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The Effectiveness of Labour Welfare Practices at Arun Structurals Private Limited

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ABSTRACT :

The process of appointing efficient labours has been the big challenge for organisations especially the HR Department. Apparent of measures and steps are initiated by the administrators and team of HR heads in order to recruit and retain talents thereby increasing the productivity of the organisation. And one such initiative is effective labour welfare schemes. The attraction expectation of employees towards the labour welfare schemes is par with that of the salary paid by the organisations. This study aims to examine the effectiveness of labour welfare schemes followed by Arun Structurals Private Limited, an Industrial Sector in Pudukottai, a district in Tamil Nadu State. A well-structured questionnaire has been framed to collect the primary data from the respondents. The outcome of the study shall be highly useful for the organisations to set up and practice effective labour welfare schemes.

Keywords: Labour Welfare Schemes, Employee Benefits, Labour Laws, Job Satisfaction, Employee Retention.

Introduction

The concept of labour welfare is dynamic. Its board perspective and content are prone change depending on socio economic changes that occur in society. The wellbeing and prosperity of country are dependent on the productive capacity and contribution of workforce towards the material wealth of the society. Labour welfare includes provisions of facilities and amenities in and around the work place for the better life of the workers. It is a part and parcel of social security. In India some welfare facilities are compulsory as labour laws, while others are purely voluntary in character. It should be noted that expenditure on labour welfare is a profitable investment in the long period as it motivates the worker for higher productivity.

Scope of Labour Welfare

It is very difficult to lay down accurately the scope of labour welfare because of the fact that labour is composed of dynamic individuals with complexity of needs. In the world of changing values where ideologies are rapidly changing and undergoing transformation, rigid statement about the field of labour welfare needs to be revised. The labour welfare work is increasing day by day with increasing opportunities. It is also increasing with the growing experience and techniques. The test of the welfare activities is that as to how it removes directly and indirectly the hindrances and restores to the worker the peaceful and joyful living. It varies with the stage of economic development, political outlook and social philosophy.

Objectives of Labour Welfare

The following are the basic objectives of the labour welfare facilities.

- Creating a sense of commitment and loyalty among the workers
- Imposing numerous restrictions on the employer for the health and physical wellbeing of the employees
- Ensuring social and economic security of the workers
- Inculcating leadership qualities and team spirit
- Reducing absenteeism among the workers and encouraging them for regular attendance.

Principles of Labour Welfare

The following are the principles for successful implementation of any welfare programme in an organization:

- The labour welfare activities should pervade the entire hierarchy of an organization
- Management should be welfare oriented at every level.
- The employer should not bargain labour welfare as a substitute for wages or monetary incentives.
- There should be periodical assessment or evaluation of welfare measures and necessary improvements on the basis of feedback.

- The management should ensure co-operation and active participation of unions and workers in formulating and implementing labour welfare programme.

Legislative Enhancements

The government of India passed the following acts for the welfare and social security of the workers in the country.

- The Factories Act -1948
- The Minimum wages Act-1948
- The Employees Provident Fund Act- 1952
- The Employees State Insurance Act-1948
- The Workmen's Compensation Act -1923
- The Industrial Dispute Act-1947
- The Payment of Wages Act-1936
- The Trade Unions Act-1926
- The payment of Gratuity Act-1972
- The Industrial Employment Act -1946
- The Apprentices Act -1961.
- The maternity Benefit Act- 1961.

Importance of Labour Welfare

It is primarily concerned with the question of adequate nutrition and suitable housing conditions .It is also concerned with the working conditions which should provide for his good health. The welfare activities carried out in the factory contribute in making services attractive to the labour and in creating a permanent settled labour force. The leaders should try to avoid it by making the worker more contented .it reduces the labour turnover and absenteeism and increases the efficiency. The Labour welfare work has been recognized as an integral part of industrial administration. It helps to improve mental and moral health of the workers by minimizing the incidence of social evils of industrialization.

