

***A STUDY ON LABOUR WELFARE MEASURES IN SAJCO
INDUSTRIES***

*Dissertation submitted in partial fulfillment of the
requirement for the award of*

Bachelors Degree in Commerce

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SAINTGITS

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KOTTAYAM, KERALA, INDIA

PG DEPARTMENT OF COMMERCE

2019-2020



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DECLARATION

I do hereby declare that the project titled “A STUDY ON LABOUR WELFARE MEASURES IN SAJCO INDUSTRIES“ is a bonafide report of the project work undertaken by me in partial fulfilment of the requirements for the award of the Bachelor of Commerce (Computer Application) of Mahatma Gandhi University, under the guidance of Ms.Anu Anna Biju, Lecturer, Department of Commerce, Saintgits College of Applied Sciences, Pathamuttom, Kottayam. I also declare that this project report has not been submitted by me anywhere, fully or partially for the award of any degree, diploma, fellowship or other similar title or recognition of any university/institute to the best of my knowledge and belief.

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ACKNOWLEDGEMENT

In partial fulfilment of the award of the M. Com Degree by Mahatma Gandhi University, it is mandatory for the regular students of M. Com of the university to prepare a project report to be submitted to the college/university.

*First and foremost, I thank the **Lord Almighty** who is the source of knowledge and one who guided me in all aspects to bring out this project.*

*I thank **Prof. M.C. Joseph, Principal** and **Mr. Anish B Bhaskaran, Assistant Professor and Academic Co-ordinator of Department of Commerce, Saintgits College of Applied Sciences** for their valuable support and encouragement in the preparation of the project.*

*I take this opportunity to express my profound sense of gratitude to my guide **Ms. Anu Anna Biju, Lecturer, Department of Commerce, Saintgits College of Applied Sciences** for the valuable guidance, advice, inspiration, constant encouragement and constructive criticism given throughout the study.*

I express my sincere gratitude towards all the faculty members of Saintgits College of Applied Sciences for their valuable help.

I thank all my friends who have directly or indirectly helped me in completing this work.

Pathamuttom

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CHAPTER-1
INTRODUCTION

1.1 INTRODUCTION

In the present few changing work environment the human resource is considered as the most important asset for every organisation. In spite of technological advancement, the role of human resource cannot be under estimated as success of any organisation or work environment directly depends on efficient use of human resources.

The workers in the industries cannot cope with pace of modern life with minimum sustenance amenities. The workers are in need of added stimulus to keep body and mind together. Labour welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employee provides welfare measures of varying degrees of importance for labour forces. The social and economic aspects of life of the workers have direct influence on the social and economic development of nation. There is an imperative need to take extra care of the workers to provide both statutory and non-statutory facilities to them. The welfare facilities help to motivate and retain employees and provide them with better working conditions and living standards, thus leading to an increase in their productivity.

The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country to country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development . Welfare includes provision of various facilities and amenities in and around the work-place for the better life of the employees. Labour welfare includes under it “Such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed”. Welfare activities influence the sentiments of the workers. When workers feel that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily disappear.

Organisations provide welfare facilities to their employees to keep their motivation levels high.

The employee welfare schemes can be classified into two categories viz., statutory and non statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organisation as compliance to the laws governing employee health and safety.

These include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, latrines and urinals, washing places, spittoons, rest rooms.

Non statutory welfare schemes may include: personal health care, flexi time, employee assistance programs, harassment policy, employee referral scheme, medi-claim insurance scheme. The non-statutory schemes differ from organisation to organisation and from industry to industry.

Welfare measures promote the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The International Labour Organisation (ILO) report refers to labour welfare as, “such services, facilities and amenities as may be established in or in the vicinity of 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 Encyclopaedia of social sciences has defined labour welfare work as, “The voluntary efforts of the employers to establish within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the country and the conditions of the market”.

Thus labour welfare is a comprehensive term including various services, benefits and facilities and offered by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions. 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, Sajco Industries has been selected, to study about the various welfare measures adopted by them to know the satisfaction levels of employees about the labour welfare measures provided by the organisation on the basis of responses of sample respondents.

1.2 OBJECTIVES OF THE STUDY

- To identify the various labour welfare measures provided to the employees.
- To know the problems in implementing labour welfare measures in Sajco Industries.
- To know the employees opinion about the existing welfare facilities.
- To understand how the welfare measures improve the motivation of the employees.
- To analyse the satisfaction of employees towards the welfare measures.

1.3 SIGNIFICANCE OF THE STUDY

This study would give an overview of the welfare measures existing at Sajco Industries. Since safety and welfare are two important elements essential for improving the productivity of an organisation, a study on the existing welfare measures would help the organisation to perform better. This study would throw light on the perception of the employees regarding welfare measures, and also helps to identify the areas that has to be focussed more so as to improve the performance of the employees.

This study will also help the management to reduce the job related problems, increase motivational activities and develop the employees in such a way that their career goals are achieved. This is an opportunity for the employees to give their feedback which aids the management to do some alteration in the future welfare and other further facilities.

1.4 SCOPE OF THE STUDY

The scope of the study was to analyse the labour welfare measures and it is limited to Sajco Industries, Kurichy , Kottayam.

1.5 RESEARCH METHODOLOGY

Primary data and secondary data are used for the study.

1.Primary data:

Primary data collected through questionnaires.

2. Secondary data:

Secondary data collected from newspapers, magazines, journals, websites, etc.

3.Sampling Size:

Sample size is restricted to 50 respondents. The sampling technique used for the study is random sampling.

4.Tools for study:

Simple statistical tools such as graphs, tables and percentage analysis were used for verifying the validity of data collected through questionnaire.

A. PIE DIAGRAM: In a pie chart, the arc length of each sector is proportional to the quantity it represents. It is a circle divided into number of sectors representing the data. The area of the sectors is proportional to the value of the components. It is highly useful to know how the given data is distributed.

B. BAR CHART: The bar diagram consists of a series of rectangular bars standing on a common base. The length of the bars is proportional to their magnitude. The comparison among the bars is based on length.

1.7 PERIOD OF STUDY

The study on labour welfare measures in Sajco Industries was conducted during a period of 01-12-2019-31-03-2020

1.8 LIMITATIONS OF THE STUDY.

The study has some inherent limitations, they are:

- ❖ Some of the respondents were hesitant to disclose information, so this study is conducted on the best of available information obtained from the respondents.
- ❖ The data were collected by distribution of the questionnaire so the accuracy of the data depends upon the sincerity of the respondents in answering to the questions of the questionnaire.
- ❖ The sample size is small, hence it may not be a true representative of the total population.
- ❖ The respondents personal bias may be another factor, which is uncontrollable.
- ❖ Time was another limiting factor with shift workers.

CHAPTER 2
REVIEW OF LITERATURE

This chapter reviews the studies of different aspects of labour welfare measures connected directly as well as indirectly with the present study. The review of literature is highly useful to design the present study as it indicates the research gap in the study of labour welfare measures of the sugar mills in Tamil Nadu. The study of labour welfare measures has attracted the attention of many researchers and research organizations in western countries, particularly the United States of America. Their experiences may be of relevance and significance to us. Therefore, studies of such countries are also discussed and reviewed in this chapter.

Misra (1974) carried out a research aimed at sociological analysis of the labour welfare problems of sugar industry. The analysis was based on the firsthand data collected from the sugar factories of Eastern Uttar Pradesh. The study found that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not very satisfactory particularly in respect of safety measures, cleanliness, sanitation, latrine facilities, drinking water, rest rooms, etc. It also points out that the provisions for leaves and holidays, lighting, housing, medical and education are far from satisfactory.

Koshan (1975) pointed out that in spite of statutory provisions and enforcing agencies in India, the labour welfare facilities were absent and the cement industry was the only one where provisions were adequately enforced. The study insisted the need for overhauling and tightening the machinery of inspection. Appointment of welfare inspectors for different industries, distinguishing the duties of factory inspectors from those of welfare inspectors to submit annual and quarterly reports and empowering the welfare inspectors to fine in case of default are some of the steps suggested in this study.

Monga (1980) conducted a study on implementation and awareness of labour laws in Haryana. He focused mainly on the machinery for implementation of labour laws and the impediments confronting the implementation. He has found that the staff deployed for enforcement of labour laws are inadequate, inspections are not frequent, the status of supervision of returns under various laws reveals a dole some picture, procedures are frivolous and vexatious, penalties imposed for offending legislation in the state are fine and the penalty of imprisonment is rarely imposed. He concludes that the absence of adequate awareness about the laws is the major factor for inadequate enforcement of law.

Srivastava (1984) states that work is important in man's life since time immemorial. Whatever may be the reason for working, one thing is certain that man has continued to work. The urge to work

seems to be deep rooted in most men and work is viewed as much more than a means of seeking economic gratification. Work seems to serve many other functions for an individual. An individual's sense of well being, of doing something worthwhile, of having purpose in life, seems to be associated with work.

Deepak Bhatnagar (1985) in his study on "Labour Welfare and Social Security Legislation in India" evaluated the effectiveness of the Employees State Insurance Scheme. He has found that the employees are uncomfortable on the issue of their contribution towards the scheme. Majority of the employees are not fully aware of different benefit schemes as admissible under the Act. Medical certificates are easily available to the insured persons. He suggests that steps should be taken to curb this tendency of tax certification.

Bhatia (1986) in his study on the administration of Workmen Compensation Law has found that the graver the effect of the accident, the need of help of a trained lower becomes more frequent. There seems to be an immense need of providing free legal aid and advice to the claimants under the Workmen Compensation Act. He says that the quantum of compensation fixed by the law does not appear to have been formulated with an eye to the future. There is a need for enhancement of compensation in this age of inflation.

Rajwant Singh (1987) states that all the difficulties in the implementation of labour welfare measures must be overcome, before the dawn of the new century is reached. The country must find ways of meeting people's basic needs by giving them access to sources of income, food, education, housing, health and hygiene.

