

## **Impact on Labour Welfare Measures in Spinning Mills at Dindugul District**

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### **ABSTRACT**

Developing country like India is still growing through the process of economic development; it is of great consequence and somewhat easier for her to counteract effectively the baneful effects of the Industrial Revolution, which have adversely affected the people all over the world. The need for labour welfare was strongly felt by the committee of Royal Commission on labour, primarily because of lack of commitment to industrial work among factory workers and also the harsh treatment they received from employers. This need was emphasizing on labour welfare measures in spinning mills at Dindugul District.

**Keywords:** Labour Welfare, Commitment and Economic Development.

### **1. INTRODUCTION**

Labour welfare today has become a very wide subject, comprehensive and controversial. It covers a very broad field. It is a subject, which has received universal acceptance and is given utmost premium because of its key importance in the whole programme of industrialization. A contented labour force is the backbone of a country's economic prosperity. It includes several schemes adopted by the employers and also by the trade union organization for the health, safety, education and general uplifting to employees, which create motivation to work. The constitution of India also emphasizes and gives importance. With regard to labour welfare, the ILO report points out the such services, facilities and amenities which may be established in or in the vicinity of the undertakings to enable the persons employed in them to perform their work in healthy congenial surroundings and provided with amenities conducive to good health and high morale. The above said, facilities and amenities are expected to be provided either compulsorily or voluntarily by the employers and the state or by law. Thus, labour welfare means well-being of the working population and importance lies in the fact that the industrial workers constitute a very significant and important element of the country's population. On the part of the employee it has been found that the proper maintenance of labour welfare measures reduces absenteeism, reduction in labour turnover, grievances, increase in workers efficiency develop a positive attitude towards employers and pave way for maintaining good industrial relation.

### **2. STATEMENT OF THE PROBLEM**

Labour problems as the term is understood in modern times arise because of the fact that, under the conditions of large scale industry people have to depend on others for their livelihood. They may have to accept wages, which are not adequate for their actual or subjective needs. The employer may care more for machines, which are owned by him than for the workers who may be treated as

dispensable. These raise problems, which have not only economic, but also psychological, social and legal aspects. Job satisfaction and industrial peace depends not only upon wages but also upon physical environment of work place, recognition of his place as an individual etc. welfare measures play a vital role on the productivity of the workers. They include provision of housing, education, medical, recreation, transport and such of the facilities are to be provided to the workers some – times as statutory one and sometimes purely voluntary one depending on the fin.

### 3. SCOPE OF THE STUDY

In the report of the committee on labour welfare, 1969 the scope of labour welfare covered. Such services, facilities and amenities as like canteens rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work, for the accommodation of workers employed at a distance from their homes and such other services. Including social security measures contribute to the improvement of the conditions under which workers all employed.

### 4. OBJECTIVES OF THE STUDY

- To study the labour welfare measures offered to the workers in unity exports.
- To analysis the workers satisfaction towards welfare facilities provided by unity exports.

### 5. METHODOLOGY

The researcher has collected both primary and secondary data for the purpose of the study. The researcher collected the primary data by using the questionnaire. Also the researcher interviewed certain person for collecting data. The secondary data refers to already collected and recorded information available. The researcher collected the secondary data from various books, journals, and websites.

### 6. ANALYSIS AND INTERPRETATION

**Table No.1 Age Wise Classification**

<b>Age</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Between 20 – 30 years	48	32
31 – 40 years	95	63
41 – 50 years	3	2
Above 50 years	4	3
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table shows that 63 per cent of the respondents were in the age group of 31-40 years, 32 per cent of the respondents were in the age group of below 20 – 30 years, 3 per cent of the respondents were in the age group of above 50 years and 2 per cent of the respondents were in the age group of 41 – 50 years.

**Table No.2 Department Wise Classification**

<b>Department</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Stitching	39	26
Packing	71	47
Supervising	21	14
Office	19	13
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table highlight that 47 per cent of the respondents were from the department of packing, 26 per cent of the respondents were in the department of stitching, 14 per cent of the respondents were from the department of supervising and 13 per cent of the respondents were from the department of office work.

**Table No.3 Education Qualification**

<b>Education Qualification</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Below 10 <sup>th</sup>	53	35
10 <sup>th</sup> – 12 <sup>th</sup>	61	41
Diploma	7	5
UG / PG	29	19
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table inferred that 41 per cent of the respondents were studies 10<sup>th</sup> – 12<sup>th</sup> standards, 35 per cent of the respondents were studied below 10<sup>th</sup> standard, 19 per cent of the respondent were studied under graduate and post graduate and 5 per cent of the respondents were studied diploma holders.

**Table No.4 Experience of the Respondents**

<b>Experience</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Less than 10 years	74	49
11 – 15 years	63	42
16 – 20 years	7	5
Above 20 years	6	4
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table depicts that 49 percent of the respondents were less than 10 years experience, 42 per cent of the respondents were experienced between 11 – 15 years. 5 per cent of the respondents were experience between 16 – 20 years and 4 per cent of the respondents had experience above 20 years.

