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# **A study in analysing the role of labour enactment towards employment protection and labour productivity**

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**Abstract**--The current business environment is highly challenging and top management are looking for enhancing the productivity and output to achieve sustainable growth and development. The application of labour enactment is being explored extensively by government, regulators, management and employees so as to support the individuals to possess better employment protection, working condition and support in realising performance and efficiency. The changes in the labour enactment are focused in supporting the employees to possess better job security, enhance working environment conditions, salary and wages, supportive management and other related aspects so that they can enhance their performance and wellbeing. This study is poised to analyse the role of labour enactment towards employment protection and labour productivity. The study intends to support the existing research on the aspect that the enactment tend to support the employees to perform better in their work-related area, it also enables the management to implement clear and collaborative policies so as to achieve the growth and development of the organisation. The researchers use detailed statistical analysis in order to test the hypothesis and it is concluded that the key variables support in enhancing the labour productivity and also the employment protection also enables in enhancing the overall performance and productivity of the employees in the organisation.

**Keywords**--labour enactment, productivity, employment protection, correlation analysis, chi square test.

## **Introduction**

The labour force tends to be a major part of the country and play a pivotal role in the overall development and sustainable growth of the nation. In India, there are nearly 500 million workers and stands next to China. The service-related sector accounts for nearly 33% of the labour force whereas the Industrial sector accounts for nearly 27%. The advent in digital technologies has enabled in the transformation of industries and businesses and hence there is a growing requirement to enhance the association between the employers and labour force with a view to safeguard the overall interest of the employees. This is mainly stated as labour enactment which focuses in enhancing the job security of the employees and thereby result in better performance, output and productivity of the individuals (Schwahn, 2017). The implementation of labour law tends to create the legal association among the organised economic aspect and state in enhancing the employment security of the individuals working in the organisation. Previously, the labour law was limited only to few industries, however the government has taken steps in enhancing the scope of laws which will support in protecting the interest of the employees, create better association among the management and employees, influence the employees to perform better and increase their productivity effectively (Vishwakarma 2017).

Previous research has been confined in stating the critical importance of various forms of labour capital and their influence in enhancing the individual and firm wide performance. The implementation of labour enactment policies as stated by the government and regulators tend to support the employees by offering better working environment, work life balance and support from the management will enable in better job security and thereby result in enhancing the performance of the individual effectively. In India it has been recently noted that the government has passed a critical law which will implement four labour codes viz., the code related to wages, code on industrial relation, social security and occupation, health, working and safety related code (Ayala, 2017). These four codes are focused to replace the previous implemented 29 labour laws, these four codes are implemented in order to effectively. It has also been stated that the productivity of the employees in the organisation is also dependent on how they perform the task, the involvement of the employees with the work and other factors.

Furthermore, the implementation of the new codes provides the fixed term employment, support in offering the employers more flexibility and creativity to engage the employees on the basis of contract. The fixed term employees will also get the similar benefits under the new codes and this can be passed on to the companies which has employees of nearly 300 and more. Therefore, the implementation of effective labour enactment tends to support the employers and employees to perform better in their work, create better job security and thereby result in enhancing the productivity and output of the employees. The researchers intend to perform the study to analyse the critical role of labour enactment implemented by the organisation in supporting the employment protection for the employees and lead to better labour productivity. The major determinants of the study are stated to be supportive working environment, better work life balance and cooperation from the management.

## **Review of Literature**

Steven (2011) ranked the various factors affecting productivity at construction sites in Singapore and highlighted the following as the most important: (1) Lack of specific monitoring. (2) Lack of skilled labor. (3) high traffic. (4) Lack of labor and (5) Communication with foreign labor. Leblebici (2012) examined the impact of 23 factors on the productivity of the Thai construction industry and found material shortages, incomplete plans, lack of supervisors, tools and equipment, lack of work, poor communication, teaching time, poor web layout, inspections and review delays are the most critical.

Shree (2015) studied the effects on the productivity of Ugandan artisans and concluded that (1) incompetent supervisors, (2) lack of experience, (3) outsourcing, (4) lack of tools / equipment and (5) poor construction is one of the most important. Naveen (2017) examined 82 companies looking for factors affecting labor productivity in Turkey and identified the following nine factors as the most important for labor efficiency: (1) Place for quality management of labor. (2) Material handling. (3) Amount and payment. (4) Planning. (5) Monitoring. (6) Layout of the site. (7) work discipline. (8) Vocational training. (9) Work with a similar activity based on the significance index method.

Anand (2018) examined several factors affecting labor productivity in Indonesia and highlighted the most important: material delays, material arrival delays, unclear work instructions, work strikes, financial difficulties, long absences, lack of supervision, lack of supervisors, relocation of equipment and change of plan. Bhamu (2018) conducted a study that included 45 factors that affect labor productivity in construction projects and categorized these factors into the following ten main groups: (1) Labor, (2) Leadership, (3. Incentives, (4)) Time, (5 ) Materials / Tools, (6) Monitoring, (7) Work, (8) Security, (9) Quality, (10) External.