Rawat (1988) has attempted an investigatory and analytical study of the state policy on the subject of formulation of legislation relating to labour welfare and implementation of welfare measures and programmes in various industrial sectors in industrial areas in the country. He concludes that there is a need in the country to establish more welfare funds for agricultural, unorganized labour, construction workers, handloom workers, etc., has been done in the case of coal, mica, iron ore and limestone and dolomite mine workers. No efforts to improve the well being of the toiling workers can be successful so long as they lack legal literacy and remain ignorant of their rights; duties and welfare measures are imposed upon them from outside. Labour welfare is no bounty gift, reward or premium. Indeed it is workers' right.

Sellers Bob (1990) in his article titled "Executive Compensation: Bankers Jump into Golden Parachutes" states that the "golden parachute contract" giving key financial institution executives

security in the event of a change in control, must be carefully structured to avoid challenges. The board must approve only those plans which are consonant with the exercise of fiduciary duties and whose payments are related to the value of the employees' services. Also the parachute's size should relate to the institution's e.g. at smaller institutions, the benefits level might be half of annual salary, not two to three times salary. The plan needs to be structured to avoid falling under ERISA's mandatory funding rules.

Dirks H. John and Salow Mary (1990) have stated that most of the firms have been accounting for post-retirement benefits other than pensions (OPEB) on a cash basis as benefits are paid to retirees. The Financial Accounting Standards Board (FASB) believes that post-retirement benefits are a form of deferred compensation that is earned by employees as they work. As such, OPEB costs should be accrued in the employer's financial statements over the employees' service lives. An FASB exposure draft requires that employers estimate the cost of providing future medical benefits to employees during retirement years using the plan provisions currently in place, thus ignoring future anticipated plan changes, and using an estimated future per capita claims cost of providing OPEB benefits at each age subsequent to retirement. The proposal also requires that OPEB obligations be attributed to periods of employee service ending with the date of full eligibility for plan benefits, and the transition obligation be recognized on a prospective basis.

Yakushev (1991) in his paper titled "New Approaches to Social Security Provision in the USSR" states that social security plays an important social and economic role in the USSR. In order to improve social security provisions, it is necessary not only to increase expenditure substantially, but to ensure better organization not only to raise the level of minimum social protection for needy persons, but also to overcome levelling effects in the system. To achieve a more efficient distribution of resources, it is necessary to eliminate the existing imbalance between financing and expenditure and to establish the closest possible correspondence between the value extracted from particular categories of workers and the social protection they receive in return. The Soviet Pensions Act, 1990 does away with the regressive method of basing pensions on wage scales. The Draft Fundamental Principles, set forth by the Ministry for Labour and Social Affairs, will help to establish a number of social security principles.

Pond James (1991) in his article titled "Exploring Options in Employee Services" reports that with the growing emphasis on keeping employees comfortable and happy, many firms are providing their workers with more than a traditional benefits package. One perquisite that is often provided is an on-site food service. Other services include on-site fitness centres, day-care facilities, and small

retail establishments such as stationery stores. Some firms even provide health care in the home for employees' children or elderly parents. Not every firm will be able to provide its employees with every one of the services, but those companies that can provide one or more of the amenities will benefit from higher productivity, lower turnover, and improved morale.

Matthes Karen (1992) points out that today's workers switch jobs, and even careers, several times over the course of their lifetime. As a result, traditional pension plans, which use length of service as a primary factor to determine retirement income, do not hold the same appeal for today's employees. Since defined benefit plans accrue most of their income at the end of an employee's service, today's on-the-move workers will receive only minimal retirement income when they leave. Defined contribution plans attempt to solve this problem by basing retirement income on an employee's average career income. In this way, employees can leave their jobs after only a few years of service and receive an acceptable sum of money. During the past 3 years, employers have terminated more than 84000 pension plans, and defined benefit plans have accounted for more than 1/2 of those terminations. A cash balance plan, a hybrid of both defined benefit and defined contribution plans, provides employees with individual accounts that can grow over time based on a percentage of pay plus interest credits.

Thomas Susan (1992) states that CIGNA Corporation's "subsidy project" was created to review all subsidized employee amenity programs and recommend an improved program mix that would be the best value possible for the resources invested in the program. The first step was to appoint a task force of representatives from employee relations, corporate staffing, employee services, and the human resources from financial area. In addition, 13 focus groups of about 10 employees each were conducted across the US. As a result of its research, CIGNA modified such programs as discounted personal property casualty insurance coverage, which were not of great value to employees but were sizable percentages of total subsidy cost. The net result was a reduction in subsidy expense and a program mix that was intended to better meet employee needs.

Getubig and Schmidt (1992) have defined social security based on the expansion of the elements of social security as any kind of collective measures or activities design to ensure that the members of the society meet their basic needs such as adequate nutrition, shelter, health care and clean water supply and are protected from contingencies (illness, disability, death, unemployment and old-age) so that they are able to maintain a standard of living consistent with social norms. Hence, the definition of social security is extended to include other aspects of existence, which relate to accessing adequate food, health care and shelter to vulnerable groups.

Chapter-3
(A)Theoretical framework

MEANING

Labour welfare means the voluntary efforts made by the employer to provide better conditions of employment in their own industries. Its main object is to secure an improved standard of living for the workers, which effects on the worker's psychology and results in an increase in their productive efficiencies. The word labour means any productive activity and welfare means the health, happiness, and fortunes of a person or group.

CONCEPT OF LABOUR WELFARE MEASURES

The concept of labour welfare is flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general socio – economic development of the people and the political ideologies prevailing at a particular time. It is also moulded according to the age – group, sex, socio – cultural background, marital and economic status and educational level of the workers in various industries. These labour welfare services are based upon current ideas of social justice. They help to maintain the health and morale of the people, and thus make a positive contribution to the efficiency of the labour force.

Many larger firms also provide welfare services for their employees. Playgrounds, social and recreational facilities, subsidised food (through workers' canteens) and factory medical services are some common features of the larger industrial and commercial enterprises. Such provisions conjointly contribute towards a happier, healthier and, hence, more efficient labour force.

However, the Committee on Labour Welfare (1969) defined the phrase to mean, "Such facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities arrangements for travel to and from and for accommodation of workers employed at a distance from their homes, and such other services, amenities and facilities including social security measures as contribute to conditions under which workers are employed." The second report of the ILO refers with regard to labour welfare as, "Such services and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and such amenities conducive to good health, and high morale." On the basis of the above two and other definitions, the chief characteristics of labour welfare work may be summarized to include the work which is usually undertaken

within the premises or in the vicinity of the industrial undertakings for the benefit of the employees and the members of their family and this generally includes those items of welfare which are over

and above what is provided by statutory provisions and what the employees expect as a result of a contract of employment from the employers.

DEFINITION

The Oxford dictionary explains labour welfare as efforts to make life worth-living for workers.

Chamber's dictionary explains welfare as a state of faring or doing well; freedom from calamity, enjoyment of health, prosperity, etc.

According to Industrial Labour Organisation (ILO), "Labour welfare may be understood and including such services facilities and amenities which may be established in vicinity of undertaking to perform their work in healthy and congenial environment and to avail of facilities which improve their health and bring high morale."

FEATURES

- ❖ It is the work usually undertaken within the premises or in the vicinity of the undertakings for the benefit of the employees and members of their families.
- ❖ It includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- ❖ The purpose is to bring about the development of the whole personality of the workers to make a difference.
- ❖ It is flexible and ever changing. New measures are added to the existing ones from time to time
- ❖ In addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
- ❖ It may be introduced for necessary funds by the employers, government, employees or by any social or charitable agency.

OBJECTIVES

- ❖ To make the plan personnel a healthier, surrounder-thinking and more forward-looking group.
- ❖ To make the employee a group of citizens better able to carry on the productive processes.
- ❖ To maintain an employee favourable attitude towards work environment.
- ❖ To serve to attract and keep a work force in competition with other organizations.
- ❖ To serve to maintain some degree of peace with organised labour union.
- ❖ To fulfil social, recreational, and cultural deeds of the employees and at the same time make their life easier
- ❖ To reduce labour turnover and absenteeism.
- ❖ To promote good public relations.

IMPORTANCE OF LABOUR WELFARE MEASURES

- ❖ Improving worker's health – Labour welfare provides healthcare benefits, security against work hazards. Different welfare facilities provide better physical and mental health of the workers.
- ❖ Increase in efficiency – Different welfare programme creates a better workplace and improves the physical and mental health of the workers enabling them to improve their performance and efficiency.
- ❖ Reduction in labour turnover – Labour welfare programme provides satisfaction to the workers. Satisfied workers are more enthusiastic at work. This reduces labour turnover and absenteeism.
- ❖ Reducing social evils – Improvement in material, intellectual, social and cultural conditions of worker's life protect workers from social evils like drinking, gambling etc.
- ❖ Improving employee's morale – Labour welfare programme makes the worker feel that they are important asset of the organisation and are looked after. This improves the morale of the employees.

NEED OF LABOUR WELFARE MEASURES

The need for the labour welfare arises from the very nature of the industrial system, which is characterized by two basic factors; one, the conditions under which work is carried on are not congenial for health; and second, when a labourer joins an industry, he has to work in an entirely strange atmosphere, which create problems of Estelar adjustments. L.S Kudchelkar calls these two factors “the long arm of the job,” and “the social invasion of the factory.”

It is noteworthy that working-environment in industries/mines is such as adversely affects the workers’, health because of the excessive heat or cold, noise odours, fumes, dust and lack or inadequacy of sanitation and pure air etc., All these lead to occupational hazards. These have, therefore, to be held in check by providing ameliorative services, protective devices and compensatory benefits following of accident or injury or disablement. This has been referred to as “the long arm of the job which stretches out its adverse effects on to the worker long after his normal 8 hour.” Hence, the need for provision of welfare services within the premises of the factory, mine or plantation arises.

