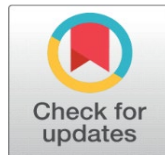
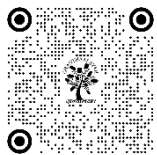


A STUDY ON THE RELATIONSHIP BETWEEN LABOUR WELFARE SCHEMES AND ITS IMPACT ON JOB SATISFACTION AMONG WORKERS IN TITAN WATCH COMPANY, HOSUR – A CASE STUDY

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ABSTRACT

In an industrial economy, the workers are subject to periodic unemployment due to cyclical fluctuations in business, sickness, industrial accidents and old age. In India it has the obligation from the Government side to help the labourers and provide them security and adopt labour welfare measures in the form of various schemes such as Workmen's Compensation Act, Employees' State Insurance Act, Finances and Contributions, Sickness benefit, Medical benefit, Maternity benefit, Disablement benefit, Dependents' benefit, Employees' Provident Fund and Bonus schemes, Gratuity Scheme and Employees' Pension Scheme. All these welfare schemes have followed and adopted in industries for the welfare of labourers both men and women. So, the present study is done to understand the various labour welfare facilities such as statutory and non-statutory welfare facilities provided by the company to labourers / workers namely TITAN watch company, Hosur, and its impact on job satisfaction. This study shows the positive relation between welfare facilities such as medical facilities, crèche, canteen facilities, recreation, toilet facilities, rest room facilities, reading room, loan facilities for their children's education, marriage, housing loan, insurance coverage etc. and job satisfaction. Job satisfaction is very important to know the level of contribution to workers towards his / her work and how welfare facilities affect. Labour welfare schemes are provided to strengthen man power in both physically and mentally. Thus, these facilities are more effective in improving the performance and building the morale of every worker working in industries, in order to increase the productivity of labourers.

Keywords: Labour Welfare, Job Satisfaction, Workers, Welfare Schemes, Job Security

1. INTRODUCTION

Labour welfare occupies a place of significance in the industrial development and economy. It is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which gives a good wage cannot with the growth of industrialization and mechanization, it has acquired added importance. A happy and contented workforce is an asset for the industrial prosperity of any nation, Labour welfare is nothing but the maintenance function of personnel in the sent that it is directed specifically to the preservation of employee health and attitudes. The main aim of the labour welfare is to provide such facilities and amenities, which help the workers get employed in an organization

or any industry and help them to perform their work in healthy and hygienic working conditions which would promote good health and high morale. Labour welfare is a thorough term which includes benefits, amenities, service and facilities provide by the organization or employer. The welfare facilities are provided with addition to wages and economic rewards which are available for workers according to legal provisions. These labour welfare measures are provided by Trade Unions, NGO's and Government Agencies with addition to employer or organization / company. Labour organization offers is to make life worth living for workers. Labour welfare measure help workers to make their life richer and satisfaction. It reduces the burden indirectly and improves the standard of living. Welfare is a comprehensive term which focuses on improving and doing well and also it refers to emotional wellbeing, mentally, morally and physically wellbeing of an individual or worker. The term welfare can be related to time and space. Therefore, the welfare measures vary from time to time, country to country and region to region. Labour welfare measures are an important tool with some addition of incentives to improve the life of worker.

2. NEED OF THE STUDY

There are five m's of man, machine, material, methods and money. Out of these resources man power is an asset to the organization. It also called knowledge capital. As the management Guru Peter F. Drucker rightly says "knowledge is the only meaningful resource today" for access to other resources is no longer limited. Capital freely flows across the borders, seeking out the companies that need it. Today the human resources is very demanding and they look at jobs to test their own knowledge, organization are also realizing the importance of people resources in this liberalized, globalized and privatized economy.

Labour securities and welfare can be statistically proved is directly related to customer satisfaction. Every organization should determine whether the employees working are satisfied with the facility provided by the organization. This is the need of the labour because satisfied employees will ensure satisfied customers. In order to make them happy, feel satisfied and retain them, organization plan retention strategies. To make this possible one has to determine whether the present employees perceived satisfaction towards the labour securities and welfare facilities. The survey on employee satisfaction will help the organization to evaluate its return on investment in the important area like labour securities and welfare schemes.

3. OBJECTIVES OF THE STUDY

- To know various statutory and non-statutory labour welfare measures-provided by the company.
- To study labourers satisfaction on labour welfare schemes.
- To identify the extent of job satisfaction on labour welfare schemes among labourers.
- To suggest suitable measures to improve the overall job satisfaction of the labourers in TITAN watch company.

4. METHODOLOGY

The present study is an empirical one, based on both primary and secondary data. Primary data is obtained from the labourers working in TITAN watch company, Hosur, with the help of structured interview schedule. Secondary data is obtained from the company records, manuals, ministry of industry & commerce, Government of India's Publications, Economic survey 2022. But, this is a case study with reference to TITAN watch company.

5. SAMPLE SIZE AND SAMPLE DESIGN

The total sample size is 28. The total number of labourers have selected on the basis of systematic random sampling method with the help of complete list obtained from the company in various categories of labourers and departments. To find out the extent of job satisfaction on labour welfare schemes, the rating scale is applied.

