

How to Cite:

Kumuthavalli, T., & Anbazhagan, S. (2022). A study on existence of labour welfare and safety measures (LW&SM) and the level of satisfaction among the workers in engineering and manufacturing company in Tiruchirappalli District, Tamil Nadu. *International Journal of Health Sciences*, 6(S5), 11326–11334. <https://doi.org/10.53730/ijhs.v6nS5.11808>

A study on existence of labour welfare and safety measures (LW&SM) and the level of satisfaction among the workers in engineering and manufacturing company in Tiruchirappalli District, Tamil Nadu

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Abstract---Labour has a significant influence in a country's national economy. When a nation's labour force is combined, it provides glory to the country. Therefore, the process of utilising a labour force must be streamlined and regulated in order to maximise the output. Any organization's HR management includes Labour Welfare and Safety Measure programs and procedures to achieving its objectives. This will eventually increase the organization's productivity. Employees' attitudes reflect in their work commitment and in a same way work commitment replicates Job Satisfaction and companies' profit. However, labour welfare should satiate the demands of work in addition to enhancing workers' quality of life and also help the company to run more effectively. By indirectly lessening the strain on their finances, it also raises the standard of living for workers. Automatically the Raising standard fulfils the needs of the workers, only then they can fully concentrate on Work and the related processes. Given this, labour welfare is crucial to the nation's industrial, economic, and social development. The current study emphasises the availability of specific labour and safety welfare measures in engineering and manufacturing firms in Tiruchirappalli District. 150 samples in total were gathered. The toilet facilities, provident fund, maternity benefit, compensation benefits, and other safety requirements were identified as major welfare components from discussions among the respondents. These analyses were conducted, and the results were interpreted using frequency and ANOVA analysis.

Keywords---Labour Welfare and Safety Measures (LWM), International Labour Organization (ILO), All India Trade Union Congress (AITUC), Indian National Trade Union Congress (INTUC), Bharatiya Mazdoor Sangh (BMS), Centre of Indian Trade Unions (CITU).

Introduction

Labour welfare plays a vital role in industrial economy. It is an essential part of business organization and management to give more importance to humans. Labour welfare postulates a real change in hearts and a change in outlook on the part of both the employers and the workers. In India 33.4% of citizens constitute the work force, of which 10% are engaged in industry. In 20th century industries expand both in the scale of production and in investment. As the scale of production expand the relationship between labour and capital is becoming more and more complicated. The bridge between labour and capital widens and thus labour has become more impersonal. The mass of labour employee gains strength through the formation of trade union. The employees feel that the employment is secured and therefore the demand for secured job brings more comforts better condition of living. On the other hand, the management is highly depended on the labour as the market for their products are widened. Employee's welfare measures imply providing statutory and Non-statutory benefit to maintain a harmonious and peaceful relationship between the employer and labour. The need for labour welfare is more important because it creates a healthy atmosphere in the work place, keeps the labour forces ole and contented and helps to maintaining industrial peace. Labour welfare enables development in an individual's personality, social, psychological, economical, moral and cultural phases. Facilities such as housing, paid holidays, sick leave, social insurance scheme, provident fund, gratuity, and pension, legal and financial advice would install among the workers a sense of own needs and belongingness towards the organization.

Literature Review

Meenakshi Yadav, (2020), revealed eight factors of Labour welfare and they are loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies To maintain a long way efficiency in the organizations. Aarthi.G, and Srinivasan.P, (2018) conducted study on Employee Welfare Measures in Automobile Industry and suggested that management should take special care to frame certain policies and procedures to improve the welfare and safety measure of the organizations. Patro, Chandra Sekhar, (2017) said employee welfare plays an important role in the industrial production and to increase profit of the company. Suthamathi.D, (2016) studied the Satisfaction Level of Respondent's towards Statutory Labor Welfare Measures in Steel Plants at Salem District and ensured quality first aid appliances, facilities for training and education, adequate leave travel allowance, facilities for career advancement, guidance and counseling, maintenance of rest and lunchroom) is important for the improvement of labor welfare measures. Bhagat, (2015) revealed that clean and adequate latrines &urinals at the work place improve indirect motivation to employees. Manasa, B.