When a worker, who is in fact a ruralite, comes to work in a factory, has to work and live in unhealthy, congested factories and slum areas, with no outdoor recreation facilities. To escape from the tiring conditions of his tedious and tiresome job, he absents himself, become irregular and often in disciplined. Hence, the need for providing welfare services arises. For whatever improvements in the condition of work and life of the employees, whatever leads to increasing adaptation of the worker to this job, and whatever make him fully contented lessen his desire or need to the burden of this social invasion of the factory.

There is a social reason also as pointed out by the Labour Investigation Committee, “the provision of canteens improves the physic, entertainment reduce the incidence of vices; medical aid and maternity and child welfare services improve the health of the workers and bring down the rates of general, maternal and infantile morality; and education facilities increase their mental efficiency and economic productivity.” The need for labour welfare was strongly felt by the Royal Commission on Labour as far back as in 1931, primarily because of lack of commitment to industrial work among factory workers and also the harsh treatment they received from their employers.

This need was emphasized in independent India by the Constitution in Estelar the chapter on the Directive Principles of State Policy which contains the following Articles in this regard:-

- ❖ Article 41 of the Constitution of India. “The State shall, within the limit of its economic capacity and development, make effective provisions for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement and in other cases of undeserved want.”
- ❖ Article 42 of the Constitution of India “The State shall make provision for securing the just and humane conditions of work and for maternity relief.”

- ❖ Article 43 of the Constitution of India “The State shall endeavour to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities; and in particular, the State shall endeavour to promote cottage industries on an individual or co-operative basis in rural areas.

The above analysis shows that labour welfare services should do the following:-

1. They should enable workers to live a richer and more satisfactory life.
2. They should raise the standard of living of the workers by indirectly reducing their burden.
3. They should be similar in all enterprises.
4. They should contribute to the productivity of labour and efficiency of the enterprise.
5. They should be administratively viable and essentially develop oriented in outlook.

According to Labour Investigation Committee, the need of labour welfare measures arises as these have following benefits:-

- (a) Educational facilities, sports, entertainment etc., make the workers feel that the employer is interested in their day-to-day life.
- (b) Housing, canteens, sickness and maternity benefits, provident fund, gratuity, pensions, etc make the workers feel that they have a stake in the industry as much as anyone else has.
- (c) Provisions of good and clean food in the canteens improve their health, entertainment reduces the incidence of vices, medical and maternity benefits free the workers of worries.

FACTORS INFLUENCING LABOUR WELFARE MEASURES

There may be number of factors influence the labour welfare measures, and thirteen factors were found to be influencing the labour welfare measures and they are:

1. Selection and training process
2. Performance appraisal
3. Career planning
4. Feedback and counselling
5. Rewards, labour welfare and work life
6. Organizational development
7. Employees participation

8. Labour management relation
9. Commitment and involvement
10. Skill and knowledge
11. Motivation
12. Absenteeism
13. Labour welfare legislation

METHODS OR MEASURES FOR LABOUR WELFARE

They may be categorized into three classes:

1. Economic
2. Recreational
3. Facilitative

1. Economic:

- Retirement and pension plans.
- Health and accident service
- Paid holidays
- Insurance
- Profit sharing

2. Recreational:

- Social get together
- Sports
- Special interest groups such as athletic programmes, particular hobbies.

3. Facilitative:

- Housing
- Transport
- Educational facilities
- Medical services
- Canteens, cafeterias and lunch wagons
- Discount on purchases of company products
- Rest rooms

CLASSIFICATION OF LABOUR WELFARE MEASURES

The employee welfare schemes can be classified into two categories. They are

1. Statutory Welfare Schemes
2. Non - Statutory Welfare Schemes

1. Statutory Welfare Schemes

The Statutory welfare schemes include the following provisions:

- **Drinking Water:** At all the working places safe hygienic drinking water should be provided.
- **Facilities for sitting:** In every organization, especially factories, suitable seating arrangements are to be provided.
- **First aid appliances:** First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
- **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition
- **Canteen facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
- **Spittoons:** In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.
- **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
- **Washing places:** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
- **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
- **Rest rooms:** Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

2. Non - Statutory Welfare Schemes

The non - statutory welfare schemes include the following provisions:

- **Personal Health Care (Regular medical check-ups):** Some of the companies provide the facility for extensive health check-up.

- **Flexi-time:** The main objective of the flexitime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs
- **Employee Assistance Programs:** Various assistant programs are arranged like external counselling service so that employees or members of their immediate family can get counselling on various matters.
- **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
- **Maternity & Adoption Leave** – Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
- **Medi-claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
- **Employee Referral Scheme:** In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

CATEGORIES OF LABOUR WELFARE MEASURES

Some of the major categories of labour welfare are:

- (1) Intra-mural Facilities
- (2) Extra-mural Facilities
- (3) Statutory Facilities
- (4) Mutual Facilities and
- (5) Voluntary.

(1). Intra-mural Facilities:

The facilities provided inside the factory are known as intra-mural facilities. These facilities include activities relating to minimisation of industrial fatigue, provision of safety measures like fencing and covering of machines, good layout of the plant and machinery, sufficient lighting conditions, provision of first aid appliances etc. Provisions of such facilities are also obligatory in all industrial establishments all over the world.

(2). Extra-mural Facilities: Facilities offered to the workers outside the factory are known as extra-mural facilities. They include better housing accommodations, indoor and outdoor recreation sports, educational facilities etc. The provision of these facilities is voluntary. Earlier,

due attention was not given to the provision of extra-mural facilities to the workers but now it is realised that these facilities are very important for the general welfare and upliftment of the workers.

(3). Statutory Facilities

Under this category, welfare facilities are provided according to the labour legislations passed by the Government. The nature and coverage of these facilities vary from country to country. Again these facilities may be either intra-mural facilities or extra-mural facilities. These facilities must be provided by all the employers and cannot be ignored. Any contravention of the statutory provisions shall render the employer punishable under the Act concerned. The National Commission of Labour has divided all the statutory measures under two distinct heads:

- Facilities which have to be provided irrespective of the size of the establishment e.g., drinking water.
- Facilities which are to be provided subject to the employment of a specified number of persons, e.g., creches.

(4). Mutual Facilities

These facilities are usually outside the scope of the statutory facilities. These activities are voluntarily undertaken by the workers themselves for their own interest. As such the employer has no say in it.

(5). Voluntary

The facilities which are voluntarily provided by the employers come under this category. Hence these are not statutory. No doubt, the activities under this category ultimately lead to increase in the efficiency of workers.

ACT RELATING TO LABOUR WELFARE

1. Factories Act, 1948

The Factories Act was comprehensively enacted on 23 September 1948 to protect workers in factories, by consolidating and amending the law that regulated condition of labour in factories. The main objectives of the Indian Factories Act, 1948 are to regulate the working conditions in factories, to regulate health, safety welfare, and annual leave and enact special provision in respect of young persons, women and children who work in the factories. The main objectives of the Indian Factories Act, 1948 are to regulate the working conditions in factories, to regulate

health, safety welfare, and annual leave and enact special provision in respect of young persons, women and children who work in the factories.

2. The Work Men Compensation Act, 1923

The Workmen Compensation Act, 1923 is an enactment that was issued by the British Government and was implemented by various State Governments which gives social security to workers. This security is offered by the law for people who work. The Act was formed after it was noted that labourers were getting more exposed to danger with the use of advanced and sophisticated machinery. The common law had it that the employer would only take up the compensation responsibility if it is found that the industrial accident was a result of his negligence. In India, the issue of compensating workmen after fatal and major accidents hit the road in 1884. It was then in 1885 that the factory and mining inspectors realized that the Fatal Accidents Act, 1885, was not enough to attend to the intended purposes. The State offered a hearing ear when members of the Legislative Assembly, employers' representatives, workers and experts in medicine and insurance formed a committee that gave a report that led to the enacting of the Workmen's Compensation Act in 1923. The passing of the Act put a stop and offered a relief for workers who would have gone through court processes that are often expensive, an effort to seek compensation whenever they acquired an injury during employment.

3. The Employee's Provident Fund Act, 1952

The Employees Provident Funds, 1952 (the "EPF Act") provides for the institution of provident funds, pension funds, and deposit-linked insurance funds for employees and applies to all establishments employing 20 or more persons or class of persons. An establishment to which the EPF Act applies shall continue to be governed by this Act, notwithstanding that the number of persons employed therein at any time falls below 20.

On account of 2014 Amendment to the said Act, The definition of "excluded employee" has been amended whereby the members drawing wages exceeding Rs 15,000 per month have been excluded from the provisions of the PF Scheme. Accordingly, the wage ceiling for an employee to be eligible for the PF Scheme has been increased from Rs 6,500 per month to Rs 15,000 per month. It further provides that every employee employed in or in connection with the work of a factory or other establishment is required to become a member of the Provident Fund.

4. The Payment of Wages Act, 1936

The Payment of Wages Act, 1936 (the Payment of Wages Act) is an Act to regulate the payment of wages to certain classes of employed persons. The Payment of Wages Act seeks to ensure that the employers make a timely payment of wages to the employees working in the establishments and to prevent unauthorized deductions from the wages.

According to the Payment of Wages Act, all wages shall be in current coin or currency notes or in both. It is, however, provided that the employer may, after obtaining the written authorisation of the employed person, pay him the wages either by cheque or by crediting the wages in his bank account.

5. The Maternity Benefit Act, 1961

The Maternity Benefit Act, 1961 (**Maternity Benefit Act**) regulates the employment of women in certain establishments for a certain period before and after childbirth and provides for maternity benefits and certain other benefits including maternity leave, wages, bonus, nursing breaks, etc, to women employees. The Maternity Benefit Act, 1961 applies to (a) a factory, mine or plantation including any such establishment belonging to Government and to every establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances; (b) every shops or establishments within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed, or were employed on any day of the preceding 12 months.