Objectives of the Study

- To study various welfare measures provided by the company
- To identify the satisfaction of employees with regards to welfare activities
- To know about the working conditions
- To understand and study the welfare measures implemented in the organisation
- To offer suggestions for better execution of Labour Welfare Practices in the organisation

Review of the Literature:

Elangovan studied the human resource management practices of Tamil Nadu Newsprint and paper Limited and Seshasayee Paper and Boards Limited. The primary data for this study was collected from schedule from the workers and officials. He concluded that there was a significant relationship between welfare facilities and job satisfaction of employees in the selected paper mills.

Grover Chris has explored the aim of new labour welfare reform programme to reconstitute the reserve army of labour so that it is able to fulfil its role in managing economic stability. The emphasis is upon ensuring that labour is as cheap as possible for capital to employ through various direct and indirect wage subsidies and requiring more benefit dependent groups to compete for paid employment.

Robert Stratthdee concentrates on New Zealand welfare to work policy and draws on interview data to explore the impact of "outsourcing" on tutors who work with young, unemployed people. Contracting independent organizations to provide services, or outsourcing as it is euphemistically known, has become standard practice in business and is assuming a central role in social policy in many Western nations. He argues that outsourcing is used to control the practices of those who work with unemployed people in New Zealand. The data show that outsourcing achieves this control by certain uncertainty over the tutor's own employment situation. In this respect, outsourcing helps to create a regulatory framework in which the tutors seek to secure their own employment by improving their tutees employability.

Jorge Soares has studied the bias of actually fair measures commonly used to evaluate the impact of a social security system on the wellbeing of individuals. He has investigated how the magnitude of this bias is affected by different features of a pay as you go social security system. Social security affects an individual welfare in ways other than through its direct effect on lifetime income. It influences labour and savings decisions and hence factor prices affect labour income and the return to savings. Although social security can provide insurance against risk, it can also push borrowing constrained individuals further away from their optimal consumption paths. The results show that by ignoring these features, fair measures can grossly misevaluate the impact of social security on the well-being of an individual.

Jay wiggan in his article has outlined that the creation of the Department for work and pensions and the new delivery agency job centre plus is a significant reorganization of the administration of employment and social security. Drawing on regulation theory, the article argues that reform is structurally driven by the need to ensure delivery mechanisms aligned with labour's vision of an "employment first" welfare state. The organization and objectives of the employment service and benefits agency that labour inherited hinder moves to promote jointly up working to deliver employment opportunities for the economically inactive.

Misra carried out a research aimed at sociological analysis of the labour welfare problems of sugar industry. The analysis was based on the first hand data collected from the sugar factories of Eastern Uttar Pradesh. The study found that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not very satisfactory particularly in respect of safety measures, cleanliness, sanitation, latrine facilities, drinking water, rest rooms, etc. It also points out that the provisions for leaves and holidays, lighting, housing, medical and education are far from satisfactory.

Deepak Bhatnagar in his study on "Labour Welfare and Social Security Legislation in India" evaluated the effectiveness of the Employees State Insurance Scheme. He has found that the employees are uncomfortable on the issue of their contribution towards the scheme. Majority of the employees are not fully aware of different benefit schemes as admissible under the Act. Medical certificates are easily available to the insured persons. He suggests that steps should be taken to curb this tendency of tax certification.

Rajwant Singh states that all the difficulties in the implementation of labour welfare measures must be overcome, before the dawn of the new century is reached. The country must find ways of meeting people's basic needs by giving them access to sources of income, food, education, housing, health and hygiene.

Bruce Shutan in his article entitled "Staking a Claim" has stated the group health benefits administration issues. Health care benefits have become significant issues at Fox Entertainment Group Inc., where the average age is 34, length of service runs about 4 1/2 years and the company's per capita medical cost is \$5,400 per employee. Drug benefits feature a formulary 20% employee co-pay, utilization review and incentives to use generic brands. Efforts have been taken to improve employee service and analyse data and build upon the company's hospital, only network, formalize disease management and require conclusive results for alternative medicine approaches. He has outlined how employers are reining in health care costs through sever strategies, including power purchasing, portfolio management, and plan engineering.

