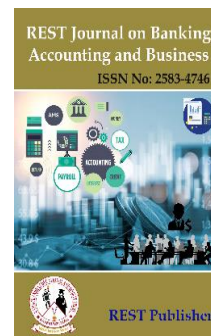
REST Journal on Banking, Accounting and Business

Vol: 2(2), June 2023

REST Publisher; ISSN: 2583 4746

Website: <http://restpublisher.com/journals/jbab/>

DOI: <https://doi.org/10.46632/jbab/2/2/13>



A Study on Labour Welfare Measures in Pondicherry Co-Operative Sugar Mill

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Abstract. This project entitled “Labour welfare measures reference to Pondicherry co-op sugar mill in Puducherry” is intended to determine the whether employees are really satisfied with welfare measure, expectation of employees about welfare, work environment of employees of the organization. Primarily the well-defined objectives are framed according to the study then questionnaire is prepared based upon it directly. The prepared questionnaire is used to get the response from the employees. The response given by the employees are analyzed and interpret using different type of statistical tools such as percentage analysis, correlation, weighted average method. Majority of respondents satisfied with transport facility, medical facility, canteen facility and technical tour programme.

Keywords: Transport facility, medical facility, canteen facility and technical tour programme.

1. INTRODUCTION

The efficiency of workers in the factory is directly linked with the congenial and homely atmosphere prevailing in the work place. The royal commission emphasizing on such facilities said “The provision of suitable washing facilities for employee are desirable and, other facility must be desirable to all employees”. In 1919 of the international labour organization was established to protect the welfare of the work populace the world over. And in the early part of the 20 th century several acts were enacted to safeguard the worker’s interest. The international labour organization defines “Labour welfare as the services, facilities and amenities which may be established in or in the vicinity of undertaking to enable person employed therein to perform their work in healthy and congenial surroundings conducive to good health and high morales”.

2. REVIEW OF LITERATURE

Since 1997, the government has pursued a number of inter-related policies aimed at reforming the welfare system for people of working age getting more people into work and reducing poverty. Joseph Rowntree Foundation research had identified many of the needs of targeted groups and the Foundation has been involved in commenting on reform plans and tracking progress. This Foundations written by Donald Hirsh with Jane Millar is a round-up of what JRF (Joseph Rowntree Foundation) has had to say about Welfare reform and related issues since the later 1990’s and provides and assessment of the progress made. Welfare programs have evolved over time and have been replaced as successive governments have perceived different needs. The recitry the major reviews are somewhat surprising given the long entity of the major programs. The old age and invalid pensions originating in 1908 and the unemployment and sickness benefits payments in 1944. 1980- The Social Security Review commences form 1986: The social Security Review was established in February 1986 by the them minister for social security the Hon. Brian Howe, MP. The review was founded for two years and was commissioned to develop as long-term perspective on priorities and where needed new directions for income security focusing on three main areas: Income support for families with children, Social security and workforce issue, Income support for the aged. New labours welfare reform agenda in the workbarist shift of recent social policy. In this context explores the aim of new Labour’s welfare reform programme to reconstitute the reserve army of Labour. So that its is able to fulfil

its role in managing economic stability. The emphasis is upon ensuring that Labour is as cheap as possible for capital to employees through various directly and indirectly wage subsidies and requiring work benefits dependent groups to compete for paid employment.

3. IMPORTANCE OF WELFARE MEASURES

The usefulness of welfare work in India cannot be over emphasized. Welfare activities influence the sentiments of the workers. When the workers feel that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily disappear. The development of such a feeling, paves the way for industrial peace. Mainly, the provisions welfare measures such as good housing, canteen, medical etc. makes them realize that they have also some stake in the undertaking in which are engaged and so they think thrice before taking any reckless actions which might prejudice the interest of the undertaking. Lab our welfare measures develop congenial environment, and builds a good atmosphere between the lab our and the management. Lab our welfare creates positive work culture, builds team work to meet the challenges of the organization and increase efficiency for the workers whereby the productivity will increase. Labour welfare is one of the way in which the labour problems are solved. Labour welfare act as a main spring for the success of an organization. Labour welfare provides economic security to employees. Amenities such as pension, provident fund, insurance etc. will increase the sense of security in them and promote employment stabilization. Above all labour welfare helps the organization from heavy tax-burden, and to meet legal requirements.