Except for s 5A and 5B, the provisions of the Maternity Benefit Act shall not apply to the employees who are covered under the Employees' State Insurance Act, 1948 for certain periods before and after child-birth and for which the ESI Act provides for maternity and other benefits. The coverage under the ESI Act is, however, at present restricted to factories and certain other specified categories of establishments located in specified areas. The Maternity Benefit Act is, therefore, still applicable to women employees employed in establishments which are not covered by the ESI Act, as also to women employees, employed in establishments covered by the ESI Act, but who are out of its coverage because of the wage-limit. Under the Maternity Benefit Act, an employer has to give paid leave to a woman worker for six weeks immediately following the day of her delivery or miscarriage and two weeks following a tubectomy operation. The maximum period for which a woman shall be entitled to maternity benefit shall be 12 weeks, of which not more than six weeks shall precede the date of her expected delivery.

A pregnant woman is also entitled to request her employer not to give her work of arduous nature or which involves long hours of standing, etc, during the period of one month immediately preceding the date of her expected delivery or any period during

the said period of six weeks for which the woman does not avail leave of absence. When a woman absents herself from work in accordance with the provisions of the Maternity Benefit Act, it shall be unlawful for her employer to discharge or dismiss her during or on account of such absence.

6. Employees State Insurance Act, 1948

The Employees' State Insurance Act, 1948 (the ESI Act) is a social welfare legislation enacted with the objective of providing certain benefits to employees in case of sickness, maternity and employment injury. In terms of the provisions of the ESI Act, the eligible employees will receive medical relief, cash benefits, maternity benefits, pension to dependants of deceased workers and compensation for fatal or other injuries and diseases. It is applicable to establishments where 10 or more persons are employed. All employees, including casual, temporary or contract employees drawing wages less than Rs 15,000 per month, are covered under the ESI Act. This limit has been increased from Rs 10,000 to Rs 15,000 w.e.f. May 1, 2010.

7. The Payment of Gratuity Act, 1972

The Payment of Gratuity Act, 1972 (the Gratuity Act) applies to (i) every factory, mine, oilfield, plantation, port and railway company; (ii) every shop or establishment within the meaning of any law, for the time being in force, in relation to shops and establishments in a State, in which 10 or more persons are employed or were employed on any day of the preceding twelve months; and (iii) such other establishments or classes of establishments, in which 10 or more persons are employed or were employed on any day of the preceding twelve months, as the Central Government may, by notification, specify in this behalf. The Gratuity Act provides for a scheme for the payment of gratuity to employees engaged in factories, mines, oilfields, plantations, ports, railway companies, shops or other establishments. The Gratuity Act enforces the payment of "gratuity", a reward for long service, as a statutory retrial benefit.

Chapter-3
(B) COMPANY PROFILE

INTRODUCTION

Sajco Engineering works was started on 1995. We are started with engineering works, then after 1998 we started manufacturing of concrete frames for doors and windows and soon it became No.1 in market. The supplier company is located in Kottayam. Major product is readymade concrete tanks, which was not familiar during that time. Due to the high quality and durability, our products soon became popular. We have a full fledged factory near at Kurichy, Kottayam, and our exclusive showrooms are at Kalayipady .We are capable of distributing our products to all over Kerala at marginal rates.

ABOUT CEMENT INDUSTRY

India is the second largest producer of cement in the world. No wonder, India's cement industry is a vital part of its economy, providing employment to more than a million people, directly or indirectly. Ever since it was deregulated in 1982, the Indian cement industry has attracted huge investments, both from Indian as well as foreign investors. India has a lot of potential for development in the infrastructure and construction sector and the cement sector is expected to largely benefit from it. Some of the recent major initiatives such as development of 98 smart cities are expected to provide a major boost to the sector. Expecting such developments in the country and aided by suitable government foreign policies, several foreign players such as Lafarge-Holcim, Heidelberg Cement, and Vicat have invested in the country in the recent past. A significant factor which aids the growth of this sector is the ready availability of the raw materials for making cement, such as limestone and coal.

LOCATION

Sajco Industries is located at Kurichy, Kottayam. They have branches at 5 locations: Kurichy, Kottayam, Eraviperoor, Ranny, and Ettumanoor.

HISTORY

Sajco Industries is a private sector undertaking which was initially started in Kerala by Sajan .C. Andrews in the year 1995. It is an ISO (9001:2008) Certified Company. They have almost 150 employees working in their firm. They are the leading manufacturer of concrete septic tanks, concrete frames for doors and windows, designer tiles, concrete interlock bricks. They have different size of septic tanks and different styles of designer tiles.

The first head quarter of Sajco Industries in Kerala is in Kottayam. For the development and better way of production the head quarter is changed to Kurichy, Kottayam. The products of the

company are available throughout Kerala. They earned the trust of thousands of customers and endeavour has always been to maintain that name.

LOGO OF THE COMPANY



CORE PURPOSE OF THE COMPANY

a) Vision

- To be the preferred supplier catering to the basic needs of the mass market by providing product services of outstanding value through the adoption of global standards and innovative practices.
- Challenging work environment and adding value to our people through varied exposure and continuous education or shared learning.
- To be preferred business partner to the entire stakeholders by providing them exemplary benefits and shared growth.

b) Mission

- To provide good quality products to the present and prospective customer so that the company can prosper more.
- To have continuous availability of product of Sajco so that there shall not be any shortage of goods.
- To give the customers delight that is giving more than what is expected by the customers.

MANAGEMENT PROFILE

Sajco Industries is a private sector undertaking. The shares of the company is owned by Sajan .C. Andrews. The capital of the company is 2,00,00,000.

DEALER NETWORK

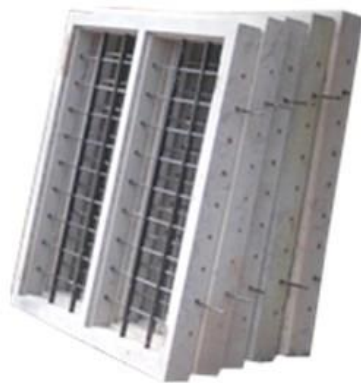
Sajco products are available throughout Kerala. The products are supplied via delivery vans to these outlets from strategically located district level depots. The main factory god own is in Kurichy, A well- organised and efficient team keeps up the stock level in accordance with the market demand.

PRODUCTS

The products offered by the company are as follows:

1. Concrete Frame For Doors and Window

Frames are made by using latest technology build by using sheet mould, gives excellent finishing and long lasting frame.



2. Concrete Septic Tanks

Sajco septic tanks are made in concrete using the latest technology and are made in size which the customer demands.



3. Designer Tiles

Excellent quality, available in various models and in vibrant colours long lasting and fade proof, suitable for outdoors and indoors



4 .Concrete Interlock Bricks

With the mixture of 6mm baby metal, crusher dust and OPC cement. We made an excellent quality of Sajco concrete interlocks for construction work.



Facilities provided by the company to its employees

- Labour welfare fund
- Medical facility
- Health allowance
- Provident Fund
- ESI
- Cafeteria

CHAPTER-4
DATA ANALYSIS AND INTERPRETATION

Introduction: The analysis of data is considered as the most important part of the study. The chapter contains an analysis of data collected about the study on labour welfare measures in Sajco Insuctries.

TABLE 4.1

AGE WISE CLASSIFICATION OF RESPONDENTS

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
20-30	20	40
30-40	15	30
40-50	10	20
Above 50	5	10
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 40 % of the respondents belong to the age group of 20-30 years. While 30% belonged to the age group of 30-40 years, 20% belong to the age group of 40-50 years, and rest 10% belonging to the age group of above 50 years. Thus we can say that majority of the respondents belong to the age group of 20-30 years.

FIGURE 4.1

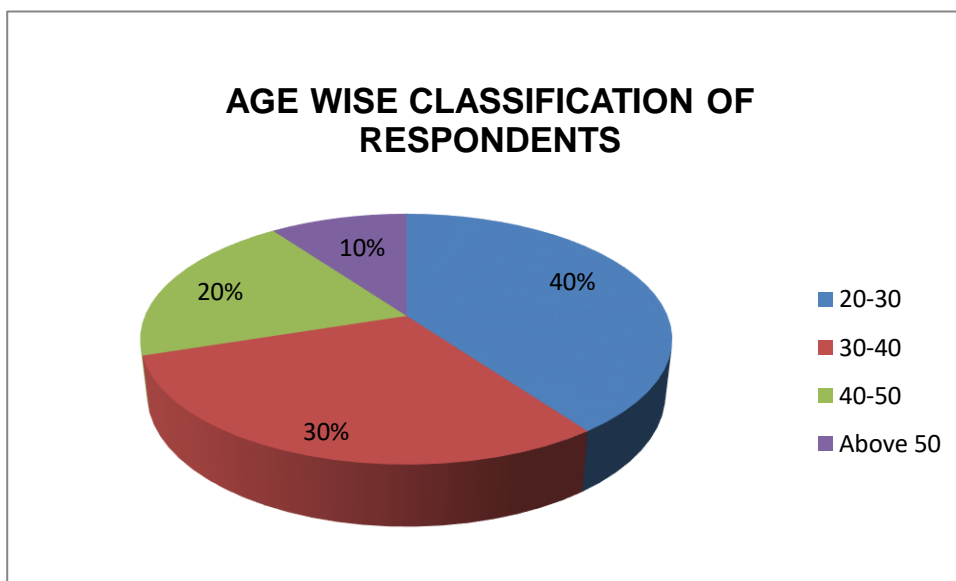


TABLE 4.2

GENDER WISE CLASSIFICATION OF RESPONDENTS

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
MALE	45	90
FEMALE	5	10
TOTAL	50	100

Sources: Primary Data

The above table shows that 90% of the respondents were male employees, while the rest 10% of the respondents were female employees. Thus we could say that majority of the respondents are male employees

