

# A STUDY ON INDUSTRIAL SAFETY MEASURES FOLLOWED IN GANGOTRI TEXTILES LIMITED, COIMBATORE

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**Abstract-** The focus on the labour welfare Activities has led to a growing interest by stakeholders who have started to identify the problem of the labour welfare and formulate their position. The main stake holders are the enterprises investors, employees, trade unions and governments. They are, therefore, gradually becoming aware of the potential of labour welfare activities, albeit from different prospective. Industrial development in recent years has resulted in the advent of large enterprises with large labour force. Obviously, the larger the labour force, the greater are the potential problems. Besides, the recent trends indicate that the employee can no longer be viewed as commodity. This study focuses and find the industrial safety measures followed by the Gangotri Textile Limited, Coimbatore.

**Index Terms-** Welfare, Safety, satisfaction, employees

## I. INTRODUCTION

Industrial safety welfare is the key to smooth employer-employee relations. In order to increase labor welfare, Employers offer extra incentives in the form of labour welfare schemes, and to make it possible to pursued workers to accept mechanization. Sometimes the employers to combat the influence of outside agencies on their employees use labor welfare as a tool to minimize the effect they may have on the labour. Labour welfare measures are also initiated with the view to avoiding payment of tax on surplus and to build up at the same time better relations with employees. There are some theories which constitutes the conceptual frame framework of the labour welfare, describe these theories

Labour is the most important factor of production even today. Neither the development of science and Technology nor the sophistication of modern automation have been able to establish a perfect substitute for Labour obviously Labour is still the major factor in the field of production and deserve due recognition. Hence the protection of the labourer's interests has become obligatory on the government and the employer as well. The directive principles, of state policy highlighted in the constitution contain directions aimed at physical, Social and moral improvement of workers, Article 43 provides for a living wage and conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities.

Since independence, there has been a continuous rise in the money earnings of labourer's. Several new amenities are now part of working life because of legislation and the conditions new

industries necessitate. The increasing attention shown today-to-day Labour problems is an indication of the vital place of the working class in the fast changing management structure of modern communities. The planning authorities also realized the significance of Labour welfare and take great interest in extending the scope of Labour welfare measure.

## II. PERCEPTIVE OF LABOUR WELFARE ACTIVITIES

The focus on the labour welfare Activities has led to a growing interest by stakeholders who have started to identify the problem of the labour welfare and formulate their position. The main stake holders are the enterprises investors, employees, trade unions and governments. They are, therefore, gradually becoming aware of the potential of labour welfare activities, albeit from different prospective. The basic questions in this prospective are the followings:

1. Should labour welfare activities be mandatory for enterprises?
2. If mandatory should law and/or social organization should regulate the labour welfare activities?
3. If voluntary, how to secure the interests of the employees at enterprise level?

## III. OBSERVATION

Industrial development in recent years has resulted in the advent of large enterprises with large labour force. Obviously, the larger the labour force, the greater are the potential problems. Besides, the recent trends indicate that the employee can no longer be viewed as commodity. The socialistic pattern of society, the advent of invention by the nation and the idea of a welfare state must & move to the recognition of labour welfare activities. Enterprises can use the labour in proper direction for maximum utilizations through their satisfaction, which is possible only when labour is satisfied. To keep the employees motivated and committed various activities are needed.

### Principles for successful implementation of welfare activities

The success of welfare activities depends on the approach, which has been taken into account in providing such activities to the employees. Welfare policy should be guided by idealistic morale and human value. Every effort should be made to give workers/employees some voice in the choice of welfare activities so long as it does not amount to dictation from workers. There are employers who consider all labour welfare activities as distasteful legal liability. There are workers who look upon welfare activities

in terms of their inherent right. Both parties have to accept welfare as activities of mutual concern. Constructive and lasting Progress in the matter of social justice can be achieved only if welfare activities are accepted as essential factors in the progress of the business organization. Labour welfare is dependent on certain basic principles.

