

A STUDY ON EMPLOYEES WELFARE MEASURES IN E.I.D PARRY SUGAR MILL, PUDUKKOTAI

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Abstract- 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. Research is a systemized effort in gain knowledge. It can also be referred to as 'the search of knowledge'. Research methodology is a technique used to systematically solve a research problem. It helps the researcher to know which research method and analysis could be utilized to bring out a possible solution for a research problem. The researcher should know why a particular technique to the study.

Index Terms- Welfare, Techniques, Satisfaction, Employees

I. INTRODUCTION

The term "welfare" is derived from the French phrase "welfaran" which means, "to fare well". The dictionary defines the term welfare, 'as a state characterized by happiness, well-being'. Labour welfare is "efforts to make life worth living for workers". Labour welfare work is undertaken by various groups within and outside an organization to improve the living conditions of workers. The objective is to make the worker happy, healthy, committed and loyal.

According to **Dr. Parandikar**, "Labour welfare work is work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation".

Labour welfare refers to all those efforts of employer's trade unions, voluntary organizations and governmental agencies which help employees feel better and perform better.

Labour welfare is a term, which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialization and educational level of the workers.

In Classical economics and all microeconomics, labour is one of four factors of production, the others being land, capital and enterprise. It is a measure of the work done by human beings. There are macro-economic system theories, which have created a concept called human capital (referring to the skills that workers

possess, not necessarily their actual work), although there are also counterpoising macro-economic system theories that think human capital is a contradiction in terms. The term welfare suggests the state of well-being and implies wholesomeness of the human being. It is a desirable state of existence involving the mental, physical, moral and emotional factor of a person.

Adequate levels of earnings, safe and humane conditions of work and access to some minimum social security benefits are the major qualitative dimensions of employment which enhance quality of life of workers and their productivity. Institutional mechanisms exist for ensuring these to workers in the organized sector of the economy. These are being strengthened or expanded to the extent possible. However, workers in the unorganized sector, who constitute 90 per cent of the total workforce, by and large, do not have access to such benefits. Steps need to be taken on a larger scale than before to improve the quality of working life of the unorganized workers, including women workers. Labour 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.

II. SCOPE OF THE STUDY

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.

III. REVIEW OF LITERATURE

Anjula Gurtoo (2008) reveals - Labour relations in developing countries is characterized by recent shift to market driven external environment, economically vulnerable surplus labour, low skills, inflexible employment laws, politicized unions with low labour representation, and low corporate involvement in governance. There is a need for policy changes that incorporate economic stability for labour, employment regulation for organisational flexibility, union management for true representation and corporate contribution in labour security and governance.

Elizabeth A. Corrigall (2008) states that – In many cases, the variables were significant predictors of women's and men's job attribute preferences, employment and paid work hours. While the attributes that people seek from their employment vary from individual to individual, it is also important to recognize that there are cultural patterns that can inform motivational efforts. The researcher's multinational study is the first to examine the relationship between family status, conducting housework, providing family income, and job attribute preferences while considering labor market opportunities for women and societal support for the family. In addition, it examines the effects of these variables on employment and weekly paid work hours.

Gabriela Wasileski, Gerald Turkel (2008) says In the aftermath of the Communist Era, Czechs and Slovaks sought to enter the European Union (EU) in order to participate in Western European markets and polities. To gain entry, they had to reform their labor laws based on EU protocols. The study analyzes changes in labor law in the Czech Republic by focusing on differences between statutes and regulations in the Communist and Post-Communist Eras. The study is framed by international approaches to law that locate sources of legal change in international organizations and protocols. In reforming Czech labor law, EU labor law standards were established through internal political processes that were themselves shaped by EU requirements rooted in pluralism and the rule of law.

Geert De Neve (2008) says Almost on a daily basis newspapers and magazines tell us of the exploitative circumstances under which workers produce garments for the global market. While local trade unions, international NGOs, and corporate social responsibility (CSR) officers claim to act in the interests of garment workers, the latter continue to lack voice and representation in their everyday struggles for better and fairer employment. Focusing on a South Indian garment cluster, the article explores the reasons why key labour rights, such as the freedom of association, keep being violated, and why local trade union and international NGO activists fail to prevent such violations. Through the lens of a major labour dispute, we consider the decline of a once successful trade union and the challenges of emerging local-international activist collaborations. The article concludes that for union, NGO, and corporate interventions to be successful in the context of a liberalizing state, the political economy of labour has to be taken into account, and labour struggles have to be understood within their political and historical context.

Maryke Dessing (2008) reveals - In spite of welfare systems that blur somewhat the predicted income effect at lower wage levels (forward falling segment primarily for women), this model appears to still bear some relevance for these countries, in particular in the face of declining real wages. Families have generally moved up higher along that curve, with less differentiated gender roles, women's stronger labor force attachment, and assortative mating of educated women.

Alex Kaufman, Kala Saravanamuthu (2009) discusses that social auditing is growing within the corporate social responsibility movement. On the one hand, the social audit is a means of attesting corporate compliance with Voluntary Labour Standards. On the other hand, it could become a means of legitimizing questionable labour management practices in supply-chain relationships. Social audits are conducted in a wide range of industries, but the largest number of audits is imposed on apparel and shoe manufacturers-suppliers. The number and frequency of audits does not necessarily ensure humane working conditions, or worker empowerment. Here the impact of the garment industry's Voluntary Labour Standards on the workforce in developing countries is critically evaluated. We then propose a worker-oriented participatory framework that reshapes labour standards by eliciting and integrating labour's voice into existing voluntary standards. Hence this discussion uses social audit as a vehicle to demonstrate the implications of Schumacher's concept of the right livelihood on management control systems.

