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A Study on Labour Welfare Measures at Sri Adhava Power Industries

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ABSTRACT

Employee Welfare is the concept which is very important for the Employees in Power industry sector to work effectively which leads to increase the productivity in the organization. The objective of the study is to know about the labour welfare facilities provide by the power industry and to suggest measures for improving or maintaining the current level of measures.

INTRODUCTION

Welfare is regarded as an individual phenomenon, many investigators organize these feeling what are assumed to be worker's needs, in contrast to this individual job satisfaction approach, most researchers are impressed with social or group significance of morale. The study focused on the factor influences Employee Welfare in the organization and their level of satisfaction of employees in the Power industry. 100 employees of equal capacity have taken as samples. Every organization tends to improve the statutory welfare measures that influence the employees of satisfaction in Power industry.

OBJECTIVE OF THE STUDY

- To find out the overall welfare facilities provided by the organization.
- To examine the satisfaction level of the workers regarding the existing system of labour welfare
- To study the employee-employer relationship in the organization

LIMITATIONS

- The study is limited in Power industry only and fore there the findings of the study cannot be extended to other areas.
- The sample size might not give a correct representation of the entire population.
- Some labours are not ready to express their views frankly.

STATEMENT OF THE PROBLEM

Welfare measures have always been important issues for the employees. The industrial progress of any organization largely depends on a satisfied labour force. The schemes of labour welfare may be regarded as a "wise investment" which brings satisfied employees to an organization and paves for the achievement of organization goal.

SWOT ANALYSIS OF COMPANY

STRENGTH

- Excellent sales staff with strong knowledge of existing products
- Sri adhava power industry mould private limited company has successful relationship with customer
- Successful marketing strategies.
- Wide range of products renewed through continual innovation and preferably best - in - class.

WEAKNESS

- High energy consumption
- High price of raw materials

OPPORTUNITIES

- Expand market share by providing wide range of products.
- New technology development in casting industry
- Increasing international trade practice

THREATS

- Political instability
- Changing technology
- Fluctuating market and government policies
- High competitors in market

REVIEW OF LITERATURE

1. **Shrinivas K T (2013)** conducted research work at BOSCH Ltd. Bangalore division on 100 employees. Researcher concluded that employee welfare facilities are satisfied such as canteen facilities, transport & parking, uniform & safety shoes etc. but employees are dissatisfied with medical & first aid due to improper maintenance of medicine & less no. physicians, rest rooms & recreational facilities are poor due to lack of maintenance.

2. **Sinha (2013)** revealed by his research work that the overall employees of KRIBHCO, Surat, Gujarat state. Were satisfied with their organization but the satisfaction level of employees differ significantly as per the salary. Researcher also concluded regarding training opportunities & job rotation between different age groups & gender groups that no significant difference of satisfaction level.

3. **Tatareddy M (2014)** implied by research work that majority of the respondents of Secunderabad division of railway are satisfied with the welfare measures which they are provided. Employees are satisfied with both Intra-mural e.g. medical, canteen, water, washing and bathing, safety measures etc. And extra-mural e.g. housing, recreational, educational, holiday homes, retirement benefits etc. Researcher further suggested recommendation in the areas of housing societies for railway men, better equipped hospitals and clinics, educational facilities in the technical education etc.

4. **KT Srinivas: Vol. 2(12) (2013)** made the title of "A study on employee welfare facilities and its impact on job satisfaction". The study says that how the company providing facilities and how it improve the satisfaction level of the employees and also understands that what are facilities are company adopted to improve the [welfare](#) of the employees. Company should provide the recreational facilities to improve the morale of the employees and reduce the stress level of the employees. Full medical support company should be given to reduce the absenteeism and turnover. Company should conduct health campaign at least once in a month/ year; finally these facilities lead to improve the productivity of the company and protection to the company employees.

5. **LALITHA, K., AND T. PRIYANKA.,(2014)** welfare facilities provided at the company (Bosch limited Bangalore). The study discusses extend of awareness among the employee's with various statutory and no statutory welfare measure. It is found that most of the welfare facilities like medical canteen, working environment safety measure etc. are provide by company and most of the employee's are satisfied with the welfare facilities.

RESEARCH METHODOLOGY

Data collection- Primary data: The primary data is collected through questionnaire.

Secondary data: websites

Sample design: This study is based on probability sampling , simple random sampling.