#### **Adequacy of Wages**

Labour welfare measures cannot be a substitute for wages. Workers have a right to adequate wages. But high wage rates alone cannot create healthy atmosphere, nor bring about a sense of commitment on the part of workers. A combination of social welfare, emotional welfare and economic welfare together would achieve good results.

#### **Social Liability of Industry**

Industry, according to this principle, has an obligation or duty towards its employees to look after their welfare. The constitution of India also emphasizes this aspect of labour welfare.

#### **Impact on Efficiency**

This plays an important role in welfare services, and is based on the relationship between welfare and efficiency, though it is difficult to measure this relationship. Programmes for housing, education and training, the provision of balanced diet and family planning measures are some of the important programmes of labour welfare, which increases the efficiency of the workers, especially in underdeveloped or developing countries.

#### **Increase in Personality**

The development of the human personality is given here as the goal of industrial welfare which, according to this principle, should counteract the baneful effects of the industrial system. Therefore, it is necessary to implement labour welfare services. Both inside and outside the factory, that is, provide intra-mural and extra-mural labour welfare services.

#### **Totality of Welfare**

This emphasizes that the concept of labour welfare must spread throughout the hierarchy of an organization. Employees at all levels must accept this total concept of labour welfare programme will never really get off the ground.

#### **Co-ordination or Integration**

This plays an important role in the success of welfare services. From this angle, a co-ordinated approach will promote a healthy development of the worker in his work, home and community. This is essential for the sake of harmony and continuity in labour welfare services.

#### **Democratic Values**

The co-operation of the worker is the basis of this principle. Consultation with, and the agreement of workers in, the formulation and implementation of labour welfare services are very necessary for their success. This principle is based on the assumption that the worker is "a mature and rational individual." Industrial democracy is the driving force here. Workers also develop a sense of pride when they are made to feel that labour welfare programmes are created by them and for them.

#### **Responsibility**

This recognizes the fact that both employers and workers are responsible for labour welfare. Trade unions, too, are involved in these programmes in healthy manner, for basically labour welfare belongs to the domain of trade union activity. Further, when different groups share responsibility, labour welfare work becomes simpler and easier.

#### **Accountability**

This may also be called the Principle of Evaluation. Here, one responsible person gives an assessment or evaluation of existing welfare services on a periodical basis to a higher authority. This is very necessary, for then one can judge and analyze the success of labour welfare programmes.

#### **Timely**

The timeliness of any service helps in its success. To identify the labour problem and to discover what kind of help is necessary to solve it and when to provide this help are all very necessary in planning labour welfare programmes. Timely action in the proper direction is essential in any kind of social work. Thus, the fact that labour welfare must aim at helping workers to help themselves in the long run. This helps them to become more responsible and more efficient.

### IV. REVIEW OF LITERATURE

Karl Aiginger (2005) reveals - The main result is that regulation impacts on growth, the impact of regulatory change is, however, less easy to demonstrate. The impact of macroeconomic policy can be demonstrated first by the more growth oriented monetary and fiscal policy in the US and the success of some European countries in bringing private and public costs in line with productivity and tax revenues. However, boosting investment into future growth by encouraging research, education and technology diffusion seems to be the most important determinant of performance.

Kene Henkens, Chantal Remery (2005) reveals - that different recruitment methods can be traced back to three recruitment strategies. The first strategy was described as active and informal recruitment. The second strategy was called recruiting via the internet and the third is characterised by formal recruitment. The results suggest that many organisations - not in the least organisations in the local government sector - could gain a great deal from using a wider range of instruments to recruit new personnel.