IV. OBJECTIVES OF THE STUDY

1. To find out the opinion of workers about various welfare facilities in E.I.D Parry Sugar Mill, Pudukkottai
2. To study the welfare facilities provided in E.I.D Parry Sugar Mill, Pudukkottai
3. To study the impact of welfare measures on its diversified aspect.
4. To find out the welfare extended to their employee's family.
5. To suggest measure changes for improvement of the existing facilities based on the finding.

V. RESEARCH HYPOTHESIS

1. There is significance difference between the respondent's age and the working environment.
2. There is significance difference between the respondent's designation and the safety measures of the company.
3. There is significance difference between the respondents experience and provident fund.
4. There is significance difference between the respondent's experience and retirement benefits.
5. There is significance difference between the respondents experience and medical scheme.

VI. RESEARCHER DESIGN AND SAMPLING DESIGN

Researcher design is the conceptual structure with in which research is conducted; it constitutes the blue print for the collection, measurement and analysis of data, the research design used in this is descriptive in nature. The researcher with the help of authorized (E.I.D Parry Sugar Mill- Pudukkottai) who come under the Review of various departments formed the universe of the study the total numbers of respondents were too. The research used only simple random sampling method and collected 100 samples from the employees at random from every department.

The researcher tested the questionnaire with six respondents chosen from different levels at random and checked whether the questionnaire was understandable and rightly interpretable. It helped researcher to sampling some terminologies used in the questionnaire and Some questions were restricted and some were deleted as it was found irrelevant.

Here the researcher used convenience sampling. In E.I.D parry, 529 employees are working. From that, the researcher take the samples according to her convenience. The total numbers of samples are 100. Size of the sample is 100, which was collected from E.I.D Parry Sugar Mill- Pudukkottai from various departments at random.

The basic method of data collection is questionnaire method structural questionnaire were designed with the guidance of the organisation for the workers. The respondents were met personally at the time of data collection. The researcher was framed, the questionnaire, which, cover all aspects of the objectives taken for study and 5 point scaling, was used to collect responses. The data collected were carefully analyzed and processed statistical techniques. Such as, Chi-square tests were applied to draw meaningful inferences. Chi- square tests were applied to final out the association between variables and dimensions of welfare measures.

VII. FINDINGS RELATED TO HYPOTHESIS

1. Null Hypothesis (Ho):

There is no significant difference between respondents Age and working environment of the company.

Alternative Hypothesis (Ha):

There is significant difference between respondents Age and working environment of the company.

Finding

Since calculated value of X^2 is less than the tabulated value null hypothesis is accepted. So we conclude that there is no significant difference between respondents' age and working environment of the company.

2. Null Hypothesis (Ho):

There is no significant difference between respondent's designation and safety measures of the company.

Alternative Hypothesis (Ha):

There is significant difference between respondent's designation and safety measures of the company.

Finding

Since calculated value of X^2 is less than the tabulated value null hypothesis is accepted. So we conclude that there is no significant difference between respondent's designation and safety measures of the company.

3. Null Hypothesis (Ho):

There is no significant difference between respondents experience and provident fund scheme.

Alternative Hypothesis (Ha):

There is significant difference between respondents experience and provident fund scheme.

Finding

Since calculated value of X^2 is less than the tabulated value null hypothesis is accepted. So we conclude that there is no significant difference between respondents experience and provident fund scheme.

4. Null Hypothesis (Ho):

There is no significant difference between respondents experience and retirement benefits scheme.

Alternative Hypothesis (Ha):

There is significant difference between respondents experience and retirement benefits scheme.

Finding

Since calculated value of X^2 is less than the tabulated value null hypothesis is accepted. So we conclude that there is no significant difference between respondents experience and retirement benefits scheme.

5. Null Hypothesis (Ho):

There is no significant difference between respondents experience and medical scheme.

Alternative Hypothesis (Ha):

There is significant difference between respondents experience and medical scheme.

Finding

Since calculated value of X^2 is less than the tabulated value null hypothesis is accepted. So we conclude that there is no significant difference between respondents experience and medical scheme.

VII. SUGGESTIONS

The following are the major suggestions of the study

- Working environment should be improved
- The company should not provide welfare facilities for statutory provision alone it must also consider the welfare of the employees.
- Night shift allowance is not satisfied to the employees. So it should be increased.
- Rs 150 is not sufficient for picnic scheme. It should be increased (or) company should arrange employee's tour along with their family member once in a year (or) two years once.
- Safety measures provided to the workers is very good but the workers are not used property most of the respondents are not used in the helmet in working environment. The company may take action who are all not used helmet properly.
- The recreational facility given to all level of employees.
- The company may arrange the yoga classes to the employee weekly once.

IX. CONCLUSION

E.I.D Parry Sugar Mill limited has fulfilled the statutory provision under the factories act 1948. Both the employers and employees are wearing the same uniform which shows their unity. Most of the staff and workers are satisfied with the welfare facilities provided by the company. With the available information, researcher can say that the company can improve its facilities in providing some other benefits. Welfare facilities provided to the employees not only increase productivity but also increase the standard of living of the employees. The researcher hopes that the company can consider the suggestion and it will extend their welfare activities in the future. Finally the whole period of this project made her to face many ups and downs of life which would definitely guide her in future.

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