Espen Moen and Asa Rosen analysed the efficiency of the labour market outcome in a competitive search equilibrium model with endogenous turnover and endogenous general human capital formation. The results show that search frictions do not distort training decisions if firms and their employees are able to coordinate efficiently, for instance, by using long-term contracts. In the absence of efficient coordination devices, there is too much turnover and too little investment in general training. Nonetheless, the number of training firms and the amount of training provided are constrained optimal, and training subsidies therefore reduce welfare.

Swapna addresses social responsibility of the business in light of labour welfare with special reference to Singareni Collieries Company Limited. The linkages and the ethical considerations involved in labour welfare have been addressed with implications for labour welfare. The concept of social responsibility in its narrow contours has been equated with economic welfare. Conceptually as well as operationally, labour welfare can achieve through social responsibility, which in turn is closely linked to the concept of social welfare and the role of the state. Hence in this way, it is understood the importance of social responsibility towards labour welfare.

Rick Csiernik in his article explores labour welfare in Canada across three distinct periods of occupational assistance: welfare capitalism that began with the Industrial Revolution and persisted through the depression of the 1930s; occupational alcoholism programming that emerged during World War II and the typically unreported domestic labour strife of the 1940s, lasting through the post-war economic boom into the 1960s; and the employee assistance programming era with the introduction of the broad-brush approach to workplace-based assistance that also witnessed organized labour in Canada introduced by workplace

Johri puja and Mehrotra Sanjeev from their study they concluded that voluntary welfare measure should be provided to employee. They study the level of awareness of employee about the various welfare measures.

Bharti P., Parul and Ashok Kumar stated to identify where any relation exists between welfare provisions and employee's satisfaction. His study also reviews on welfare provisions and employee's satisfaction.

Methodology:

Significance of the Study:

- The study aims to find out the opinion on labour welfare policies at Arun Structural Private Limited, Pudukottai District, Tamil Nadu.
- The study focus on the techniques and criteria that are followed by the Organization on effective implementation of labour welfare measures
- A well-structured questionnaire has been constructed to collected the primary data
- The collected data would be interpreted through statistical analysis

Research Design

Descriptive research is the type of research that's been used in this project. It involves surveys and fact finding questionnaires. The descriptive study describes the level of Performance Appraisal in the Organization with respect to various characteristics, benefits and welfare measures and the Organisational Development. The Primary data was collected with the help of Questionnaires and the secondary data was interpreted with the help of SPSS software, this method makes it possible to test the validity of Research Hypotheses and reveal the significance of obtained coefficients.

Scope of the Study

The study on Labour welfare measures of Arun Structural Private Limited, Pudukottai, Tamil Nadu is about the aspects of welfare measures of employee in the organization. This study will help the top management to improve their labour welfare measures favourable to employees UCS LTD. The study covers the whole organization is taken into consideration and the service conducted among the workers through the questionnaire.

Sample Design

The data have been gathered from 100 employees from Arun Structural.

Profit of the Study Area:

Established in 1980, India Arun Structurals has gained immense expertise in supplying & trading of Boiler components, studded tubes, finned tubes etc. The supplier company is located in Pudukkottai, Tamil Nadu and is one of the leading sellers of listed products. Buy Boiler components, studded tubes, finned tubes in bulk from us for the best quality products and service.

Data Analysis and Interpretation:

Table – 1: Gender of the Respondents

Gender	Percentage
Male	66
Female	34
Total	100

Interpretation: It is inferred from the above table that 66% of respondents were male, 34% of respondents were female.

Table – 2: Educational Qualification of the Respondents

Qualification	Percentage
School	52
Diploma	26
College – UG	22
Total	100

Interpretation: It is inferred from the above table that 52% of respondents were school level, 26% of respondents were diploma, 22 % are UG.

Table – 3: Monthly Income of the Respondents

Income	Percentage
Below Rs.10,000	22
Rs.10,001 - Rs.20,000	54
Rs.20,001 - Rs.30,000	10
Above Rs.30,000	14
Total	100

Interpretation: It is inferred from the above table that 22% of respondents were getting below Rs.10,000, 54% were getting Rs.10,000-Rs.20,000, 10% of respondents were getting Rs.20,000-Rs.30,000, 14% of respondents were getting above Rs.40,000.