Orlova (2019) classified productivity factors into four main groups: (1) Leadership, (2) People / Workforce, (3) Technological, and (4) External. Almost 24 factors were considered for managerial factors, where the most important factors based on the significance index were lack of management, unrealistic work schedules and expectations, lack of leadership, late payments and communication. Reduce the cost of sick leave. Since the third group of workers represents 34% of the total number, we accept two alternatives: one optimistic, which will lead to a total reduction of the incidence of the disease among workers in this group, and a second realistic alternative, to reduce the number of incidents and costs for insurance compensation 20% sick leave; Reduce the cost of replacing an employee on sick leave. Similarly, to evaluate the result, an optimistic alternative, where this cost is completely eliminated, and a realistic alternative, where the cost reduction is 20%, are considered.

## **Objectives of the study**

The main aim of the study is to analyse the major determinants of labour enactment implemented in the organisation in effectively supporting employment protection of the employees and enhance productivity of the employees. The critical objectives of the research are:

- To understand the impact of implementing labour enactment related working environment in enhancing productivity of the employees
- To analyse the role of work life balance in effectively contributing to the productivity of the employees
- To measure the impact of cooperative management in increasing the productivity
- To investigate the role of employment protection in supporting the labour productivity in the organisation

### **Research Methodology**

This researchers intends to present a detailed overview on the importance of labour enactment and its effect on employment security and labour productivity in the organisation. The authors focuses to use the descriptive research design as it will enable the author to analyse the critical factors influencing the subject area through previous research study, moreover this design is implemented so as to understand the problem area in a more detailed manner and to identify the actions based on how, when, where, what and why it happens. The researcher uses both primary source and secondary source for data collection, the former is generated using detailed questionnaire which are created by the researchers and circulated among the respondents, who are the employees currently working in the organisation, nearly 144 respondents were chosen based on convenience sampling method. The secondary source is collated based on the existing literature and research publication from Scopus based journals, online library etc. The data collected are analysed using IBM SPSS tool, based on the analysis and output the authors provides critical discussion and interpretation.

### **Detailed analysis and interpretation**

This part of the study is involved in performing detailed analysis based on the information collected from the respondents, the major analysis applied for the study are frequency distribution, correlation analysis and chi square test.

### **Frequency distribution analysis**

Table 1  
Demographic variable analysis

Gender aspects	Freq.	in % terms
Male	126	87.5
Female	18	12.5
Age groups	Freq.	in % terms
Less than 30 years	40	27.8
31 - 40 years	54	37.5
41 - 50 years	19	13.2

Above 50 years	31	21.5
Family structure	Freq.	in % terms
Nuclear Family	95	66
Joint Family	49	34
Area of living	Freq.	in % terms
Metro City	98	68.1
Non-Metro	46	31.9
Current occupation	Freq.	in % terms
Junior Level Employees	41	28.5
Senior Manager	87	60.4
Business Head	16	11.1
Total experience	Freq.	in % terms
Less than 3 years	35	24.3
3 - 5 years	41	28.5
5 - 10 years	27	18.8
10 -15 years	9	6.3
More than 15 years	32	22.2

From table 1 analysis it can be stated that the 87.5% of the respondents are male and remaining are female, 37.5% were in the age group of 31 - 40 years, 27.8% were in the age group of less than 30 years. 66% were living in a nuclear family and remaining were in joint family. 68.1% were currently in Metro City and remaining were in Non-metro city. 60.4% are in the Senior Manager, 28.5% are working as Junior Level Employees and remaining were working as Business Head. 28.5% were possessing experience between 3 - 5 years, 24.3% were possessing Less than 3 years of experience, 22.2% possess experience of more than 15 years , 18.8% were having experience of 5 - 10 years and remaining possess experience of 10 -15 years.

### **Influence of labour enactment among the employees**

This section enable in analysing the role of labour enactment among the employees in the working, it has been stated that the application of these enactment supports the management in supporting employee protection, cooperation among the employees, better salaries, recognition and career growth.

Table 2  
Labour enactment

Variables in % terms	SDA	DA	N	A	SA
Employment Protection	7.6	10.4	13.2	40.3	28.5
Cooperation among the employees	9.7	5.6	11.1	38.9	34.7
Better Salaries	9	11.1	6.3	35.4	38.2
Recognition	5.6	9	17.4	36.1	31.9
Career Growth	6.9	8.3	16.7	33.3	34.7

The table 2 reveals the responses of the sample population on different metrics like employment protection, cooperation among the employees, better salaries, recognition and career growth. Based on analysis it can be stated that most of the respondents have agreed and strongly agreed to the statement that labour enactment policies support the employees on different fronts and are supportive for their productivity and efficiency.

