

‘EMPLOYEES’ SOCIAL WELFARE MEASURES – A STUDY WITH REFERENCE TO KRISHNA STONE TECH (P) LTD., BELLARY

Dr. Sadyojathappa S.,
Asst. Professor,
Dept. of PG Studies in Commerce,
SSA Govt. First Grade College, Bellary - 583101. KARNATAKA.

ABSTRACT :

Present day world is witnessing sweeping changes in almost all facets of life, particularly in the social and economic life of the community. Labour class constitutes a major portion of the society and their contributions are directed towards the development of the society. Considering the fact that labour is a significant component in all economic activities, the changes that take place in the economic field will also have an impact on labour.

Economic developments being the basic indicator of social development, economic activities are given priority in the governance of the country. Hence, in the course of development, India has been adopting and implementing an economic model based on nationalism, industrialization and modernization for the protection of domestic industry. Moreover, the process of technological change and economic reconversion has generated surplus labour. In the new economy, the freedom of the workers as human beings has been exposed to new dimensions of invasions and controls. To dispense with the unsatisfactory economic situation in the labour field, controls through state regulations have become necessary. This may be done by reviewing and revising the existing labour laws and by introducing new laws in tune with the globalized requirements of labour.

Keywords : Granite Industry, welfare measures, statutory and non-statutory, employee, facilities.

1. INTRODUCTION :

Labour welfare is a comprehensive term including various services benefits and facilitates offered to employees by employer. The labour welfare amenities are extended in addition to normal rewards available to employees as per the legal provisions. Labour welfare work is work for improving the health, safety and general well-being and the efficiency of the workers beyond the minimum standards lay down by labour legislation. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer.

The significance of welfare measures was accepted as early as 1931, when the Royal commission on labour stated. The benefits are of great importance to the worker which he is unable to secure by himself. The schemes of labour welfare may be regarded as a wise investment because these would bring a profitable return in the form of greater efficiency.

The concept of labour welfare is flexible and elastic and differs widely with times, region to region, industry, country social values and customs, degree of industrialization and general socio-economic development of people.

In the light of above, the researcher has selected the KST Private Limited, to know the satisfaction levels of employees about labour welfare measures provided by the organization on the basis of responses of sample respondents. KST Private Limited, is always ahead in improving the working and living conditions of its employees and it has done a lot in respect of providing welfare measures for its employees in the areas of Education, Medical, Housing, Transport, Sports, Recreational facilities etc.

2. OBJECTIVES OF THE STUDY:

The main objective of the study is to inquire into the welfare and social security measures provided to employees and the specific objectives are as follows.

1. To study the existing welfare measures adopted by the organization.
2. To know the opinions of employees about the provision of welfare and social security benefits and also to know the adequacy of these facilities.
3. To find out the extent to which employees are satisfied or dissatisfied with the various welfare and social security benefits.
4. To collect the opinions of employees so as to know whether the provision of welfare and social security benefits and their adequacy helps in improving the performance of the company or not.
5. To make appropriate and relevant recommendations to the management for improving the welfare and social security benefits further so as to improve the quality of life of employees.

3. RESEARCH DESIGN :

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. The type of research design is used in this project was the descriptive research. 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.

4. SAMPLING DESIGN:

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 following table indicates the basis of selection of groups with their belongingness.

| Department | Actual Employees | Sample |
|----------------------|------------------|-----------|
| Production | 90 | 32 |
| Marketing | 40 | 15 |
| Logistics | 37 | 15 |
| Export | 13 | 05 |
| Human Resource Dept. | 05 | 03 |
| Finance & Accounting | 15 | 10 |
| Total | 200 | 80 |

5. RESEARCH METHODOLOGY :

The base for systematic and scientific study of any research work is the methodology; it deals with the choice of selecting the sample, farming research design, data to be collected and the techniques to be used for the collection and analysis of data.

The present study is to find out how for the existing welfare measures cater the needs of employees of the sample unit. The purpose of the study is to measure the employee attitude regarding the welfare measures provided in the said unit. With the specific objectives of the study the data has been collected through primary data with the structured questionnaire. The questionnaire either filled by the researcher himself or by the respondent.

6. DATA ANALYSIS AND INTERPRETATION

Table 1: AGE WISE CLASSIFICATION OF RESPONDENTS

| AGE | No. of Respondents | % |
|--------------|--------------------|------------|
| 20-30 | 16 | 20.00 |
| 30-40 | 30 | 37.50 |
| 40-50 | 20 | 25.00 |
| Above 50 | 14 | 17.50 |
| Total | 80 | 100 |

Source : Field survey

Table 1 indicates that 20% of the respondents are in the age group of 20-30. 37.50% of the respondents are in the age group of 30-40. 25% of the respondents are in the age group of 40-50. Rest belongs to the age group of above 50 years. It is clear that more than 80% of the respondents in the age group of 30-40, 40-50 and above 50 years.