4. OBJECTIVES

Primary objectives: To find out labour welfare measures at Pondicherry co-op sugar mills.

Secondary objectives: To study whether employees are really Satisfied on an available welfare measure. To study the role of welfare measures in Improving productivity of the employees. To examine the effectives of welfare measures. To study expectation of employees about the welfare measures. To study about the work environment of employees of the organization

5. LIMITATION OF STUDY

Most of the respondent were not frank enough to answer certain question. The research was conducted with minimum sample of 75. The important constraint of time and cost was definite limiting factor.

6. SCOPE OF STUDY

The study was conducted at Pondicherry co-operative sugar mills, Lingareddipalayam, Pondicherry. In order to find out the level of welfare measure provided by management. All available welfare measures of the company was taken into consideration for the purpose.

7. RESEARCH METHODOLOGY

Definition: For the present study descriptive research is adopted. Descriptive research is one, which portrays accurately the characteristics of a particular group, situation, or individual (with or without specific initial hypothesis about the nature of their characteristics) The method of random sampling has been adopted for the purpose of getting the required sample frame and this has been done by selecting staff and workers of various department in a random manner. So that the data collected will bring out the varied opinions with regard to employee satisfaction at Pondicherry Co-operative Sugar Mills Ltd.

Data sources: Different kinds of internal sources like employees, human resources information's company profile and brochures had helped as to collect internal data. External sources had helped a lot like magazines like business today, business world, newspapers like business line, the economic times and subject books like human resources management, personnel management, organizational behavior, research methodology primary data has been collected through questionnaire -Secondary data collected in the form of internal sources and external sources.

Inter sources: company profile employees.

External sources: news paper, magazines business today etc.

Research approach: The survey approach was used to administer the questionnaire to the target respondents. The respondents were contacted through personal interview method. The responses were filled by the interviewer in some cases through face to face method while in some cases interviewee themselves filled the survey form.

Research instrument: A structured questionnaire has been of closed ended questions & employee perception ratings. Some times questionnaire was distributed to staff & employees and some times it was used as a schedule and data was collected by us.

Sampling plan: -sample size 75 respondents -sample unit- technicians, operation, shift engineers, chemists of various departments, supervisors, stores assistant and securities pondicherry co-op sugar mills.

Statistical tools: For this study I have used percentage analysis, correlation & weighted average method, graphical representation of data using Bar charts.

Percent analysis: In this project percentage method test is used. It can be calculated in the following way. Percentage of respondents=No. of respondents /total no. of respondent * 100

Weighted average method: Weighted average can be defined as an average whose components aggregate of the products are divided by the total of weights. One of the imitations of simple arithmetic mean is that it gives equal importance to all the items of the distribution. In certain cases, relative importance of all the items in the distribution is not the same where the importance of the items varies. It is essential to allocate weight applied but may vary in different cases. Thus weight age is a number standing for the relative importance of items.

Correlation: In probability theory and statistics, correlation, also called correlation co-efficient, indicates the strength and direction of a linear relationship between two variables. In general, statistical as age correlation (or) co-relation to the departure of two variables.

Formula

$$R = \frac{\sum XY}{\sqrt{\sum X^2 \cdot \sum Y^2}}$$

8. ANALYSIS AND INTERPRETATION

Weighted Average Method: The respondents are asked about some factors listed below in the organization. Their level of attitude of those factors are calculated below.