**Table No.5 Canteen Facilities**

<b>Canteen Facilities</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	-	-
Satisfied	115	77
Neutral	33	22
Dissatisfied	2	1
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table inferred that 77 per cent of the respondents were satisfied with the canteen facilities. 22 per cent of the respondents were neutral and one per cent of the respondents were

**Table No.6 Medical Facilities**

<b>Medical facilities</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	2	1
Satisfied	112	75
Neutral	33	22
Dissatisfied	3	2
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above place shows that 75 per cent of the respondents were satisfied with the medical facilities, 22 per cent of the respondents were neutral 2 percent of the respondents well dissatisfied and one per cent of the respondents were highly satisfied. As per the analysis the respondents were satisfied with the medical facilities provided by textile industry.

**Table No.7 Travelling Facilities**

<b>Travelling facilities</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	-	-
Satisfied	45	30
Neutral	103	69
Dissatisfied	2	1
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table highlights that 69 per cent of the respondents were neutral, 30 per cent of the respondents were satisfied and one per cent of the respondents were dissatisfied with the provision of traveling facilities.

**Table No.8 Safety Measures**

Safety Measures	No. of Respondents	Percentage
Highly satisfied	2	1
Satisfied	74	50
Neutral	72	48
Dissatisfied	2	1
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table shows that 50 per cent of the respondents were satisfied with the safety measures provided by the company, 48 per cent of the respondents were neutral one per cent of the respondents were highly satisfied and one per cent of the respondents were dissatisfied. The analysis proves that the respondents felt satisfied with the safety measures.

**Table No.9 Grievance Redressal**

Grievance Redressal	No. of Respondents	Percentage
Highly satisfied	-	-
Satisfied	59	39
Neutral	63	42
Dissatisfied	10	7
Highly dissatisfied	18	12
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table inferred that 42 per cent of the respondents were neutral, 39 per cent of the respondents were satisfied, 12 per cent of the respondents were highly satisfied and 7 per cent of the respondents were dissatisfied with the provision of grievance redressal.

**Table No.10 Awards Given for Achievement**

Awards	No. of Respondents	Percentage
Highly satisfied	-	-
Satisfied	91	61
Neutral	45	30
Dissatisfied	14	9
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table highlights that 61 per cent respondents were satisfied with the awards given for achievement 30 per cent of the respondents were neutral and 9 per cent of the respondents were dissatisfied.

**Table No.11 Environment Conditions in the Organization**

<b>Opinion</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	14	9
Satisfied	60	40
Neutral	57	38
Dissatisfied	19	13
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table inferred that 40 per cent of the respondents were satisfied with the environment conditions, 38 per cent of the respondents were neutral, 13 per cent of the respondents were dissatisfied and 9 per cent of the respondents were highly satisfied.

**Table No.12 Salary System**

<b>Opinion</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	21	14
Satisfied	52	35
Neutral	66	44
Dissatisfied	11	7
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table depicts that 44 per cent of the respondents were neutral with the provision of salary, 35 per cent of the respondents were satisfied, 14 per cent of the respondents were highly satisfied and 7 per cent of the respondents were dissatisfied with the salary system.

**Table No. 13 Relationships between Worker and Management**

<b>Relationship</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	-	-
Satisfied	87	58
Neutral	37	25
Dissatisfied	26	17
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table depicts that 58 per cent of the respondents were satisfied with the relationship between workers and management, 25 per cent of the respondents were neutral and 17 per cent of the respondents were dissatisfied.

**Table No. 14 Job Satisfaction**

<b>Satisfy Job</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Highly satisfied	18	12
Satisfied	84	56
Neutral	48	32
Dissatisfied	-	-
Highly dissatisfied	-	-
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Primary Data

The above table inferred that the 56 per cent of the respondents were satisfied with the job, 32 per cent of the respondents were dissatisfied and 12 per cent of the respondents were highly satisfied. As per the analysis the respondents were satisfied with the job.

**CHI-SQUARE TEST**

Null Hypothesis (H0): There is no relationship between Income and Job satisfaction of the respondents.

**RESULT OF CHI-SQUARE TEST**

<b>Test used</b>	<b>Degree of freedom</b>	<b>Level of significance</b>	<b>Table Value</b>	<b>Calculated Value</b>	<b>Result</b>
Chi-Square	6	5%	12.59	6.46	Accepted

The calculated value is less than the table value at 5% level of significance. Hence the hypothesis is accepted. So, there is no significant relationship between income and level of satisfaction of the respondents.

**7. SUGGESTIONS**

Number of canteen employees may be increased and duties may be allotted to keep canteen environment clean. The steps may be taken to inform the higher medical authorities to prevent the indifferent attitude of lower medical personal. Vehicle allowances or loan may be provided for the employee who is from long distance. To separate grievances consisting of representatives from various levels to settle grievances as early as possible. The textile unit may avoid night shift works.

The employees in similar industries are paid well, so the salary of the employees in textile units should be revised. Textile industry should try to revise the retirement benefits of the employees.

## **8. CONCLUSION**

Behind every successful organization there stand its employees. As the non-statutory welfare measures are not only for the employees but it also reaches their family members, they always keep their home a heaven. This has a great their fullest co-operation to the management which results in high productivity. Every company provides statutory and non-statutory labour welfare measures for the benefits of the employees. The company has been spending more money regularly on the labour welfare facilities, canteen facilities, rest room and medical insurance etc. The company maintains environmental safety measures and they are developing some activities for employee's motivations. As there is cordial relationship between the management of unity exports and the workers, unity exports towards more welfare facilities whole heartedly and the workers are also contributing more towards betterment of the organization this shows that unity exports is moving in the right direction there is no doubt, that this organization will achieve more in future.

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