Jon - Chao Hong, Sung-De Yang, Li-Jung Wang, En-Fu Chiou, Fan-Yin Su, sui - Lan Huang (2006) says Everyone works in expectation of some rewards, and welfare is one of them. In order to understand the impact of employee benefits on employees' work-motivation and productivity, questionnaires were sent to corporations which had undertaken employee benefit programmes. Some of the significant results of this study are: employee benefit programmes have greater impact on work-motivation than on productivity; monetary benefit programmes are most highly valued by both executives and workers; there is a cognitive gap between management and worker on the importance of employee benefit programmes; different genders have different

benefit demands; unmarried employees, more than married employees, perceive that employee benefits have a greater impact on job performance. Employees with different education levels and positions perceive different employee benefit impacts; and employee benefit programmes have greater influence on younger employees' job performance.

Brain Burkitt (2006) says Gordon Brown has adopted a third-way strategy between Monetarism and Keynesianism, which seeks to maintain stability whilst adapting to shocks. It is based neither upon fixed rules nor complete flexibility, but upon constrained discretion, i.e. the belief that long-term stability requires a comprehensive framework, which constrains policy to achieve sustainable goals, but provides discretion to respond to shocks. If policy-makers possess a sufficiently credible commitment to overall stability, they can exercise discretion in response to shocks without damaging long-run expectations.

Jetli, K. Narindar (Ed.) (2006) examines the whole gamut of labour related issues during the post-Independence period. The approach to the subject is mainly descriptive, interspersed by comments at places. He describes demographic trends, employment policies and strategies, constitutional provisions, legal framework, and institutions pertaining to labour and its welfare, current labour policy issues, labour laws pertaining to women and their empowerment and approaches of WTO and India on matters related to labour. He also includes glimpses of India's Five Year Plans from First Five Years Plan (1951-56) to Tenth Five Year Plan (2002-07).

Lutz C. Kaiser (2007) reveals – The results that the objective (socio-economic and institutional) determinants of labour market status and subjective (assessed and evaluated) perspectives are mutually complementary. The more restrictive the labour market access and process is for women, the more likely a gender-job satisfaction paradox is to emerge in any country. Equal opportunities for women and men (such as those observed in Scandinavian countries) indicate that the gender-job satisfaction paradox does not appear anymore due to a fading-out process over past decades, which was driven by appropriate institutional labour market interventions.

Pietro Ichino (2006) reveals – that the mechanism appears theoretically coherent with the guarantee, traditionally pursued by labour law, of equality among workers independently of the differences among their performances; but this effect is based on the prerequisite that they are hired “under the veil of ignorance” about the efficiency of their future performance; this is why this effect can operate only within the firm where they are employed. Outside the firm, in the external labour market, the same traditional mechanism causes an effect of exclusion for the worker whose lack of efficiency is already visible. The author concludes that the best effective guarantee of welfare for the worker who turns out to be the loser in the natural or social lottery is today given – rather than by a strong protection of stability of the work relationship – by a system of education, professional training, information and intensive assistance in the labour market, capable of reducing as much as possible, or even eliminating, his/her deficit of initial endowment or handicap, either pre-existing or acquired.

## V. STATEMENT OF THE PROBLEM

Labour welfare Activities is combinations of various steps, the cumulative effect of which is to grease the wheels of industry and society. Sound industrial relations can only be based on human relations and good human relations dictate that labour being, human being should be treated humanly which includes respect for labour dignity, fair dealing and concern for the human beings physical and social needs. In any industry good relations between the management and workers depend upon the degree of mutual confidence, which can be established. This, in turn, depends upon the recognition by the labour of the goodwill and integrity of the organization in the day to day handling of questions, which are of mutual concern. The basic needs of a labour are freedom from fear, security of employment and freedom from want. Adequate food, better health, clothing and housing are human requirements. The human heart harbors secret pride and invariably responds to courtesy and kindness just as it revolts to tyranny and fear. An environment where he is contended with his job, assured of a bright future and provided with his basic needs in life means an atmosphere of good working condition and satisfaction to labour. Labour welfare activities are based on the plea that higher productivity requires more than modern machinery and hard work. It requires co-operative endeavor of both, the parties, labour and management. This is possible only when labour is given due importance and human element is taken into account at every stage. The worker has a fund of knowledge and experience at his job. If rightly directed and fully used, it would make a great contribution to the prosperity of the organization. This can only be achieved through satisfaction of the labour as the worker feels that he is an active participant in the production process, and he does at most for increasing the production and its productivity.