Table – 4: Work Experience of the Respondents

Work Experience	Percentage
1 year and below	12
2 - 3 Years	14
4 - 5 Years	42
Above 5 Years	32
Total	100

Interpretation: It is inferred from the above table that 12% of respondents were working for 1 year and below, 14% of respondents were working for 2-3 years, 42% of respondents were working for 4-5 years, 32% of respondents were working for above 5 years.

Table – 5: Work Hours of the Respondents

Work Hours	Percentage
Very Satisfied	24
Satisfied	50
Average	18
Dissatisfied	8
Total	100

Interpretation: It is inferred from the above table that 24% of respondents were very satisfied, 50% of respondents were satisfied, 18% of respondents were average, 8% of respondents were dissatisfied.

Table – 6: Medical Facilities of the Respondents

Medical Facilities	Percentage
Very Satisfied	28
Satisfied	46
Average	14
Dissatisfied	12
Total	100

Interpretation: It is found from the above table that 28% of respondents were very satisfied, 46% of respondents were satisfied, 14% of respondents were average, 12% of respondents were dissatisfied.

Table – 7: Recreational Facilities of the Respondents

Recreational Facilities	Percentage
Very Satisfied	60
Satisfied	32
Average	8
Total	100

Interpretation: It is inferred from the above table that 60% of respondents were very satisfied, 32% of respondents were satisfied, 8% of respondents were average.

Table – 8: Most Beneficial Recreational Facilities of the Respondents

Beneficial Recreational Facilities	Percentage
Clubs	34
Indoor games	28
Outdoor games	20
Sports events	18
Total	100

Interpretation: It is inferred from the above table that 34% of respondents had said clubs, 28% of respondents had said indoor games, 20% of respondents had said outdoor games, 18% of respondents had said sports events.

Table – 9: Allowance Facilities of the Respondents

Allowance Facilities	Percentage
Bonus	20
Vehicle	13

Mobile	7
Loans	11
Overtime	20
All of the above	29
Total	100

Interpretation: It is inferred from the above table that 20% of respondents had said bonus, 13% of respondents had said vehicle, 7% of respondents had said mobile, 11% of respondents had said overtime, 29% of respondents had said all of the above.

Table – 10: Maternity benefit of the Respondents

Maternity Leave Facilities	Percentage
Very Satisfied	24
Satisfied	58
Average	16
Dissatisfied	2
Total	100

Interpretation: It is inferred from the above table that 24% of respondents were very satisfied, 56% of respondents were satisfied, 16% of respondents were average, 2% of respondents were dissatisfied.

Table – 11: Accident Coverage of the Respondents

Accident Coverage	Percentage
Very Good	44
Good	36
Could be better	20
Total	100

Interpretation: It is inferred from the above table that 44% of respondents were very good, 36% of respondents were good, 18% of respondents were could be better.

Table – 12: First Aid Facilities of the Respondents

First Aid Facilities	Percentage
Highly Satisfied	28
Satisfied	48
Average	22
Dissatisfied	2
Total	100

Interpretation: It is inferred from the above table that 28% of respondents were highly satisfied, 48% of respondents were satisfied, 22% of respondents were average, 2% of respondents were dissatisfied.

Table – 13: Standard of Living of the Respondents

Standard of Living	Percentage
4	6
3	34
2	50
1	10
Total	100

Interpretation: It is inferred from the above table that 6% of respondents had ranked 4, 34% of respondents had ranked 3, 50% of respondents had ranked 2, 10% of respondents had ranked 1.

Table – 14: Respondents' Loyalty towards the Work

<i>Respondents' Loyalty</i>	<i>Percentage</i>
3	2
2	30
1	68
Total	100

Interpretation: It is inferred from the above table that 2% of respondents had ranked 3, 30% of respondents had ranked 2, 68% of respondents had ranked 1.