R., and Krishn Anaik C.N., (2015) in their Employee welfare measures in Cement Corporation revealed that the auto sector has highly satisfied with the intra-mural welfare measure. Lalitha, K., and T. Priyanka, (2014) studied welfare facilities provided at Bosch limited Bangalore. The study discussed extends of awareness among the employee's with various statutory and non statutory welfare measure. It is found that most of the welfare facilities like medical canteen, working environment and safety measure etc. are provide by company and the majority of the employee's are satisfied with the welfare and safety facilities provided by the company. Hangarki, (2014) studied the relationship between employee satisfaction level and welfare measures in selected national bank in Hyderabad Karnataka region. And disclosed separate lunch room and rest rooms are most important amenities in the working environment. Usha Tiwari, (2014) in her study on employee welfare facilities and its impact on employees efficiency at vindha Telelinks Ltd revealed that Employees welfare schemes resulted positive and It increases productivity in terms of both quality and quantity. Lalitha.K and Priyanka.T, (2014) conducted a study on employee welfare measure with reference in IT industry and concluded that if the employee happy with welfare facilities then only the productivity of that organization can be increased. Balaji, (2013) explored the influence of welfare and rewards on job satisfaction and productivity. The working environment, health and safety measures keep the morale of the workers and make them highly productive. Upadhyay, Devina, and Anu Gupta, (2012) reported Satisfied employees have high morale. Chaudhay, Dr.Asiya, and Roohi Iqbal, (2011) in their empirical study on effect of welfare measures on employees' satisfaction disclosed that many organizations used Labour welfare and Safety Measure as their strategy to improvising productivity of their employees. Anand, (2010) stated that in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programmes by management for personality and stress management, handling of grievance and sexual harassment etc.

Evolution

Social workers, philanthropists, and other religious leaders made significant contributions to workers' welfare throughout the early stages of industrialization, primarily for humanitarian reasons. In India, working conditions were deplorable prior to the implementation of welfare and other legislation. Child labour exploitation, long hours of work, poor sanitation, and a lack of safety precautions were all commonplace in industrial life. The Apprentices Act of 1850 was the first piece of legislation in this direction. The purpose of this law was to assist underprivileged and orphaned youngsters in learning various skills and crafts. Fatal Accidents Act 1853 aimed to compensate the families of workers who died as a result of "wrong actions". During the Pre-Independence Period first Indian Factories Act in 1881, Factories (Amendment) Act 1891, International Labour Organization (ILO) in 1919, the foundation of All India Trade Union Congress (AITUC), 1920, our country's first central trade union organisation and the appointment of Labour Investigation Committee (Rege Committee) in 1944 were the foundations for labour welfare movement in India. The labour welfare movement expanded after the country gained independence. Labor welfare was recognised as having a good impact on raising productivity and lowering labour

tensions. The formation of other Central Trade Union Organizations - Indian National Trade Union Congress (INTUC), 1947, Hind Mazdoor Sabha (HMS), 1943, Bharatiya Mazdoor Sangh (BMS), 1955, Centre of Indian Trade Unions (CITU), 1970, etc., have provided additional boost to the labour welfare movement.

Objectives

- To find out the Existence of Labour Welfare and Safety Measures (LWSM) and the Satisfaction level in the study area
- To make suitable recommendations for further improvement.

Research Methodology

The study is based on information gathered from employees working in engineering and manufacturing Company in Tiruchirappalli District, Tamil Nadu. The data was analysed using a percentage table, a chart representation, and an ANOVA test, followed by interpretation and discussion. The goal of this research is to explore the existence of Labour Welfare and Safety Measures (LWM) and satisfaction level among 150 workers by using a descriptive method based on simple random selection and an interview schedule.

Data analysis

Table -1 Distribution of respondents and their opinion about Rest-Room facilities

Particulars	No. of Respondents	Percentage
Highly Dissatisfied	2	1.3
Dissatisfied	8	5.3
Neutral	6	4.0
Satisfied	9	6.0
Highly Satisfied	125	83.3
Total	150	100.0

Source: Primary Data

The Table-1 shows that vast majority (83.3 percent) of the respondents were highly satisfied about toilet facilities, 6 percent were satisfied, 5.3 percent were dissatisfied, 4 percent were neutral and remaining 1.3 percent were highly dissatisfied.

