



A Study on Labour Welfare Measure Towards Knit Gallery Pvt Ltd, Tirupur

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ABSTRACT

Labour welfare measures in various industries, focusing on their impact on employee well-being, productivity, and organizational efficiency. Labor welfare refers to the efforts and provisions made by employers to improve the working conditions and overall quality of life for their workers. These measures include financial benefits, healthcare services, safety protocols, recreational facilities, and skill development programs. The research explores the legal frameworks, policies, and practices implemented in different sectors, analysing their effectiveness in enhancing job satisfaction, reducing absenteeism, and fostering positive employer-employee relationships.

Keywords: Labour Welfare, Employee Benefits, Workers Rights, Job Security, Health and Safety

INTRODUCTION

Labor welfare refers to anything done for the intellectual, physical, morals and economic betterment of the employees by employers or by government or by agencies. Welfare measure encompasses various services and amenities given to workers for improvement. These measures must be flexible and continue to change accordingly with the change in the working environmental conditions. Welfare measures are implemented by company owners, government and agencies. Welfare measures aim to improve the physical and psychological health of employees and therefore promote better working conditions. Welfare measures offer facilities such as housing programs, medical services, education & recreational facilities for employee's families to improve the standards of living.

OBJECTIVES OF THE STUDY

The following objectives of the study are:

- To Identify the various welfare measures provided to the employees
- To Study the employees level satisfaction through the welfare measures

SCOPE OF THE STUDY

Companies adopt different welfare measures for the employees. Welfare is referred to as the physical, emotional and mental well-being of an individual. Therefore, anything that helps an individual to attain the state of wellbeing is a welfare measure.

STATEMENT OF THE PROBLEM

Employees across different industry segments have different working conditions and labor laws

have defined various welfare measures as mandatory in order to ensure that employees have access to basic needs and requirements. Employee welfare practice in an organization is important for the efficient business practices.

LIMITATIONS OF THE STUDY

- Due to time constraints only 120 respondents are included in the study
- The study is based on the opinions expressed by the respondents and limited to Tirupur city

RESEARCH METHODOLOGY

RESEARCH DESIGN

The research is undertaken as questionnaire type. The study will present the opinion regarding the perception and satisfaction level of labour welfare

DATA COLLECTION

Primary Data

A structured questionnaire will be designed to collect data on the labor welfare measures implemented by Knit Gallery Pvt Ltd.

Secondary data

Secondary data has been collected from text books, websites, newspaper, journals and government reports

SAMPLE METHOD

In this study Convenience sampling method was adopted for selecting the respondents

SAMPLE SIZE

A sample size of 120 employees will be selected for the study.

STATISTICAL TOOLS FOR ANALYSIS

1. Simple percentage analysis
2. Chi-square test
3. Correlation analysis
4. Anova

REVIEW OF LITERATURE

(Nanjundeswaraswamy, T.S. and Beloor, V., 2024) studied the quality of work life balance among employees working in garment industry. The study revealed that majority of the employees are dissatisfied towards present working condition and the quality of life. Several factors influence quality of work life status which is compensation and rewards, job security, grievance handling, working environment, training and development, job nature, satisfaction in jobs, facilities and poor relation and cooperation from employers.

(Sharma, P., 2024) studied the effect of organizational culture in Indian companies on worker's wellbeing. It also identified the factors that influence organizational culture and affect worker's well being and also how organizational policies and practices affect employee well being. The study established a positive relationship that exists between employee wellbeing, policy, and organizational culture in Indian companies.

DATA ANALYSIS AND INTERPRETATION

Analysis and interpretation of data is the process of assigning meaning to collected information and determining the conclusions, significance and implication of the findings. It is an important and exciting step in the process of research. In all research studies, analysis follow data collection.

The statistical tools are

1. Simple percentage analysis
2. Chi-square test
3. Correlation analysis
4. Anova

ANALYSIS AND INTERPRETATION

TABLE 4.1.2

CLASSIFICATION OF THE RESPONDENTS ON THE BASIS OF

AGE GROUP

S.No	Age Group	Number of Respondents	Percentage
1	20-30 Years	49	41
2	31-40 Years	32	27
3	41-50 Years	21	17
4	Above 51 Years	18	15
	Total	120	100

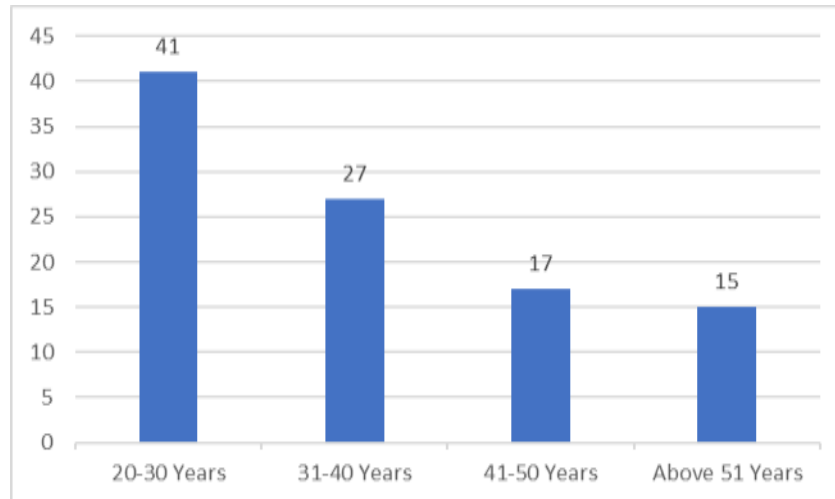
Source: primary data

INTERPRATION:

The above table reveal that out of 120 respondents 41% of the respondents belongs to 20-30 years, 27% of the respondents belongs to 31-40 years, 17% of the respondents belongs to 41-50 years and remaining 15% of the respondents belongs to above 51 years.