6. STATISTICAL TOOLS

All the collected data have analyzed and applied by using statistical tools such as simple percentages and averages. Correlation Coefficient is used to find out the relationship between total number of labour welfare schemes and job satisfaction.

7. ANALYSIS OF DATA

The collected information from the labourers working TITAN watch company is analyzed and interpreted.

Table 1 Labour Welfare Schemes in the Company

Sl. No.	Labour Welfare Schemes	No. of Labourers	% to Total
1.	Group Insurance (Health)	02	7.1
2.	Individual Health Insurance	03	10.7
3.	Maternity benefits	12	42.9
4.	Education Schemes for Children	01	3.6
5.	Marriage benefits for children	02	7.1
6.	ESI Scheme	05	17.9
7.	Housing Loan Scheme	03	10.7
	TOTAL	28	100.0

Source: Compiled from Primary data

Table 2 Facilities Available in the Industry

Sl. No.	List of Facilities	Total no. of Labourers	% to Total
1.	Drinking water	2	7.14
2.	Sanitary	3	10.71
3.	Good hygienic facilities	4	14.82
4.	Medical facilities	5	17.85
5.	Rest and lunch room	5	17.85
6.	Transport facilities	1	3.57
7.	First Aid	1	3.57
8.	Canteen	1	3.57
9.	Shift system	1	3.57
10.	Ventilation	1	3.57
11.	Accident benefits	2	7.14
12.	Distribution of Snacks and Tea	2	7.14
	TOTAL	28	100.0

Source: Compiled from Primary data

It is interesting to note that, in the present study out of 28 labourers, 12 labourers are women and 16 labourers are men. All the 12 women labourers (100%) have availed Maternity Benefit. The reason is, an insured woman is entitled to maternity benefit at double the standard benefit rate. This is practically equal to full wages for a period of 12 weeks of which not more than 6 weeks shall precede the expected date of confinement. Additional maternity benefit is given in case of miscarriage. In case of sickness arising out of pregnancy, confinement, premature birth of a child or miscarriage an additional benefit is given for a period not exceeding one month. The eligibility condition for maternity benefit is 80 days in one or two preceding contribution periods of one year.

Table 3 Labourers Satisfied with the benefits extended by the company

Sl. No.	Particulars	Total no. of Labourers	% to Total
1.	Strongly Agree	12	42.8
2.	Agree	8	28.6
3.	Neutral	8	28.6
	TOTAL	28	100.0

Source: Compiles from Primary data

Table 4 Labourers satisfied with their salary

Sl. No.	Labour Welfare Schemes	Total no. of Labourers	% to Total
1.	Strongly Agree	6	21.4
2.	Agree	17	60.8
3.	Neutral	5	17.8
	TOTAL	28	100.0

Source: Compiled from Primary data

The satisfaction has been analyzed on the basis of the following factors –

- Salary and Monetary benefits / cash awards

- Job security
- Promotion Policy
- Working environment
- Labourers participation in Management
- Freedom of expression
- Nature of job
- Interest taken by supervisors
- Supervisors and Sub-ordinate relationship
- Medicare
- Loans
- LTC facilities and
- Conveyance

In order to find out the relationship between Statutory and Non –statutory Labour Welfare Schemes and Job satisfaction among labourers, both correlation coefficient (Karl Pearson's) and Rank correlation coefficient (Spearman's) have applied. It is found that, the correlation coefficient @ value $r = 1$ and Rank correlation coefficient @ value $R = 0.45$. So, it is concluded that there is perfect correlation between statutory and non-statutory welfare schemes. All the labourers are benefitted and enjoying with good job satisfaction. The calculated value in the case of Rank correlation coefficient ($R = 0.45$). It is also true and found between two variables namely, statutory and non-statutory welfare schemes among labourers on job satisfaction.

8. FINDINGS OF THE STUDY

- Labourers both men and women are benefitted in availing the welfare schemes (ie) 57 per cent and 43 per cent respectively.
- Out of 12 women labourers all of them are benefitted by utilizing the scheme called – Maternity Benefit Scheme with monetary benefit and availed all the medical facilities.
- Very few have availed education schemes for children (3.6 per cent), Marriage benefits for children (7.1 per cent), Housing scheme (10.7 per cent) and 17.9 or 18 per cent have availed ESI Scheme, this is based on their scale of Pay and Gross income earned by the labourers.
- Regarding the Job satisfaction among labourers in availing statutory and non-statutory welfare schemes, 43 per cent have strongly agreed and with regard to salary and Job satisfaction, 61 per cent have agreed. Salary revision is needed.
- The calculated value of $r = 1$, shows that there is a perfect correlation and positive relationship between statutory and non-statutory welfare schemes and Job satisfaction among labourers.
- The calculated value of $R = 0.45$, shows that there is a positive relationship in availing all the benefits among labourers.

9. CONCLUSION

From the present case study, it is found that all the labourers enjoying in availing welfare schemes, both statutory and non-statutory. The job satisfaction is mainly because of the welfare schemes and other incentives like Attendance Bonus Scheme on Absenteeism, Cash awards, festival coupons, Pooja coupons, various competitions conducted among children, labourers and their family members, free medical check-up et. Labour Welfare Schemes are provided to strengthen man power both physically and mentally. In the organization of company, labour welfare measures are proven to be most important factor than any other factors.

CONFLICT OF INTERESTS

None

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