Sample size: The sample size is 74 employees from this organization

RESEARCH DESIGN:

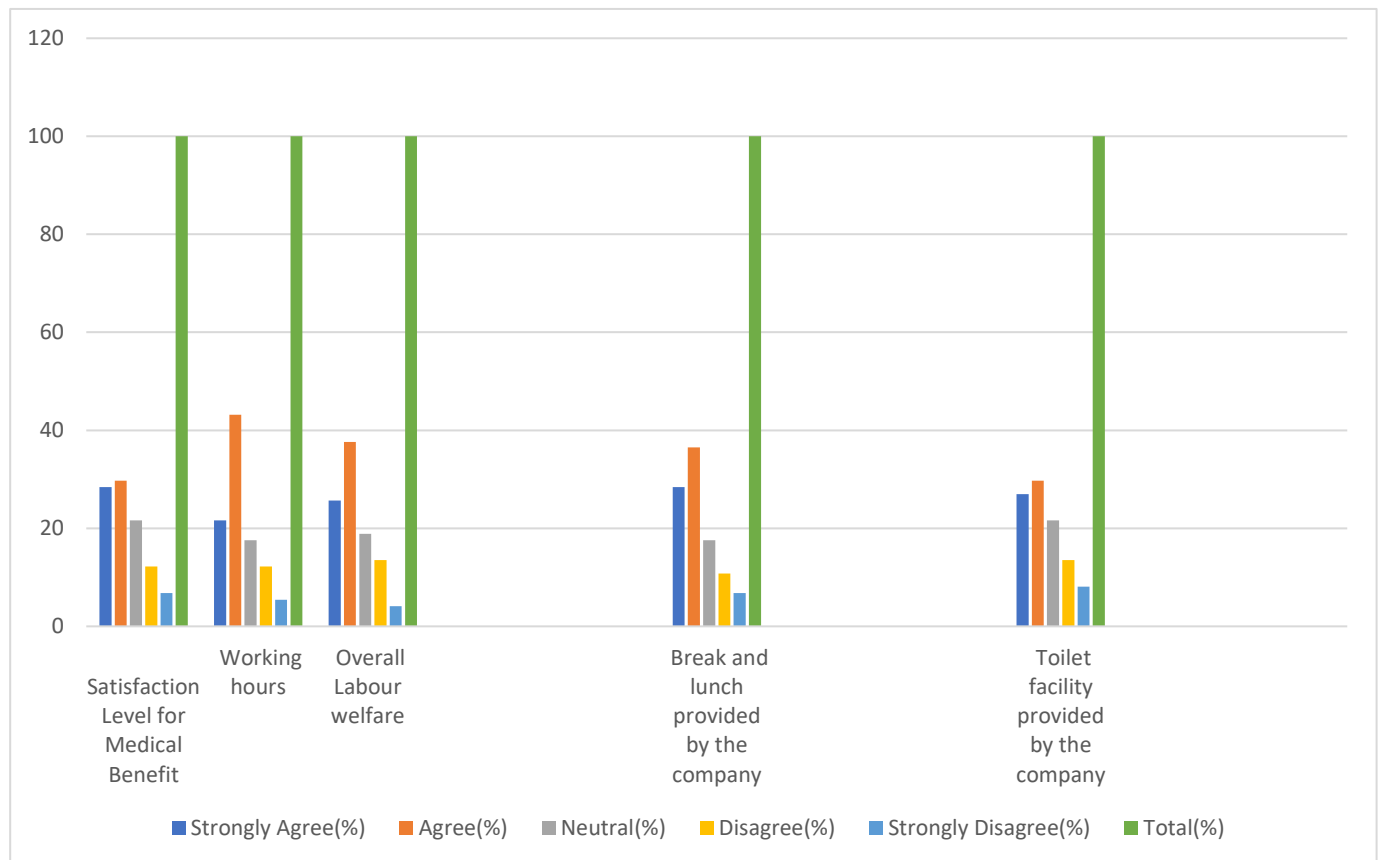
A research design is a matter plan specifying the methods and procedures for collecting and analysing the needed data. It is the frame work for the research plan of action. Research design based on the descriptive research technique employing the survey method and analysis is made on this primary data collected for this projects study.

DESCRIPTIVE RESEARCH DESIGN:

Descriptive research design was selected to achieve the stated objectives. Research studies are those, which are concerned with describing the characteristics of a particular individual, or group on determining the relationship between the variables as to be measured descriptive research design was selected. The objective of the descriptive design is to answer the “who”, “what”, and “how” of the subject under investigation.

ANALYSIS AND INTERPRETATION

Opinion	Strongly Agree(%)	Agree(%)	Neutral(%)	Disagree(%)	Strongly Disagree(%)	Total(%)
Satisfaction Level for Medical Benefit	28.4	29.7	21.6	12.2	6.8	100
Working hours	21.6	43.2	17.6	12.2	5.4	100
Overall Labour welfare	25.7	37.6	18.9	13.5	4.1	100
Break and lunch provided by the company	28.4	36.5	17.6	10.8	6.8	100
Toilet facility provided by the company	27	29.7	21.6	13.5	8.1	100



CONCLUSION

- Labour welfare measurement is most important for any organization. So the company should improve the facilities like canteen, toilet etc..
- They also should concentrate on female employees in case of their maternity can provide leave with at least of half the salary.
- Also should concentrate on the safety of the employees

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