Most (41%) of the respondents are belongs to 20-30 years.

CHART SHOWING AGE GROUP OF THE RESPONDENTS



CHI-SQUARE TEST

The chi-square test is used to estimate how likely the observations that are made would be, by considering the assumption of the null hypothesis as true. A hypothesis is a consideration that a given condition or statement might be true, which we can test afterwards. Chi-square tests are usually created from a sum of squared falsities or errors over the sample variance.

EDUCATIONAL QUALIFICATION AND WELFARE MEASURES

LIKE FAMILY AND CHILD CARE

Null Hypothesis (Ho)

There is no significance relationship between Educational Qualification and welfare measures like family and child care support have on employee satisfaction

Alternative Hypothesis (Ha)

There is significance relationship between Educational Qualification and welfare measures like family and child care support have on employee satisfaction

EDUCATIONAL QUALIFICATION	WELFARE MEASURES LIKE FAMILY AND CHILD CARE SUPPORT HAVE ON EMPLOYEE SATISFACTION				
	Support for Gender Equality	Improved Work-Life Balance	Improved Relationships with Co-Worker	Reduction in Workplace Conflict	Total
Under Graduate	5	42	1	2	50
Post Graduate	5	7	9	1	22
Diploma	4	1	16	2	23
Other	4	1	6	14	25
Total	18	51	32	19	120

Source: primary data

CHI-SQUARE TEST

Calculated Value	Table Value	Degree of Freedom	Level of Significance	Result
1.571	173.505	9	0.000	Accepted

INTERPRETATION

The Table deals with the calculated X^2 value is (1.571) is lesser than the 5% significance value table value (173.505) so the null hypothesis is accepted and the alternate hypothesis is rejected. Hence it can be concluded that there is no significant relationship between Educational Qualification and welfare measures like family and child care support have on employee satisfaction

CORRELATION

Correlation is the study of linear relationship between two variables. When there is a relationship of quantitative measure between sets of variables the appropriate statistical tool for measuring the relationship and expressing each in a precise way is known as Correlation.

MONTHLY INCOME AND FINANCIAL WELFARE MEASURES FOR EMPLOYEES

	PEARSON CORRELATION	SIGNIFICANCE (2-TAILED)
INTERPRETATION	0.969	0.001

Source: primary data

INTERPRETATION

The derived correlation result is 0.969 in Karl Pearson correlation with level of significance (2tailed) is 0.001. It can be concluded that there is **Weak to Moderate Positive** correlation between Monthly income of the respondents and financial welfare measures for employees.

ONE-WAY ANOVA

One-way ANOVA when examining whether variations or varying levels of a single independent variable, or factor, have a detectable impact on a dependent variable, ANOVA is frequently utilized. It is used while examining whether variations or varying levels of a single independent variable, or factor, have a detectable impact on a dependent variable. ANOVA is frequently utilized.

RELATIONSHIP BETWEEN GENDER AND EMPLOYEE WELFARE MEASURE INFLUENCES ORGANIZATIONAL PRODUCTIVITY

ONE WAY ANOVA

Null Hypothesis (Ho)

There is no significance relationship between gender and employee welfare measure influences organizational productivity.

Alternative Hypothesis (Ha)

There is a significance relationship between gender and employee welfare measure influences organizational productivity.

Source	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	100.998	3	33.666	200.248	0.000
Within Groups	19.502	116	.168		
Total	120.500	119			

Source: primary data

INTERPRETATION

The calculated value (0.000) is less than the significant value (0.05), so the null hypothesis is rejected. Alternative hypothesis is accepted. Hence it can be concluded that there is a relationship between the gender and employee welfare measure influences organizational productivity.

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS:

PERCENTAGE ANALYSIS

1. Most of (40%) the respondents are having 2-3 years of experience in their field.

CHI-SQUARE ANALYSIS

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CORRELATION ANALYSIS

1. The derived correlation result is 0.969 in Karl Pearson correlation with level of significance (2tailed) is 0.001. It can be concluded that there is Weak to Moderate Positive correlation between Monthly income of the respondents and financial welfare measures for employees.

ANOVA ANALYSIS

1. The calculated value (0.000) is less than the significant value (0.05), so the null hypothesis is rejected. Alternative hypothesis is accepted. Hence it can be concluded that there is a relationship between the gender and employee welfare measure influences organizational productivity.

SUGGESTION

Improved working conditions of the employers should ensure safe, hygienic, and comfortable working conditions. This includes proper lighting, ventilation, sanitation facilities, and the availability of protective gear where necessary regular inspections should be conducted to ensure adherence to health and safety regulations.

CONCLUSION

The study of labour welfare measures at Knit Gallery reveals that effective labour welfare practices play a crucial role in improving worker satisfaction, productivity, and overall well-being. The implementation of various welfare initiatives, such as healthcare benefits, safety measures, skill development programs, and social security, significantly enhances the workplace environment, fostering loyalty and reducing turnover rates. While Knit Gallery has made notable strides in providing a range of welfare programs, the study indicates there is still room for improvement.

REFERENCES

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