FIGURE 4.2

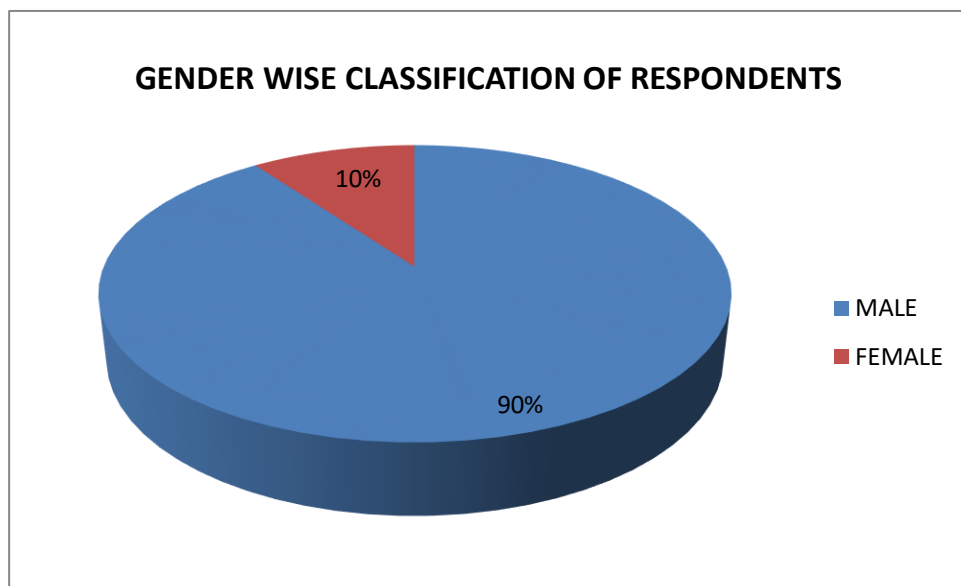


TABLE 4.3

CLASSIFICATION ON THE BASIS OF MARITAL STATUS

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
SINGLE	18	36
MARRIED	32	64
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 64% of the respondents were married, while the rest 36% of the respondents were single. Hence, majority of our respondents were married.

FIGURE 4.3

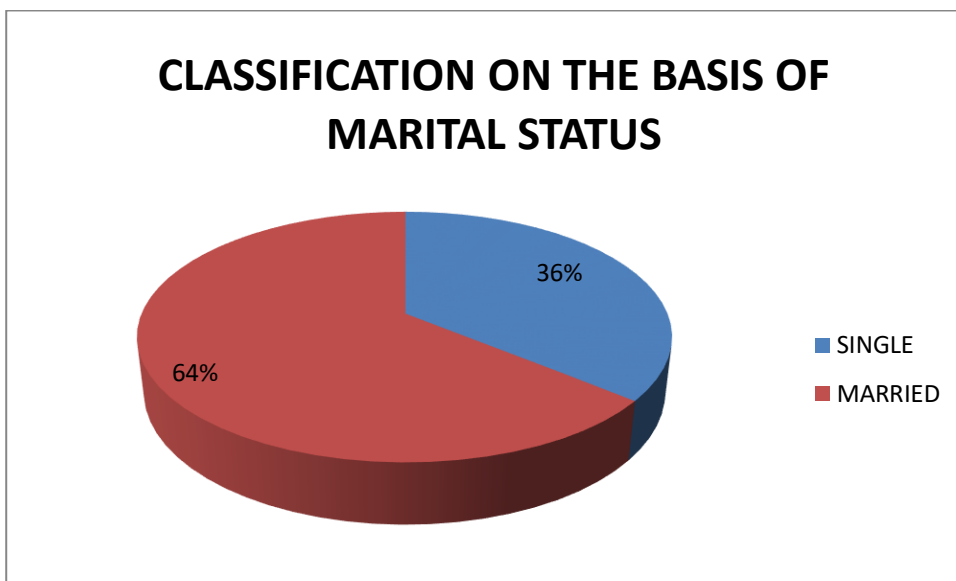


TABLE 4.4

CLASSIFICATION ON THE BASIS OF NUMBER OF CHILDREN OF RESPONDENTS

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
ZERO	18	36
ONE	14	28
TWO	10	20
MORE THAN TWO	8	16
TOTAL	50	100

Sources: Primary Data

From the above table it is clear that, 36% of the respondents are having no children, while 28% of the respondents are having only one child, 20% of the respondents are having two children and the rest 16% of the respondents are having more than 2 children. Thus we should say that majority of the respondents have no children

FIGURE 4.4

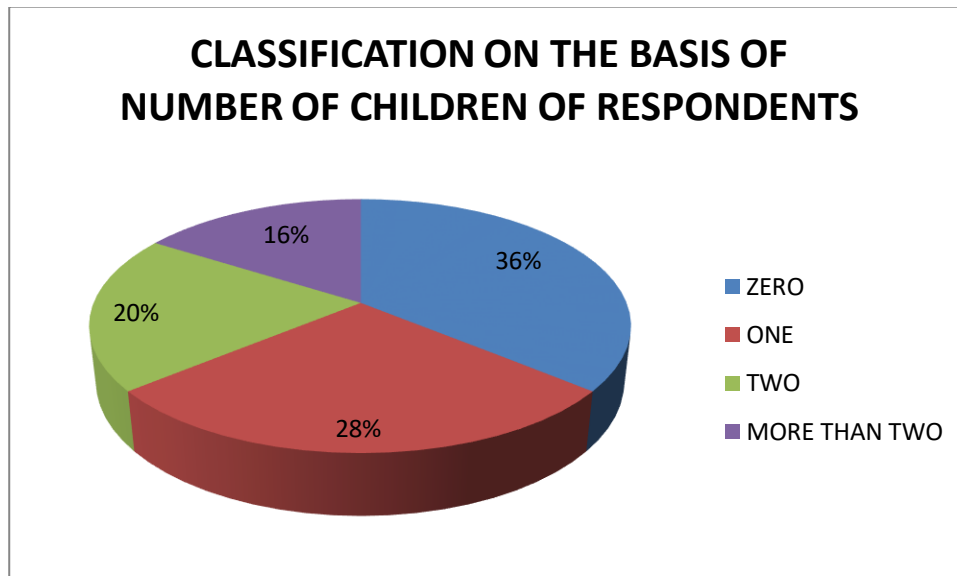


TABLE 4.5

CLASSIFICATION ON THE BASIS OF EDUCATIONAL QUALIFICATION

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Marticulation	15	30
Higher secondary	20	40
Graduation	10	20
Others	5	10
TOTAL	50	100

Sources: Primary Data

The above table shows that 40% of the respondents possess a higher secondary, while the 30% of the respondents possess a matriculation, 20% of the respondents possess a graduation and the rest 10% of the respondents possess other educational qualifications. Thus it is clear that majority of the respondents are having higher secondary education.

FIGURE 4.5

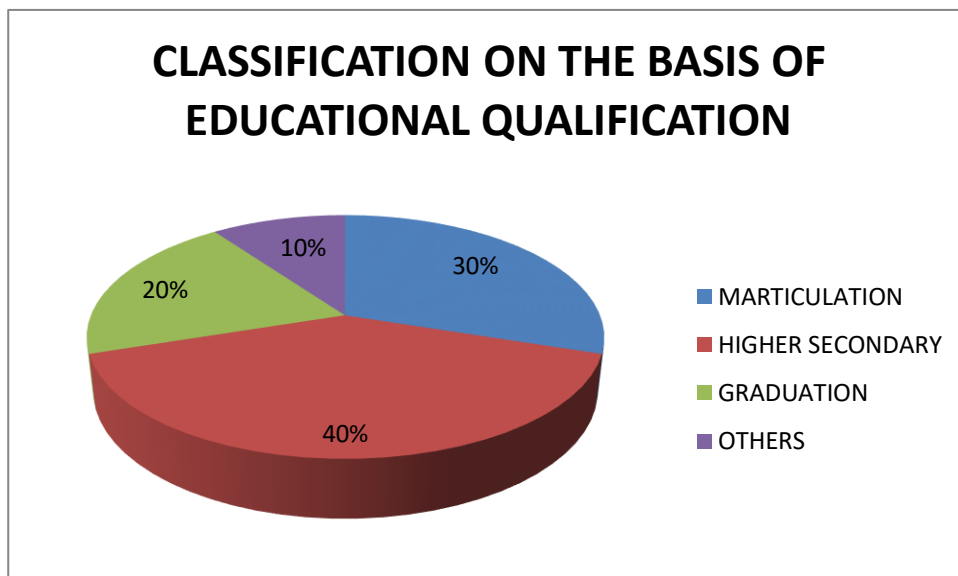


TABLE 4.6

CLASSIFICATION ON THE BASIS OF WORK EXPERIENCE IN THE COMPANY

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Less than 5 years	12	24
5-10years	15	30
10-15years	10	20
More than 15years	13	26
TOTAL	50	100

Sources: Primary Data

The above table reveals that 30% of the respondents have 5-10 years of work experience, while the 26% of the respondents have more than 15 years of work experience, 24% of the respondents have less than 5 years of work experience and the rest 20% of the respondents have 10-15 years of work experience. Hence majority of the respondents are having an experience of 5-10 years.