Table 2: RESPONDENTS ON THE BASIS OF INCOME

| Income group | No. of Respondents | % |
|-----------------|--------------------|------------|
| Up to Rs. 10000 | 12 | 15 |
| Rs. 10000-20000 | 40 | 50 |
| Rs. 20000-30000 | 20 | 25 |
| Above Rs. 30000 | 08 | 10 |
| Total | 80 | 100 |

Source: Field survey

Table 2 reveals that 50% of the respondents are in the income group of Rs. 10000 to Rs. 20,000, followed by 25% of the respondents in the income group of Rs. 20000 to Rs. 30000. Only 10% of the employees are in the income group of above Rs. 30000. The table also makes it clear that more than 70% of the respondents have income above Rs. 10000.

Table 3 : RESPONDENTS OPINION ABOUT THE WELFARE MEASURES

| Sl. No. | Factor | No. of respondents | % |
|--------------|---------------------|--------------------|------------|
| 1 | Highly Satisfied | 56 | 70 |
| 2 | Satisfied | 16 | 20 |
| 3 | Average | 08 | 10 |
| 4 | Dissatisfied | -- | -- |
| 5 | Highly dissatisfied | -- | -- |
| TOTAL | | 80 | 100 |

Source : Field Survey

Table 3 shows that 70% of the respondents are highly satisfied with their welfare measures. 20% of the respondents are satisfied with their welfare measures. 10% of the respondents are average with their welfare measures. None of the respondents neither dissatisfied nor highly dissatisfied with their welfare measures.

Table 4 : RESPONDENTS OPINION ABOUT SAFETY MEASURES

| Sl. No. | Factor | No. of respondents | % |
|--------------|---------------------|--------------------|------------|
| 1 | Highly Satisfied | 60 | 75 |
| 2 | Satisfied | 15 | 19 |
| 3 | Average | 05 | 06 |
| 4 | Dissatisfied | -- | -- |
| 5 | Highly dissatisfied | -- | -- |
| TOTAL | | 80 | 100 |

Source : Field survey

Table 4 indicates that 75% of the respondents are highly satisfied with safety measures provided by the company. 19% of the respondents are satisfied with safety measures provided by the company. 06% of the respondents are average with safety measures provided by the company. As for as safety measures are concerned, the sample respondents do not have negative opinion about the company.

Table 5: RESPONDENTS OPINION ABOUT WORK ATMOSPHERE

| Sl. No. | Factor | No. of respondents | % |
|--------------|---------------------|--------------------|------------|
| 1 | Highly Satisfied | 50 | 62.5 |
| 2 | Satisfied | 20 | 25 |
| 3 | Average | 08 | 10 |
| 4 | Dissatisfied | 02 | 02.5 |
| 5 | Highly dissatisfied | -- | -- |
| TOTAL | | 80 | 100 |

Source: Field survey

The table 5 reveals that 62.5% of the respondents are highly satisfied with the existing work atmosphere. 25% of the respondents are satisfied with present work atmosphere. 10% of the respondents are average with existing work atmosphere. Out of 80 respondents, only 02 respondents are dissatisfied with the existing work atmosphere. Very interestingly, no respondents are highly dissatisfied with the work atmosphere.

Table 6: RESPONDENTS OPINION ABOUT PROMOTION FACILITIES

| Sl. No. | Factor | No. of respondents | % |
|--------------|---------------------|--------------------|------------|
| 1 | Highly Satisfied | 67 | 84 |
| 2 | Satisfied | 09 | 11 |
| 3 | Average | 02 | 03 |
| 4 | Dissatisfied | 01 | 01 |
| 5 | Highly dissatisfied | 01 | 01 |
| TOTAL | | 80 | 100 |

Source: Field survey

The table 06 highlights the distribution of the respondents based on their opinion about the promotion facilities. The results show that 84% of the respondents are highly satisfied with the promotional facilities. 11% of the respondents are satisfied with the present promotional scheme. 03% of the employees are average with the promotional facilities and meager % of the respondents are dissatisfied and highly dissatisfied with the present promotional facilities during the survey period.

Table 7: THE RESPONDENTS' OPINION ABOUT WELFARE MEASURES AND WORK SATISFACTION

| Factor | Welfare Measures | Work satisfaction |
|---------------------|------------------|-------------------|
| Highly Satisfied | 52 | 50 |
| Satisfied | 19 | 20 |
| Average | 07 | 08 |
| Dissatisfied | 01 | 02 |
| Highly dissatisfied | 01 | -- |
| TOTAL | 80 | 80 |

Source: Field survey

The table 07 focuses the respondents' opinion about the welfare measures and work satisfaction. There is a cardinal relationship between the above two variables. The researcher also found that the majority of the respondents will get work satisfaction if they have adequate welfare measures.