Table -2 Distribution of the respondents and their opinion about Provident fund

Particulars	No. of Respondents	Percentage
Highly Dissatisfied	5	3.3
Dissatisfied	2	1.3
Neutral	5	3.3
Satisfied	12	8.0
Highly Satisfied	126	84.0
Total	150	100.0

Source: Primary Data

The Table -2 shows that vast majority (84 percent) of the respondents were highly satisfied about Provident fund, 8 percent were satisfied, each 3.3 percent were highly dissatisfied and neutral and remaining 1.3 percent were dissatisfied.

Table-3 Distribution of the respondents and their opinion about Maternity Benefit

Particulars	No. of Respondents	Percentage
Highly Dissatisfied	4	2.7
Dissatisfied	4	2.7
Neutral	6	4.0
Satisfied	9	6.0
Highly Satisfied	127	84.7
Total	150	100.0

Source: Primary Data

The Table-3 shows that vast majority (84.7 percent) of the respondents were highly satisfied about maternity benefit, 6 percent were satisfied, 4 percent were neutral and remaining 2.7 percent were highly dissatisfied.

Table -4 Distribution of the respondents and their opinion about compensation

Particulars	No. of Respondents	Percentage
Highly Dissatisfied	2	1.3
Dissatisfied	3	2
Neutral	5	3.3
Satisfied	23	15.3
Highly Satisfied	117	78
Total	150	100.0

Source: Primary Data

The Table-4 that vast majority (78 percent) of the respondents were highly satisfied about compensation, 15.3 percent were satisfied, 3.3 percent were neutral, 2 percent were dissatisfied and remaining 1.3 percent were highly dissatisfied.

Table-5 Distribution of the respondents and their opinion about Overall Welfare and Safety Measures

Particulars	No. of Respondents	Percentage
High	102	68
Low	48	32
Total	150	100.0

The Table-5 shows that the vast majority (68 percent) of the respondents were having high level satisfaction about overall welfare and safety measures and remaining 32 percent were having low level opinion.

Table-6 One way ANOVA showing the difference between Educational Qualification and their overall work place Welfare and Safety facilities

Overall Work Place Facilities	N	Mean	S.D	SS	DF	MS	Statistical Inference
Between Groups				471.342	3	157.114	F=5.948 0.001<0.05 Significant
Technical	107	41.60	4.455				
UG	12	41.92	3.872				
PG	7	37.14	8.295				
Professional	24	37.29	7.147				
Within Groups				3856.452	146	26.414	

Null Hypothesis: There is no significant difference between educational qualification and their overall work place Welfare and Safety facilities.

One way ANOVA f test reveals that the mean and S.D value for seed purchase Technical (n=107) 41.60 ±, UG (n=12) 41.92 ±3.872, PG (n=7) 37.14 ±8.295 and Professional (n=24) 37.29 ±7.147 educational qualification. Therefore, there is no significant difference between workplace facilities. Hence, the calculated value less than table value (.001<0.05). The Null Hypothesis is rejected.

Table-7 One way ANOVA showing the difference between Working Experience and their overall work place Welfare and Safety facilities

Overall Work Place Facilities	N	Mean	S.D	SS	Df	MS	Statistical Inference
Between Groups				537.776	3	179.259	F=6.905 .000<0.05 Significant
Below 5 Yrs	21	36.14	5.876				
5 to 10 Yrs	78	41.74	5.392				
11 to 15 Yrs	24	40.58	4.662				
16 yrs& Above	27	41.48	3.725				
Within Groups				3790.017	146	25.959	

Null Hypothesis: There is no significant difference between working experience and their overall work place Welfare and Safety facilities.

One way ANOVA f test reveals that the mean and S.D value for seed purchase below 5 years (n=21) 36.14 ±5.876, 5 to 10years (n=78) 41.74 ±5.392, 11 to 15 years (n=24) 40.58 ±4.662 and 16 years and above (n=27) 41.48 ±3.725 working experience. Therefore, there is a significant Difference between working experience and their overall work place facilities. Hence, the calculated value less than table value (.000<0.05). The Null hypothesis is rejected.