## VI. OBJECTIVES OF THE STUDY

The main objective of the study to find the organization and existing labour welfare measures in Gangotri Textiles Limited, Coimbatore and to recommended suitable remedies related to welfare problem so as to increase the job satisfaction and productivity of the employees.

## VII. RESEARCH METHODOLOGY

Research design acts as the blueprint for the research by using this framework the researcher moves step by step in to the research process. It constitutes the basic forms for the collection, measurement and analysis of data. Research design stands for the advanced planning of the methods to be adopted for collection of relevant data. Moreover it explains about the techniques to be used in the analysis, keeping in view the objective of the research and availability of staff, time and money. This research design was selected based on the objective on the study and keeping in mind the time and availability of resources for the research. The type of research design used is descriptive research. It helps describe, the characteristics of a particular group of people working within a company. The characteristics of a work group may differ in many ways in different companies. Each group may have separate reasons for exhibiting such characteristics within the company.

The descriptive study was carried out to seek these reasons. Careful design of descriptive studies was necessary to ensure the complete interpretation of the situation and to ensure minimum bias in the collection of data. It is necessary for every research to have both primary data and secondary data, without which the research would be inefficient. In this research the primary data was collected by means of a structured questionnaire. The questionnaire consisted questions inquiring various factors related to their Welfare measures in sugar mills. The secondary data was collected through company profile, journals, websites and other databases of the company. All these data were helpful in carrying out the analysis. Sample design lays down all the details to be included in a sample. It is a definite plan for obtaining a sample from a given population. The sampling technique used was the simple random sampling. It was the method by which each number of the population had a chance of being selected. The population size is 280, out of which 200 respondents were selected.

#### VIII. FACTOR ANALYSIS FOR INDUSTRIAL SAFETY MEASURES FOLLOWED IN GANGOTRI TEXTILES LIMITED, COIMBATORE

##### KMO and Bartlett's Test

The dimensionality Statutory Welfare Measures was examined using factor analysis based on 13 individual statements and the reliability of the subsequent factor structures was then tested for internal consistency of the grouping of the items.

Table – 1

##### KMO and Bartlett's Test

KMO Measure of Sampling Adequacy.	.711	
Bartlett's Test of Sphericity	Approx. Chi-Square	3256.094
	Degrees of freedom	78
	Significant value	.000

Source: Output generated from SPSS 22

Kaiser – Meyer – Olkin measure of sampling adequacy index is 0.711, which indicates that factor analysis is appropriate for the given data set. KMO measure of sampling adequacy is an index to examine the appropriateness of factor analysis. High values between 0.5 and 1.0 indicate factor analysis is appropriate. Values below 0.5 imply that factor analysis may not be appropriate.

Bartlett's Test of Sphericity is used to examine the hypothesis that the variables are uncorrelated. It is based on Chi-Square transformation of the determinant of correlation matrix. A large value of the test statistic will favour the rejection of the null hypothesis. In turn this would indicate that factor analysis is appropriate. Bartlett's test of Sphericity Chi-square statistics is 3256.094, which would mean the 13 statements are correlated and hence as concluded in KMO, factor analysis is appropriate for the given data set. Eigen Value represents the total variance explained by each factor. Percentage of the total variance attributed to each factor. One of the popular methods used in Exploratory Factor Analysis is Principal Component Analysis, Where the total variance in the data is considered to determine the minimum number of factors that will account for maximum variance of data.