Table – 15: Employee Morale of the Respondents

<i>Employee Morale</i>	<i>Percentage</i>
4	12
3	40
2	34
1	14
Total	100

Interpretation: It is inferred from the above table that 12% of respondents had ranked 4, 40% of respondents had ranked 3, 34% of respondents had ranked 2, 14% of respondents had responded 1.

Findings, Suggestions And Conclusion

- It is found that 66% of the respondents are male
- It is found that 52% of the respondents have school level of educational qualification
- It is found that 54% of the respondents are earning Rs.10,000 to Rs.20,000 as monthly income
- It is found that 42% of the respondents are working 4 to 5 years in the organisation
- It is found that 60% of the respondents are satisfied with the overall working hours
- It is found that 50% of the respondents are satisfied with the medical facilities provided
- It is found that 60% of the respondents are very satisfied with the recreational facilities provided
- It is found that 34% of the respondents said that clubs' values/benefits the most in recreation
- It is found that 29% of the respondents said all of the above for allowances paid that benefits them the most
- It is found that 58% of the respondents are satisfied with the maternity benefits provided
- It is found that 44% of the respondents said very good for the management's response when an accident happens
- It is found that 48% of the respondents are satisfied with the first aid appliances
- It is found that 50% of the respondents ranked 2 for increases standard of living
- It is found that 68% of the respondents ranked 1 for loyalty towards work
- It is found that 40% of the respondents ranked 3 for boosts morale and motivation

Suggestions:

- The majority of the employees have stated that there exists a bad working environment and are dissatisfied with it. Due to the presence of huge boiler plants, the temperature of working area heats up to a higher level leading to profuse sweating and many other discomforts. The management should take necessary steps to eliminate the excess heat prevailing through proper installation of exhaust fans in the right places.
- In a country like India, where the rate of illiteracy is very high, employers have not taken adequate initiation to improve the educational standards of the employees. Education would provide quality labour force. It will also help them to acquire technology and adapt themselves in all their ways.
- As far as employees are concerned, there exists overtime stipend. It is therefore suggested that the management should try to give higher amount of OT stipend to their employees for their extra work. OT stipend may vary with number of hours of work, designation and more.
- Maximum numbers of employees are not satisfied with the housing facilities provided and say that there are inadequate and mostly feel congested. The management could provide extra rooms and space for the employees to stay.
- Most of the employees feel that the seating arrangement i.e. the placement of the employees in the working area inside the plant could be improved and could be made better by taking into consideration the opinion of the employees. Also working near the boilers are very hard.
- Maximum number of the employees confirms that the latrines and urinals facility given by the organisation is satisfactory. Hence it is suggested to maintain such feature to enhance the satisfaction of employees.
- Most of the employees also state that there is no proper lighting and ventilation inside. The employees feel suffocated and trapped due to the insufficient lighting and ventilation. The management should resolve this by installing glass windows, exhaust for necessary lighting and ventilation.
- The majority of the employees have stated that the labour welfare facilities do not improve their physical and mental health. Physical health could be improved by managing the heat from boilers, proper ventilation, etc. Mental health could be improved by providing Counselling and uplifting their lives.
- Number of spittoons provided and the cleanliness of those spittoons could be improved as per the employees.
- There is no definite system of providing career development opportunities to the employees. Therefore, the management shall have a meeting with the employees to discuss the ways and means to develop their skills and competence and the same can be discussed with the concerned departmental heads to formulate a consistent and realistic career development plans.
- The employees need to be managed with right mechanisms, better work environment and job enrichment for better results. Therefore, it is suggested that the supervisor's role is to create friendly conditions to encourage to boost their morale and motivate the employees.

Conclusion:

The success of every organization depends on its employees. Therefore, the most vital factor is their satisfaction and this can be achieved only if there is a proper quality of HRD. The study has proved information about the views and thoughts that the employees possess about welfare measures and helping in giving special attention to those area where the needs have not been fulfilled which in turn will help in the overall development of the organization.

The study analysed taking the lower cadre of employee and their needs and job roles has been found challenging every day. The study concludes that if the suggestions are taken into consideration by the employees, will definitely help in achieving greater heights in the years to come.

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