



Labour Welfare Facility

¹Priyanshi Soni, ²Ass. Prof. Deepak Makwana

¹Student

^{1,2}Parul University of Social Work, Faculty of Social Work, Parul University, P.O. Limda TA-Waghodiya 391760 Vadodara Gujarat (India)

ABSTRACT:

This study tries to determine whether the organisation offers wellness amenities and employee satisfaction. When we look back at the history of employee welfare programmes within an organisation, we can see that they have always played a crucial part in raising employee morale and will continue to do so. The welfare programmes in any organisation encourage movement.

For ties between employers and employees. The term "to take care of the well being of workers by businesses, trade unions, and governmental agencies" refers to the employee satisfaction level of welfare facilities. Together with eliminating unhappiness, it helps foster employee loyalty to the company. Welfare facilities aid in keeping employees motivated and loyal to the company. This covers plans for safeguards against hazardous machinery, extremely high temperatures, and firefighting.

The welfare approach has become necessary as a result of the social problems that have arisen as a result of industrialization in a capitalistic setting. In response to these social issues, numerous social welfare amenities have been established for the benefit of employees in various industrial units. There is a growing awareness and recognition in both developing and developed countries of the need for such welfare measures in industrial employment. Human resources are the most important resource for every corporation to improve its productivity, reputation, and level of quality.

The majority of respondents at Tiruppur Clothes Ltd. follow the welfare measures, activities, and processes, and their implementation is well enough for the workers to be satisfied. Just a small number of respondents appear to deviate from the aforementioned. It would be suitable for the management to designate a separate counsellor who offers advice to the workers regarding both official and personal issues that have a significant impact on their ability to accomplish their job duties. All organisational divisions have been included in the study's scope in order to gauge employee happiness.

Employee welfare amenities and services are becoming more crucial in organisations. A company's success is therefore not only determined by the margins and profits it announces, but also by the state of the employees' well-being, as employees are a vital factor in the success of any organisation. This article examines the value of welfare amenities and services to the workforce and the obligation of organisations to ensure that they offer both statutory and non-statutory welfare programmes to their staff. The need of putting welfare programmes into action and the repercussions of doing so are stressed in the article.

I. INTRODUCTION

The social issues that resulted from industrialization in a capitalist environment have made the welfare approach important. Many social welfare amenities have been offered to employees in various industrial units as a solution to these societal issues. The necessity of such welfare measures in industrial employment is becoming increasingly understood and acknowledged in both developing and wealthy nations. The state funds organised welfare initiatives that are created as a consequence of agreements between employers and employees in order to make a significant contribution to the expansion of labour welfare activities. This ought to aid in resolving the many labour issues and improve the welfare of the working class, which is essential for the growth of the economy in our nation.

DEFINITIONS OF WORK-LIFE BALANCE

Welfare refers to success or welfare. It is a broad term that covers a person's physical, mental, moral, and emotional well-being. The concept of welfare is a temporal and spatially relative one. As a result, it changes through time and from country to country, as well as from region to region. The term "labour welfare" relates to the protection of employees' rights and welfare by employers, labour unions, and governmental and nongovernmental organisations. The case in favour of employee welfare includes recognising the special role that each person plays in society and doing right by them, inspiring and keeping workers, reducing societal ills, and enhancing the company's reputation locally.

Most welfare facilities are hygiene variables that, in Herzberg's opinion, if absent, lead to unhappiness and aid in employee motivation and retention. Welfare services help foster employee loyalty to the company in addition to decreasing unhappiness.

Scope of the Study :

To maintain a high level of motivation among their workforce, organisations offer wellness amenities. The welfare activity must, either directly or indirectly, remove the worker's physical or mental obstacles and return to him the peace and joy of living. It must also include both the worker and his family. The welfare restrictions are flexible. It will continuously change. It reveals the welfare officer's character in terms of his imagination, ingenuity, and comprehension of the principles guiding his work ethics. All organisational divisions have been included in the study's scope in order to gauge employee happiness.