FIGURE 4.6

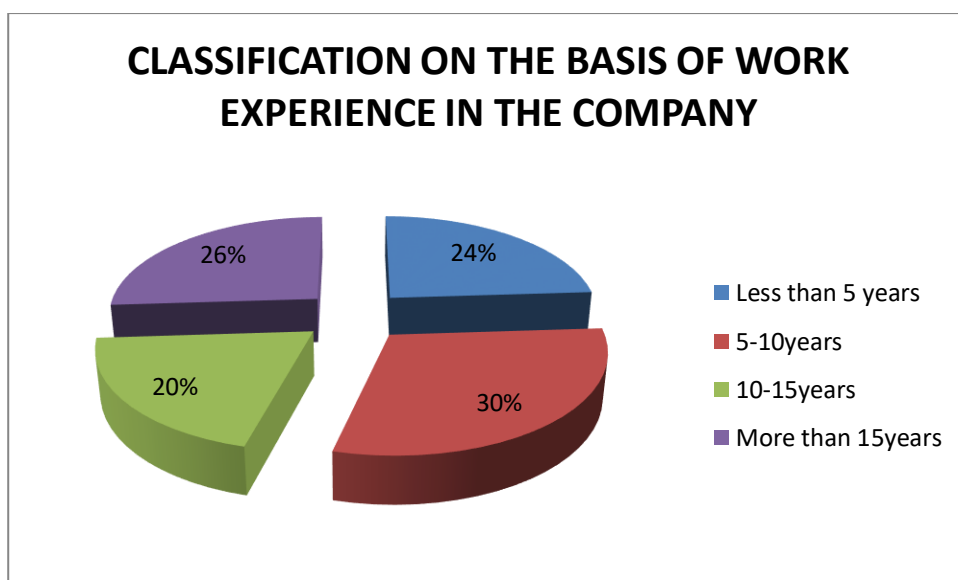


TABLE 4.7

CLASSIFICATION ON THE BASIS OF ANNUAL INCOME OF THE RESPONDENTS

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Less than 60,000	10	24
60,000-1,00,000	15	30
1,00,000-2,00,000	15	30
More than 2,00,000	10	20
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 30% of the respondents earn an income between Rs.60,000-Rs.1,00,000, while 30% of them earn an income between Rs.1,00,000-Rs.2,00,000, 20% of them earn an income less than Rs.60,000 and the rest 20% of them earn an income more than Rs.2,00,000. Hence majority of the respondents earn an income between Rs.60,000-Rs.1,00,000.

FIGURE 4.7

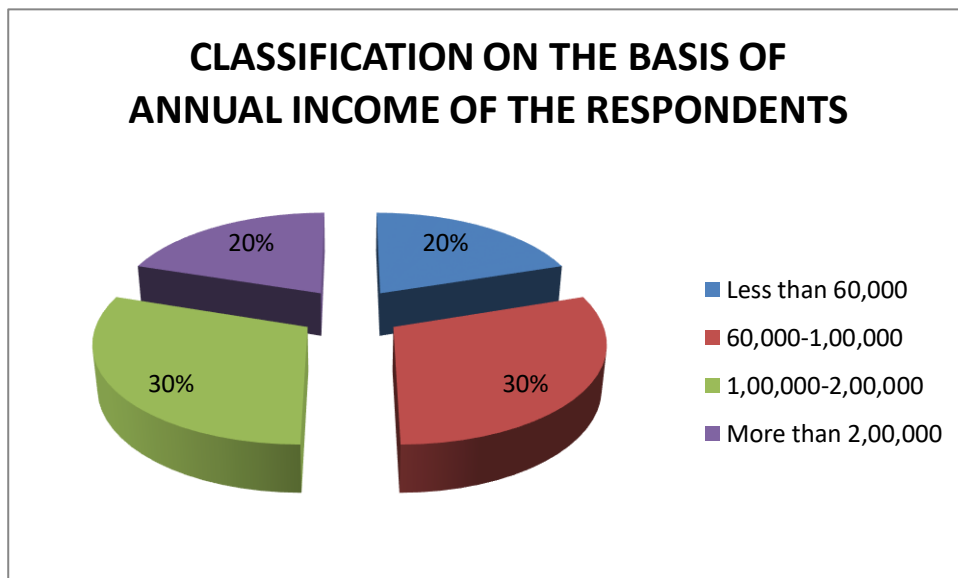


TABLE 4.8

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THIER SALARY**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	15	30
Satisfied	13	26
Highly Dissatisfied	8	16
Dissatisfied	14	28
TOTAL	50	100

Sources: Primary Data

The above table reveals that 30% of the respondents are highly satisfied , while 28% of them are of the opinion that their salary is not satisfactory, 26% of them are of the opinion that their salary is satisfactory and the rest 16% of them are highly dissatisfied. However it is clear from the data that majority of the respondents are highly satisfied with their salary.

FIGURE 4.8

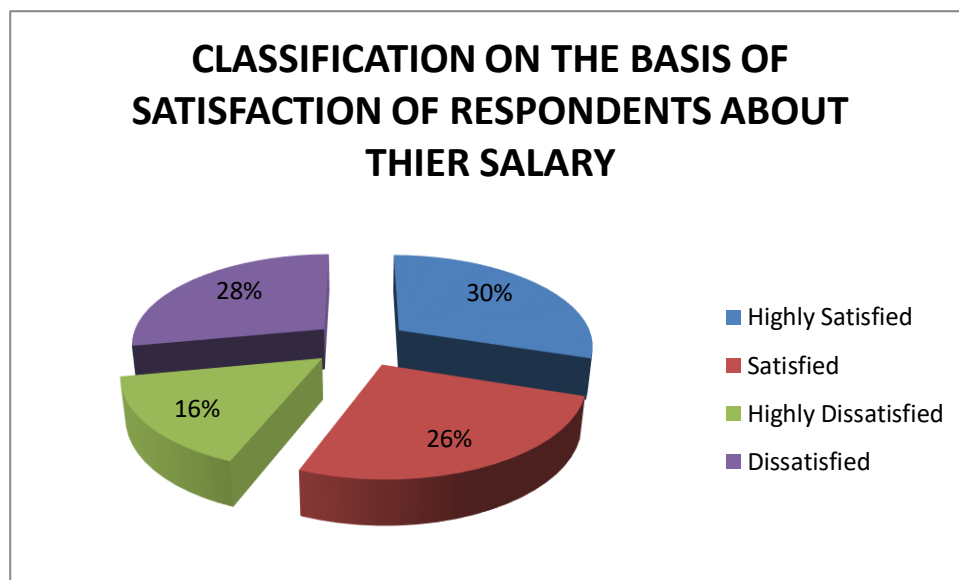


TABLE 4.9

CLASSIFICATION ON THE BASIS OF THE AWARENESS OF WELFARE MEASURES

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Yes	50	100
No	0	0
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 100% of the respondents are aware of the various welfare measures.

FIGURE 4.9

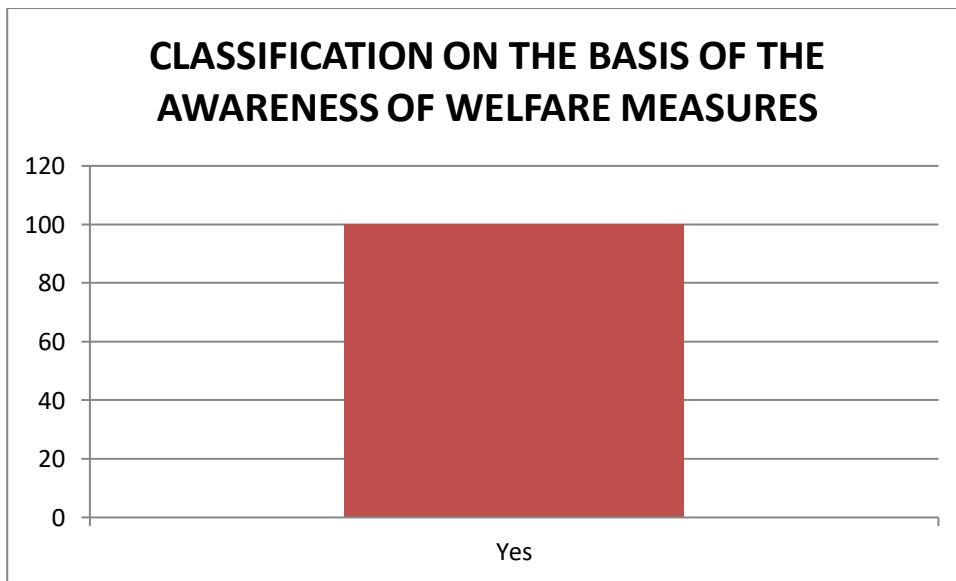


TABLE 4.10

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE WORKING ENVIRONMENT**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	5	10
Satisfied	30	60
Highly Dissatisfied	0	0
Dissatisfied	15	30
TOTAL	50	100

Sources: Primary Data

The above table indicates that 60% of them are of the opinion that the working environment is satisfactory, 30% of them are of the opinion that the working environment is not satisfactory, and the rest 10% of the respondents are highly satisfied. Hence, majority of the respondents are seen to be satisfied with the working environment.

FIGURE 4.10

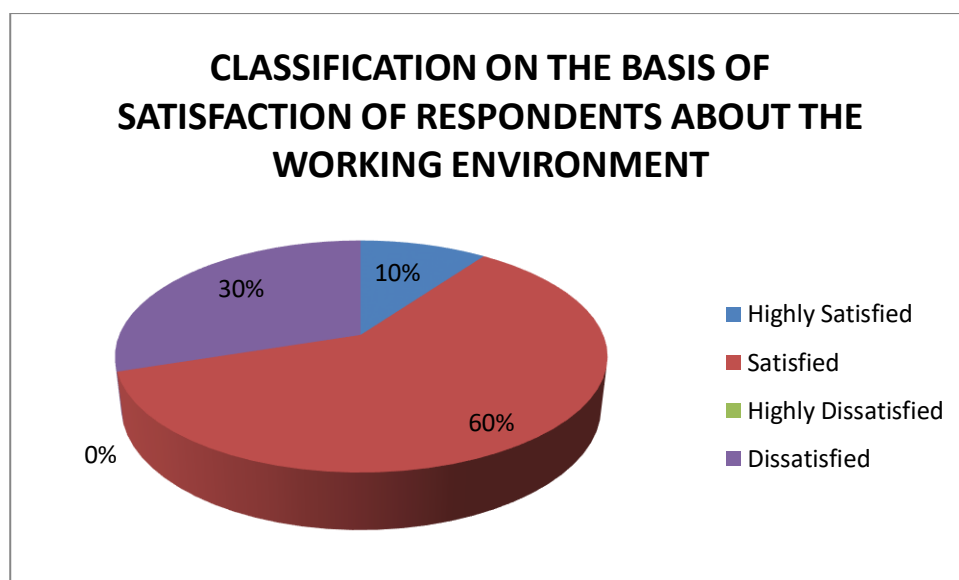


TABLE 4.11

CLASSIFICATION ON THE BASIS OF RESPONDENTS OPINION ABOUT WHICH WELFARE MEASURE TO BE PRIORITIZED

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Welfare measures inside workplace	20	40
Welfare measures outside workplace	10	20
Both	20	40
TOTAL	50	100

Sources: Primary Data

The above table shows that, 40% of the respondents consider welfare measures inside workplace as more important, while 40% of them consider both welfare measures as equally important and the rest 20% of them consider welfare measures outside workplace as more important.