Table – 2

##### Rotation Sums of Squared Loadings

Total	% of Variance	Cumulative %
4.206	32.355	32.355
3.651	28.086	60.441
2.666	20.507	80.948

Source: Output generated from SPSS 22

Table – 3

##### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.699	59.221	59.221	7.699	59.221	59.221
2	1.685	12.960	72.181	1.685	12.960	72.181
3	1.140	8.766	80.948	1.140	8.766	80.948
4	.710	5.459	86.406			
5	.539	4.150	90.556			
6	.362	2.785	93.340			
7	.329	2.534	95.874			
8	.198	1.525	97.399			
9	.133	1.023	98.422			
10	.112	.863	99.285			
11	.039	.300	99.585			
12	.036	.275	99.860			
13	.018	.140	100.000			

Source: Output generated from SPSS 22

Table - 4

##### Rotated Component Matrix

	Component		
	1	2	3
Canteen facility	.505	.674	.248
Latrines Urinals	.343	.837	.123
Wash basin bathroom	.231	<b>.894</b>	.146
Facilities for storing personal belongings	.161	.848	.157
Rest shed	.568	.608	.104
Drinking Water	.811	.355	.343
Hospital	.813	.121	.458
Ambulance	<b>.865</b>	.353	.129
Medicines	.690	.258	.376
Emergency aid	.851	.316	.167
Insurance benefit	.273	.018	.811
Medical reimbursement	.172	.394	.774
Bonus	.245	.145	<b>.873</b>

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Source: Output generated from SPSS 22

Rotation of factors is transferred through rotation into a simpler one that is easier to interpret. It does not affect the percentage of total variance explained. However, the variance explained by the



individual factors is redistributed by rotation. The most commonly used method is Varimax rotation procedure. This procedure maximizes the variance of the loadings on each factor, thus minimizing the complexity of the factors.

### IX. FINDINGS

Interpretation of factors is facilitated by identifying the statements that have large loadings in the same factor. The factors can be interpreted in terms of the statement that loads high on it. The dimension 'Statutory Welfare Measures' comprises of 13 statements. Out of 13 statements, 3 statements contribute more towards Statutory Welfare Measures. The statements are (1) Ambulance, (2) Wash basin Bathroom, (3) Bonus. The 3 statements accounted for 80.948 percent of the variance in the original 13 statements. The remaining 10 statements contribute minimum towards Statutory Welfare Measures (i.e) 19.052 percent of the variance only.

### X. SUGGESTIONS

Organizations must improve labor welfare and protection by way of generating more jobs for the marginalized groups, by way of assisting vulnerable groups with skills trainings. Improve the level of living of the workers by providing Technical and vocational training. Organizational Labour welfare Activities must be formulated based with a view to win the confidence of the employee that the organization works for the welfare of the labour who is responsible for achieving mission of an organization. A person can deliver at his best only when he is satisfied and committed to the cause. To keep the employees motivated and committed various welfare facilities are provided by the organization not only to the employees but also to their family member too. Labor welfare involves all those actions of the employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

### XI. CONCLUSION

India introduced liberal industrial policy which is aimed at stepping up industrial growth promoting modernization and technological up gradation to make industrial competitive in both domestic and global market. In this perspective enterprises have to improve their production and productivity which is possible with the satisfaction of labour. Even today's scientific development of modern techno- production methods higher productivity depends on workers. If they are rightly directed and fully used, it would make a great contribution to the prosperity of the enterprise. The high rate of labour absenteeism in Indian industries is indicative of the lack of commitment on the part of

the workers. This can be reduced to a great extent by provision of good housing, health and family care canteens, educational and training facilities, provision of welfare activities enables the workers to live a richer and more satisfactory life and contributes to the productivity of labour, efficiency of the enterprise and helps in maintaining industrial peace. Hence steps need to be taken on a larger scale to improve the quality of life of the workers. Regarding the organised sector, main focus of the National Commission on Labour would be to suggest rationalization of the existing laws so as to make them more relevant and appropriate in the changing context of globalization and opening up of the Indian economy. Whereas in the unorganized sector, the main thrust would be to ensure a minimum level of protection to the workers through umbrella legislation. The recommendations of the National Commission on Labour will enable the Government to review and frame the labour policy in the right perspective resulting in not only improved welfare of the working class but also better industrial climate and increased productivity.

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