Table 8: SATISFACTION WITH REGARD TO NON-STATUTORY WELFARE MEASURES

| Factor | Transport facility | Education facility | Milk /Tea/Coffee during shift |
|---------------------|--------------------|--------------------|-------------------------------|
| Highly Satisfied | 60 | 51 | 65 |
| Satisfied | 19 | 20 | 08 |
| Average | 01 | 08 | 07 |
| Dissatisfied | 01 | 01 | -- |
| Highly dissatisfied | -- | -- | -- |
| TOTAL | 80 | 80 | 80 |

Source: Field survey

Table 08 shows that on an average 71% of the respondents are highly satisfied with the transport facility, Education facility and Milk, Tea and Coffee offered by the sample unit. All the sample respondents have high degree positive opinion about the non-statutory welfare measures during the survey period.

7. FINDINGS:

1. Most of the respondents are highly benefited with the welfare measures provided by the sample unit
2. The respondents show very positive attitude towards the provision of the welfare measures.
3. Quality of work life and organizational effectiveness are the two faces of the same coin. Management need to focus on it. 62.50% of the respondents are highly satisfied with the work atmosphere, 25% of said respondents are satisfied with the same.
4. In the present globalized scenario retaining the talent people is one of the challenging tasks to the company. They need to imbibe pro-active rather than reactive for the overall development of the employees. 84% of the respondents are highly satisfied with promotional measures of the sample unit.
5. As for as welfare measures and work satisfaction are concerned, on an average 64% of the said respondents are highly satisfied.
6. Adequate amount of quality food is required for every individual. Apart from adequate quality hygiene and the performer is also important. 81% of the said respondents are highly satisfied with the Milk /Tea/Coffee offered during the working hours.

On the whole, majority of the employees are highly satisfied with the welfare measures provided by the sample unit.

8. SUGGESTIONS :

Labour is one of the vital components in manufacturing process to operate machines. The firm must concentrate on motivation and protection of labour interest so that they can concentrate on the work and the production process is carried out smoothly which will help in reduction of cost. The following are the suggestions to the company.

1. Productivity-linked annual bonus need to be implemented effectively to motivate the employees further.
2. Separate and well-facilitated rest rooms should be provided to each and every department so that the employees can relax for some time from their busy schedules.
3. While rewarding suggestion master quality of suggestion could be considered instead of quantity.
4. Employees can self-access, finding faults and correcting them.
5. Alternative rewards could be given as reward for quality circles.
6. Improvement or modifications are required in the Work Atmosphere, Promotion Facilities, Welfare Measures and Work Satisfaction because meager % of the respondents are dissatisfied and highly dissatisfied
7. Administration can think of formulation of a problem solving committee including the employees and administration for the better solution of the welfare problems of the employees. This committee can conduct hearings from the employees or they can conduct surprise visits to the different work spot, etc for understanding and resolving the problems also.

9. CONCLUSION :

To sum up employee welfare and social security play a vital role in any industrial society. Provision of welfare and social security measures to the workers and other employees has received much importance to maintain good industrial relations. Welfare and social security facilities influence the motivation of employees whereby they feel that the employer and the government are interested in their welfare and happiness and their tendency to grouse and grumble steadily disappears. From this, the industrial peace will emerge and ultimately higher productivity will be achieved.

The Krishna Stone Tech (P) LTD, Bellary maintaining smooth relationship between workers and management, which leads to accomplishment of organization efforts. By conducting this study we could infer that the Employees of the sample unit are satisfied with the welfare measures provided by their organizations.

10. REFERENCES:

A. Text Books References:

1. Aswathappa. k, Human Resource and Personnel Management Text and cases, TataMc Graw Hill, 2002, New Delhi.
2. Bernardin H..Jonn Human Resource Management, on Experimental Approach, Tata Mc Graw Hill, 2002, New Delhi.
3. Krishnasamy (1984) First Edition Hand Book of Labour Laws, Senthil publications Chennai.
4. C.B. Memoria (1983) Third edition labour social security and industrial peace in India, Allahabad.
5. Monal Arora, “Industrial Relations”, Excel Books, New Delhi, 2007, pp. 151- 156.
6. Yadav, L.B. “Readings in Social & Labour Welfare”, An mol Publications, New Delhi, 2000, pp.210-212.
7. Shobha Mishra & Dr. Manju Bhagat, Principles for successful implementation of labor Welfare activities from police theory to functional theory Retrieved June 10, 2010, from <http://www.tesionline.com/intl/indepth.jsp?id=575th>
8. Conference of ILO, Conventions and Recommendations of ILO (1949) Retrieved June 11, 2010, http://www.workinfo.com/free/sub_for_legres/ILO/index.htm

B. News Paper and Magazine References:

1. Granite and Marble Bulletin
2. Granite and Marble News
3. Krishna Stone Tech (P) LTD., Brochures & Catalogues

C. Website References:

1. www.google.com
2. www.wikipiedia.com
3. www.educationplus.com
4. www.scribd.com

D. Corporate References:

1. www.icf.gov.in
2. www.Krishnastonetec.in