II. RESEARCH METHODOLOGY

OBJECTIVES:

1. Employee dissatisfaction with their jobs leads to friction and disputes in the workplace. Labor welfare tries to reduce industrial strife and disputes.
2. To boost output by improving effectiveness.
3. To create a more aesthetically pleasing workplace.
4. To improve employee satisfaction and happiness with the workplace.

SIGNIFICANCE OF RESEARCH:

The term "labour welfare" refers to the amenities provided to workers within and outside of the plant, such as canteens, resting and leisure areas, lodging, and all other amenities that enhance employees' wellbeing. Employee productivity and overall well-being are factors in welfare programmes. Early on in the industrial revolution, manufacturing employees' welfare programmes did not receive enough attention. The cost of assistance was not something that employers were eager to take on. Wherever employers paid for these services, it was mostly out of a paternalistic view of labour rather than taking the needs of the workers into account. Hence, the government was forced to step in, carrying out its welfare duties, using its persuasion skills, and/or enforcing laws where persuasion failed.

DESIGN OF THE RESEARCH:

- ✓ The research design of the proposed project work, considering its objectives, scope and coverage will be exploratory and descriptive.
- ✓ Exploratory and Descriptive research design

SAMPLE AND SAMPLING SIZE:

The sample encompasses 49 employers from different organizations. The sampling method adopted for the research is simple random sampling method.

UNIVERSE:

A study on work-life balance of workforce on UNOVEL INDUSTRY PRIVATE LIMITED.

METHODS AND TOOLS FOR DATA COLLECTION:

Primary Source: Tool for the data collection will through questionnaires.

LIMITATIONS OF THE STUDY:

1. There may be the possibility of respondents' bias in the research study.
2. The constraint of time is the major limitation of the proposed study.

III. FINDINGS

- ✓ Designation: majority of 42.8% are from the "Supervisory Level" for the survey.
- ✓ Experience: Majority of response received from the employees having experience of 1-5 years i.e., 44.90% with 22 frequencies.
- ✓ Majority of the respondent employees are having 35-50 Years with frequency of 16.
- ✓ Gender: Most of the respondents are male for the survey with 81.6% by frequency of 40 respondents.
- ✓ Shift Time of respondents : Majority of respondents are from general shift, with a high of 87.7% with a frequency of 43.
- ✓ Monthly income of respondents : Majority of respondents are under 30001-40000 monthly income, with a high of 49% with a frequency of 24.