TABLE 1. Weighted Average Method

	HS	S	N	DS
Sports and game	9	2	17	26
Family and treatment	19	36	10	10
Water	17	41	7	10
suggestion	15	25	15	20

Source: Primary Data

TABLE 2. Point weightage

Point weightage	4	3	2	1			
Factors	H.S	S	N	D	TOTAL	AVG	RANK
Sports and game	36	6	34	20	96	1.36	4
Family treatment	76	108	20	10	214	2.85	2
Water	68	123	14	10	215	2.866	1
Suggestion	60	75	30	20	185	2.466	3

Source: Primary Data

Inference: The above table infers that the company gives more weight age first to the water, second to the family treatment, third to the suggestion, and finally to the sports and game. This shows that the employees are very much satisfied with their working environment.

Correlation:

TABLE 3. Good ventilation facility and proper air condition & working environment and facility is safe

X	Y	X=x-x	Y=y-y	X2	Y2	xy
19	19	0.25	0.25	0.0625	0.0625	0.0625
44	37	25.25	18.25	637.562	351.5625	460.812
7	11	-11.75	-7.25	138.0625	60.0625	91.0625
5	8	-13.75	-10.75	189.062	115.5625	147.8125
	total			964.6865	525.25	699.7495

$$R = \frac{\sum XY}{\sqrt{\sum X^2 \cdot \sum Y^2}} \quad R = 0.983$$

Inference: The positive correlation between good ventilation facility and proper air condition & working environment and facility is safe.

TABLE 2. Transport facility & first aid and accident facility

X	Y	X=x-x	Y=y-y	X ²	Y ²	Xy
13	20	-5.75	1.25	33.062	1.562	-7.187
34	33	15.25	14.25	232.0562	203.062	217.312
17	7	-1.75	-11.75	3.062	138.062	-20.562
11	15	-7.75	-3.75	60.062	14.062	-29.062
	total			328.748	356.748	160.534

$$R = \frac{\sum XY}{\sqrt{\sum X^2 \cdot \sum Y^2}} \quad R = 0.728$$

Inference: The positive correlation between Transport facility and First aid accident facility.

9. FINDINGS

58.7% of respondents were satisfied with the following facility, first aid facility, good ventilation and heat control, working environment facility. More than 41.3% shows their positive opinion on seating arrangement & temperature facilities provided in the mill Only 33.3 % respondent were just satisfied on the facilities offered by company at the time maternity benefits. Nearly 45.3 % of the respondent are satisfied with transport facilities Only 37.3 % of the respondents are no opinion with library. Majority of respondent really satisfied with preventive and guidance chart. Majority of employees are satisfied regarding the leave benefits. Nearly 50.3 % have expressed positive opinion on gratuity. 53.3 % and 60 % have positive opinion on festival advance. 54.7 % of the respondent are satisfied with ambulance a room. 40% of respondents are Highly satisfied with bonus. Regarding sports, game and water, the dissatisfied and satisfied on 34.7% and 54.7% respectively.

10. SUGGESTION AND RECOMMENDATION

It would be encouraging if Pondicherry co-op sugar mills increase the amount spent on welfare schemes like transport facility, medical, canteen, etc. Management must make necessary arrangements for periodic medical check-up, so that occupational diseases can be diagnosed earlier and necessary treatments can be given to the concerned workers. Pondicherry co-op sugar mills having educational institution for their employees. Proper drinking water should be provided by the company for workers safety measures should be improved. Regarding the working conditions of the mill, most of the workers are satisfied. The management of the mill should take necessary steps to fix exhaust fan, air machine etc, in essential places in the mill.

11. CONCLUSION

Employer's are more than willing to understand the employee's requirement and design their welfare packages and employee benefits programmers accordingly. The time for them to understand the changes in employee needs and bridge the gap. Employers should understand what employees want and compensate them accordingly. What Employees Want: Library, Drinking water, Sports and game, Technical Tour programmer, Preventive Guidance chart. Thus the focus of welfare polity should be on these factors. If the organizations want to achieve the aim of attracting and retaining suitable talent from the labour market. If the organization is not competitors will pay the field and win the game.

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