Results

All respondents (100%) liked their jobs; a large majority (93.3%) of respondents received annual raises; (97.3%) of respondents received promotions lasting five to ten years; large majorities (100%) of respondents were permanent employees; a large majority (68.7%) of respondents received monthly salaries; and a large majority (71.3%) of respondents worked overtime. The vast majority of

respondents (68.7%) worked the general shift; All respondents (100%) were satisfied with their pay; All respondents (100%) received company bonuses; The vast majority of respondents (92%) in the study were well aware of the Labour Welfare Act; The vast majority of responders (89.3%) expressed extreme satisfaction with the accommodations. The vast majority of responders (75.3%) expressed extreme satisfaction with accidental insurance, the vast majority of respondents (84%) expressed extreme satisfaction with the provident fund, The vast majority of respondents (74.7%) expressed extreme satisfaction with the availability of medical leave services. The vast majority (71.3%) of respondents were extremely satisfied with their union membership, while the vast majority (79.3 %) of respondents were extremely delighted with the canteen facilities. The vast majority of respondents (83.3%) expressed extreme satisfaction with the availability of house finance facilities. A large majority of respondents (76.7%) expressed great satisfaction with the pension facility. Most respondents (76.7%) expressed high levels of satisfaction with the contributing provident fund. The overwhelming majority (84.7%) of respondents expressed satisfaction with the maternity benefit. A large majority (79.3%) of respondents expressed extreme satisfaction with gratuities. The vast majority (81.3%) of respondents expressed extreme satisfaction with their bonus and other statutory benefits. The vast majority of respondents (78%) were extremely content with their pay, whereas the vast majority (88.7%) were extremely satisfied with the welfare measures. And 68% were highly satisfied with the existing safety measure in the company.

Suggestions

- The sector can convene a quality circle of interested employees and consult with them on how to boost output and achieve profitability.
- Management might also go above and beyond to look into the employee's remarks.
- High-quality outcomes require perfection, which in turn depends on LW and SM.
- Management may place an even greater emphasis on a variety of welfare measures, such as cleanliness, ventilation, restrooms, lunchrooms, urinals, lavatories, drinking water, canteen facilities (quality and infrastructure), mobile canteen services, ambulance rooms/health care, first aid facilities, medical check-ups, quarters and recreational clubs, and so forth, as these are motivational factors that play a key role in enhancing employees' feelings and affinities to the company.
- Since expediting the processing of grievances to a maximum of one day increases employee job satisfaction, more appropriate efforts may be done to strengthen the grievance cell. The grievance cell must also be reframed and advanced on a regular basis.
- The organisation may update its safety and security protocols to reduce the likelihood of unpleasant incidents occurring there.
- To promote employee interest in their occupations, necessary provisions may be proposed and passed. So that boredom and tiredness can be avoided and industrial output can be maintained.
- In general, management's perspectives on approving employee suggestions may be more centred on the expansion of the company and the employees. so that the intelligence and creativity of the workforce can be fully used.

- Employer should support employee in achieving their professional objectives.
- Consider life insurance and medical claims for employees.
- Use of contemporary tools for collaboration and communication.

Conclusion

The global economy is highly competitive. The best physical condition is a requirement for success for both employer and employees. Therefore, employees in every company should be inspired, contented, and motivated in their area of expertise. A lot of labour goes into employee appraisal at a company, including better treatment, good pay, social prestige, employee welfare programmes, workplace comforts, and the ability to carry out tasks with authority. In addition to all of this, there should be peace at work because it promotes productivity and seamless business operations. Since employees are seen as company assets, protecting their peace, welfare and safety is essential and must be given first priority. Hence, more measures may be made to implement for the welfare of the workers. The effective application of welfare measures leads to higher productivity, favourable employee attitudes toward management, a happy and healthy work environment, and also decreases absenteeism. The industry's motivation, morale, and productivity are all boosted by LW and SM. The results of the current study show that basically needed labour welfare and safety facilities are highly motivating the workers to work more. However, it is not possible to provide all the needed facilities of the workers by the management at all time and the business circumstances are also not the same in all the businesses, but anyhow at the very least, employers must focus on providing for the basic needs of their staff in the areas of compensation, maternity benefits, provident funds, and restroom amenities.

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