- ✓ Aware of various welfare measures provided by DGVCL of respondents : Majority of respondents are aware of various welfare measures provided by DGVCL, with a high of 98% with a frequency of 48.
- ✓ Rank of facility that benefits the most of respondents : Majority rank from respondents for medical facility.
- ✓ Aware of LTC and HTC benefits given by DGVCL of respondents : Majority of respondents are aware of LTC and HTC benefits given by DGVCL, with a high of 98% with a frequency of 48.
- ✓ Washing allowance provided by the company of respondents : Majority of respondents are satisfied good with washing allowance that provided by the company, with a high of 95.9% with a frequency of 47.
- ✓ Company provide adequate and proteins food of respondents : Majority of respondents are satisfied very good with adequate and proteins that provided by company, with a high of 57.1% with a frequency of 28.
- ✓ Satisfactory of respondents about sitting arrangements with in the plant premises : Majority of respondents are satisfied good with sitting arrangements with in the plant premises satisfactory, with a high of 89.8% with a frequency of 44.
- ✓ Satisfaction with the food/snacks/tea/coffee provided to you at different intervals of respondents : Majority of respondents are satisfied good with the food/ snacks/ tea/ coffee provided to you at different intervals, with a high of 85.7% with a frequency of 42.
- ✓ Workers satisfied with safety shoes and helmet provided by the company of respondents : Majority of respondents are satisfied agree with safety shoes and helmet provided by the company, with a high of 55.1% with a frequency of 27.
- ✓ Company strong safety measures of respondents : Majority of respondents are satisfied agree with strong safety measures that followed by company, with a high of 51% with a frequency of 25.
- ✓ satisfaction with transport facilities provided by your company of respondents : Majority of respondents are satisfied good with transport facilities provided by your company, with a high of 69.4% with a frequency of 34.
- ✓ Satisfaction about the hygienic conditions around working place of respondents : majority of respondents are satisfied good with hygienic conditions around working place, with a high of 63.3% and a frequency of 31.
- ✓ The sanitary facilities in your company of respondents : Majority of respondents are satisfied good with sanitary facilities in your company, with a high of 81.6% with a frequency of 40.
- ✓ Drinking water facilities provided by the management of respondents : Majority of respondents are satisfied agree with drinking water facilities provided by the management, with a high of 53.1% with a frequency of 26.
- ✓ Satisfaction with uniform given by the company of respondents : Majority of respondents are satisfied good with uniform given by the company, with a high of 73.5% with a frequency of 36.
- ✓ Recreational activities provided by the company satisfactory of respondents : Majority of respondents are agree of recreational activities provided by the company satisfactory, with a high of 93.9% with a frequency of 46.
- ✓ All respondents are satisfied with the OHC (first aid) provided by the company.
- ✓ Educational facilities provided by the company of respondents : Majority of respondents are aware of educational facilities provided by the company, with a high of 98% with a frequency of 48.
- ✓ Provided good housekeeping facility of respondents : Majority of respondents are satisfied good with good housekeeping facility, with a high of 59.2% with a frequency of 29.
- ✓ Time spend daily in the rest room facility of respondents : Majority of respondents are time spend in the rest room for 10 min, with a high of 42.9% with a frequency of 21.
- ✓ LHP has provided any insurance policy to employees of respondents : Majority of respondents are aware of LHP has provided any insurance policy to employees, with a high of 98% with a frequency of 48.
- ✓ Type of insurance policy of respondents : Majority of respondents are selected health insurance policy, with a high of 83.7% with a frequency of 41.
- ✓ The health care program conducted in the Organization of respondents : Majority of respondents are satisfied very good health care program conducted in the Organization by the organisation plays role as motivational factors, with a high of 57.1% with a frequency of 28.
- ✓ Satisfaction with exiting bonus facilities of organisation of respondents : Majority of respondents are satisfied with exiting bonus facilities of organisation, with a high of 87.8% with a frequency of 43.
- ✓ The LHP organes any recreational programs for employees of respondents : Majority of respondents are are agree for LHP organes any recreational programs for employees, with a high of 91.8% with a frequency of 45.

- ✓ LHP provide accommodaten facility to the employees of respondents : Majority of respondents use LHP provide accommodaten facility to the employees, with a high of 61.2% with a frequency of 30.
- ✓ The welfare facilities increase productivity of employees of respondents : Majority of respondents are believe that welfare facilities increase productivity of employees, with a high of 93.9% with a frequency of 46.
- ✓ Welfare facilities provided by the organisation plays role as motivational factors of respondents : Majority of respondents are satisfied agree with welfare facilities provided by the organisation plays role as motivational factors, with a high of 53.1% with a frequency of 26.
- ✓ Opinion about all the welfare facilities in this Organization of respondents : Majority of respondents are satisfied very good with all the welfare facilities in this Organization, with a high of 62.5% with a frequency of 30.

References

<https://www.accountingnotes.net/human-resource-management/labour-welfare/17539>

<https://ijrti.org/papers/IJRTI1706074.pdf#:~:text=Labour%20welfare%20refers%20to%20taking%20care%20of%20the,are%20the%20argument%20in%20favour%20of%20employee%20welfare>

<https://www.businessmanagementideas.com/industries/labour-welfare-meaning-and-its-importance-industries/6292>

<https://www.yourarticlelibrary.com/human-resource-management-2/employee-welfare/employee-welfare/99778>

http://shodh.inflibnet.ac.in:8080/jspui/bitstream/123456789/2712/3/03_litreature%20review.pdf

https://www.researchgate.net/publication/350098708_A_STUDY_ON_LABOUR_WELFARE_MEASURES_AND_WORKING_CONDITIONS_OF_CLOTHING_INDUSTY_WITH_SPECIAL_REFERENCE_TO_TIRUPPUR_DISTRICT_INDIA