FIGURE 4.11

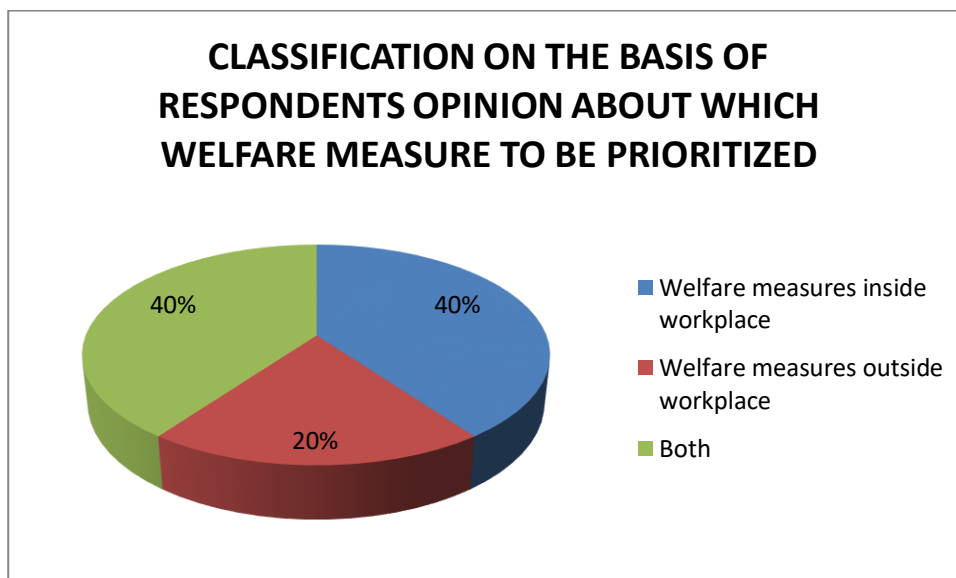


TABLE 4.12

CLASSIFICATION ON THE BASIS OF RESPONDENTS COMFORTABILITY ABOUT WORKING CONDITION INSIDE WORKPLACE

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Yes	30	60
No	20	40
TOTAL	50	100

Sources: Primary Data

From the table it is clear that 60% of the respondents are comfortable with the working condition inside workplace, while 40% of them are not comfortable with the working condition inside workplace. Hence, majority of the respondents are comfortable with the working conditions inside the workplace.

FIGURE 4.12

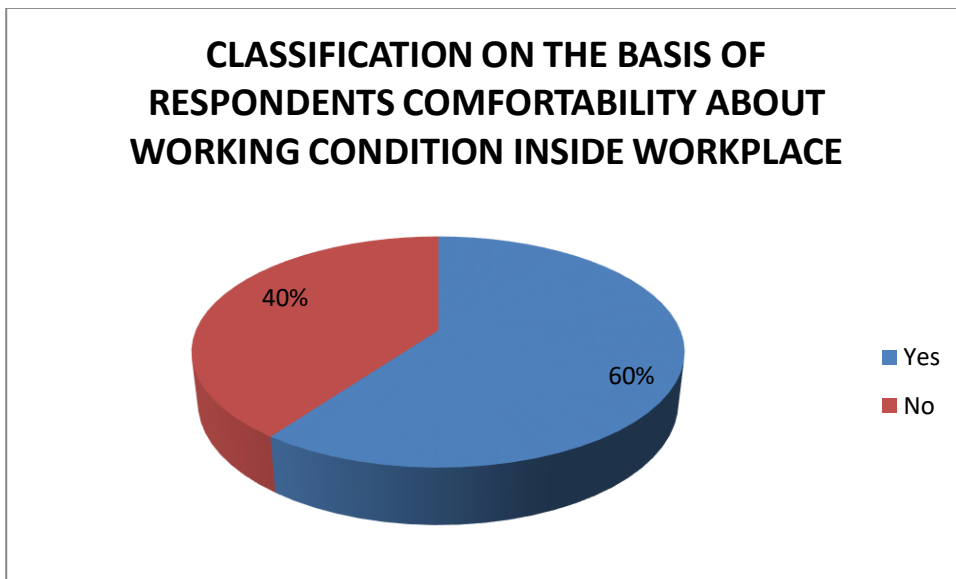


TABLE 4.13

CLASSIFICATION ON THE BASIS OF RESPONDENTS OPINION ABOUT WHICH INSIDE WORKPLACE WELFARE MEASURE IS TO BE PRIORITIZED

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Safety	15	30
Cleanliness & Up keeping of premises(including canteen facility)	20	40
Provision of rest hours& breaks	15	30
Supply of necessary beverages	0	0
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 40% of the respondents feels that cleanliness & up keeping of premises must be prioritized, 30% of them feels that safety measures must be prioritized, and rest 30% of them feels that provision of rest hours must be prioritized. However, it is seen that majority of respondents are of the opinion that cleanliness & up keeping of premises must be prioritized.

FIGURE 4.13

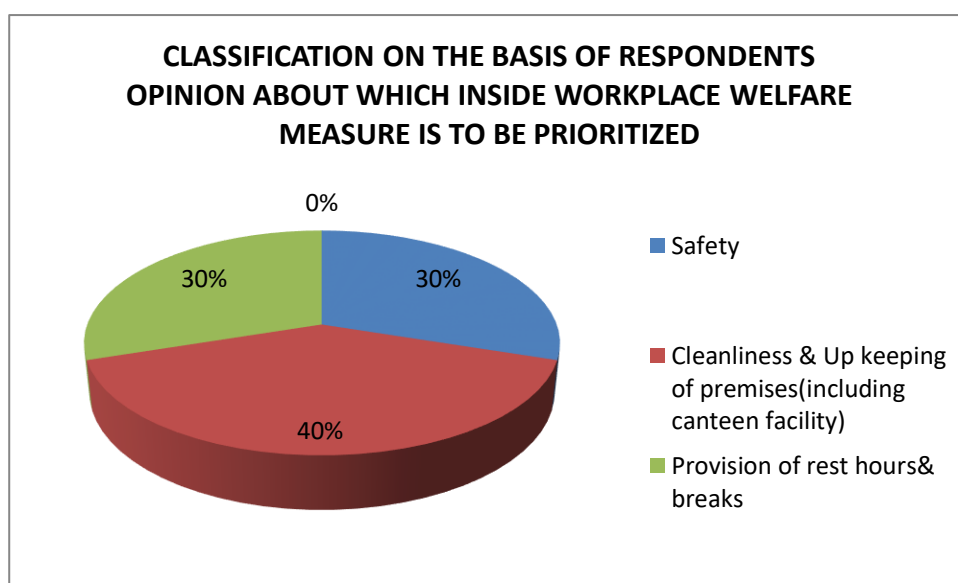


TABLE 4.14

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE HOUSING FACILITIES**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	10	20
Satisfied	30	60
Highly Dissatisfied	0	0
Dissatisfied	10	20
TOTAL	50	100

Sources: Primary Data

Facts represented by the table shows that, 60% of the respondents are of the opinion that the housing facility provided is satisfactory, 20% of the respondents are highly satisfied, and the rest 20% of them are of the opinion that the housing facility provided is not satisfactory. However, majority of the respondents are satisfied with the housing facilities provided.

FIGURE 4.14

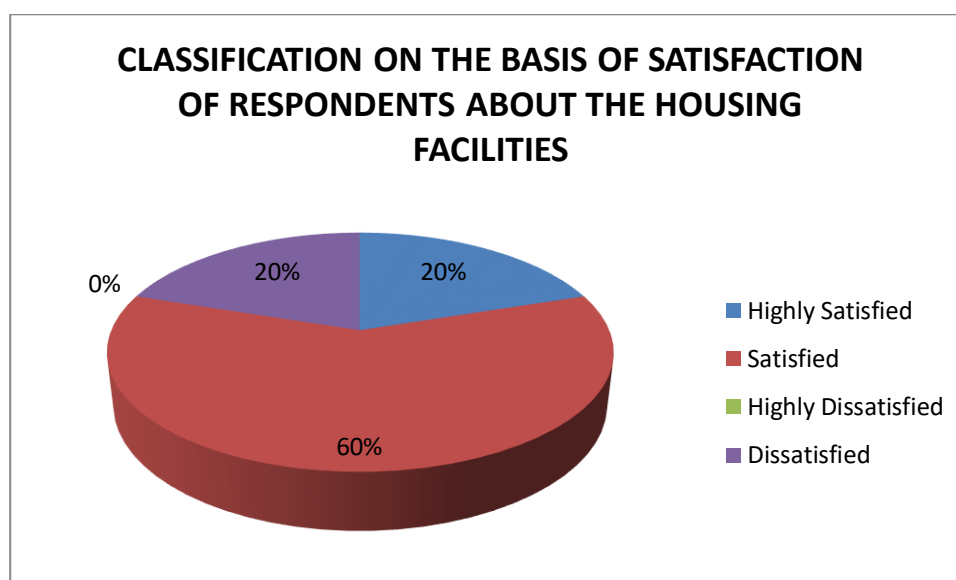


TABLE 4.15

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE WATERSUPPLY AND SANITATION FACILITIES**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	15	30
Satisfied	20	40
Highly Dissatisfied	5	10
Dissatisfied	10	20
TOTAL	50	100