### Correlation analysis

The correlation analysis is considered to be an effective analysis which enable in measuring the extent of association between the independent variables and dependent variable. The coefficient of correlation lies between -1 to +1

Table 3  
Correlation analysis

Correlations	Work Environment	Work Life Balance	Cooperative Management	Employment Protection	Labour Productivity
Work Environment	1	.894**	.836**	.821**	.816**
Work Life Balance	.894**	1	.858**	.794**	.823**
Cooperative Management	.836**	.858**	1	.731**	.738**
Employment Protection	.821**	.794**	.731**	1	.769**
Labour Productivity	.816**	.823**	.738**	.769**	1

The above analysis shows that the correlation between the variables are high as the coefficient is more than +0.730, hence the correlation are high. This clearly indicates that the overall association between the variables are better and there exist better effect.

### Test of Hypothesis

The last part of the analysis is involved in testing the hypothesis using Chi square test.

#### Hypothesis 1

H0: There is no association between implementing labour enactment related working environment in enhancing productivity of the employees.

Table 4  
Chi square analysis between working environment and enhancing productivity

	Labour Productivity	Work Environment
Chi-Square	49.819a	127.250a
df	4	4
P Value	0.00	0.00

Based on the analysis it is noted that the p value is 0.00 hence it is concluded that there exist a better association between implementing labour enactment related working environment in enhancing productivity of the employees.

#### Hypothesis 2

H0: There is no association between work life balance in effectively contributing to the productivity of the employees.

Table 5  
Chi square analysis between Work life balance and enhancing productivity

	Labour Productivity	Work Life Balance
Chi-Square	49.819a	185.931a
df	4	4
P Value	0.00	0.00

Based on the analysis it is noted that the p value is 0.00 hence it is concluded that there exist a better association between work life balance in effectively contributing to the productivity of the employees.

#### Hypothesis 3

H0: There is no association between cooperative management in supporting the labour productivity in the organisation.

Table 6

Chi square analysis between cooperative management and enhancing productivity

	Labour Productivity	Cooperative Management
Chi-Square	49.819a	72.736a
df	4	4
P Value	0.00	0.00

Based on the analysis it is noted that the p value is 0.00 hence it is concluded that there exist a better association between cooperative management in supporting the labour productivity in the organisation.

#### Hypothesis 4

H0: There is no association between Employment protection in supporting the labour productivity in the organisation.

Table 7

Chi square analysis between Employment protection and enhancing productivity

	Labour Productivity	Employment Protection
Chi-Square	49.819a	55.722a
df	4	4
P Value	0.00	0.00

Based on the analysis it is noted that the p value is 0.00 hence it is concluded that there exist a better association between Employment protection in supporting the labour productivity in the organisation. The current business environment is very stressful and management is working to improve productivity and production to achieve sustainable growth and development. Governments, regulators, administrations and employees are extensively reviewing the implementation of labor laws to help individuals achieve better job security, better working conditions and support for efficiency and effectiveness. Amendments to labor legislation aim to improve workers' safety at work, improve working conditions, wages, support management and other related aspects, improve their performance and well-being. This study analyzes the role of labor law in protecting employment and labor productivity. The purpose of the study is to support existing research where the law aims to help employees perform better in their field of work and enable management to implement clear and collaborative policies to achieve growth and development in the organization. The service sector accounts for almost 33% of the active population and the industrial sector for almost 27%. The emergence of digital technology has enabled industries and companies to change, and there is a growing need to strengthen the relationship between employers and the workforce in order to protect the general interests of

workers. This is mainly in the form of a work team that focuses on improving employee safety at work and therefore leads to better performance, productivity and productivity for individuals. On the contrary, the application of labor law creates a legal link between the organized economic aspect and the state, which increases employment security for those who work in the organization. Previously, labor law was limited to a few sectors, but the government has taken steps to expand the scope of laws that help protect employee interests, create better management-employee relationships, and encourage better employee performance. and effectively increase your productivity.

## **Conclusion**

In India, it was recently reported that the government passed a basic law implementing four labor laws, namely the Wages Act, the Employment Code, the Welfare and Social Work Act, the Health, Work and Safety Code. These four codes are intended to replace the 29 previously applied laws, and these four codes are applied effectively. It has also been said that the productivity of those who work in an organization also depends on how well they do the job, the employees' commitment to the job and other factors. In addition, the introduction of new codes will support fixed-term employment, giving employers more flexibility and creativity in hiring contract staff. The incumbents will have similar privileges with the new ode, and this can be transferred to companies with around 300+ employees. Therefore, the implementation of effective labor legislation often helps employers and employees to perform better in their work, create better job security and, consequently, improve employee productivity and productivity.

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