Sources: Primary Data

From the above table it is clear that, 40% of the respondents are of the opinion that the water supply & sanitation facilities provided is satisfactory, 30% of the respondents are highly satisfied, while 20% of them are of the opinion that the water supply & sanitation facilities provided is not satisfactory and rest 10% of them are highly dissatisfied. The majority of respondents are satisfied with the water supply & sanitation facilities

FIGURE 4.15

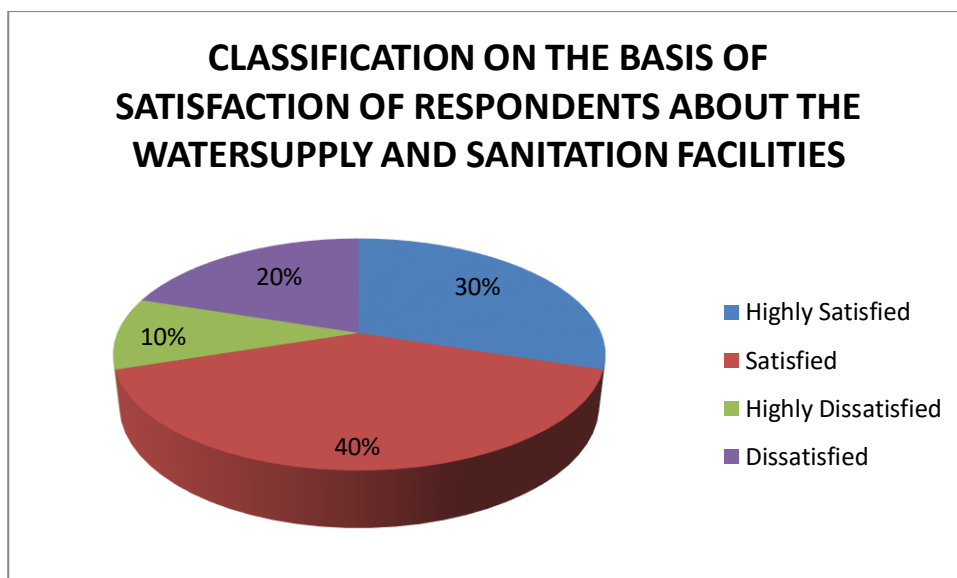


TABLE 4.16

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE COMMUNITY DEVELOPMENT PROGRAMMES**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	20	40
Satisfied	25	50
Highly Dissatisfied	0	0
Dissatisfied	5	10
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 50% of the respondents are of the opinion that the community development programmes provided is satisfactory, 40% of the respondents are highly satisfied and the rest 10% of them are of the opinion that community development programmes provided is not satisfactory. Hence the majority of respondents are satisfied with the community development programmes.

FIGURE 4.16

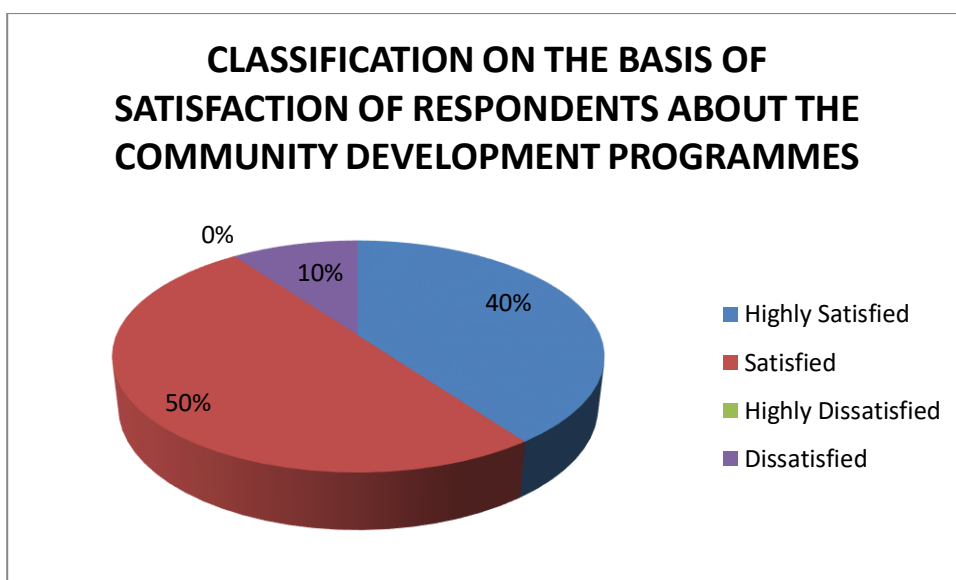


TABLE 4.17

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE SCHOLARSHIP PROVIDED FOR THE STUDIES OF
CHILDREN**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	15	30
Satisfied	30	60
Highly Dissatisfied	0	0
Dissatisfied	5	10
TOTAL	50	100

Sources: Primary Data

Above table reveals that, 60% of the respondents are of the opinion that the scholarship provided for children is satisfactory, 30% of the respondents are highly satisfied and the rest 10% of them are of the opinion that the scholarship provided for children is not satisfactory. Hence the majority of respondents are satisfied with the scholarship provided by the company.

FIGURE 4.17

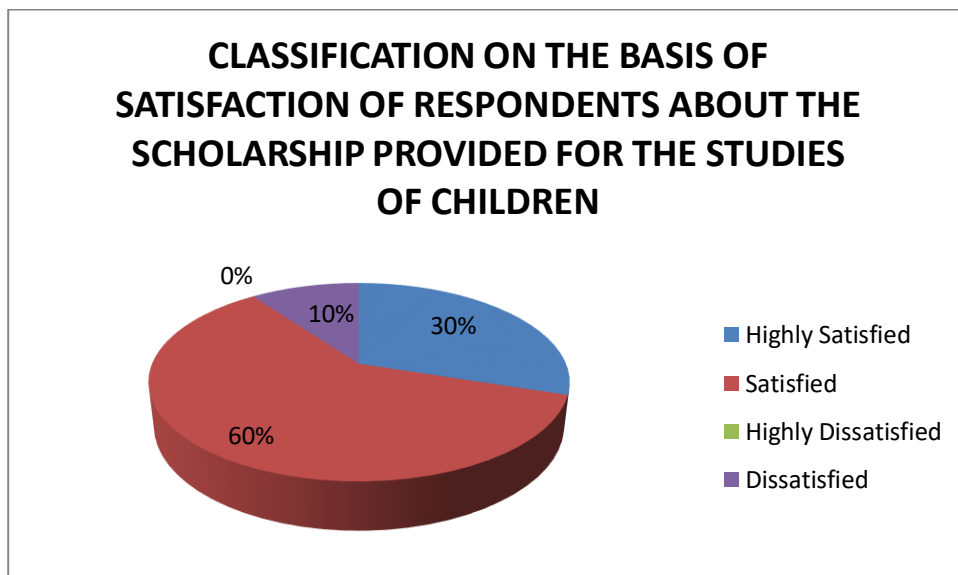


TABLE 4.18

CLASSIFICATION ON THE BASIS OF RESPONDENTS OPINION ABOUT HEALTH PROBLEMS IN WORKPLACE

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Yes	0	0
No	50	100
TOTAL	50	100

Sources: Primary Data

From the table it is clear that, 100% of the respondents do not suffer from any health problems after working in the company.

FIGURE 4.18

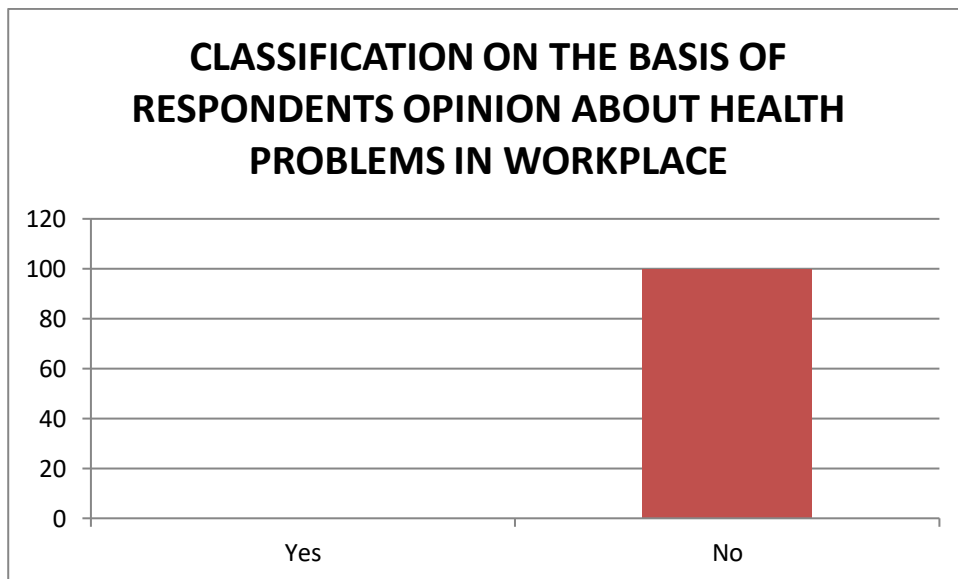


TABLE 4.19

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE HEALTH AND MEDICAL SERVICES**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	5	10
Satisfied	40	80
Highly Dissatisfied	0	0
Dissatisfied	5	10
TOTAL	50	100

Sources: Primary Data

Facts represented by the table shows, that 80% of the respondents are of the opinion that the health and medical services provided is satisfactory, 10% of the respondents are highly satisfied and the rest 10% of them are of the opinion that the health and medical services provided is not satisfactory. However majority of the respondents are satisfied with the health & medical services provided.

FIGURE 4.19

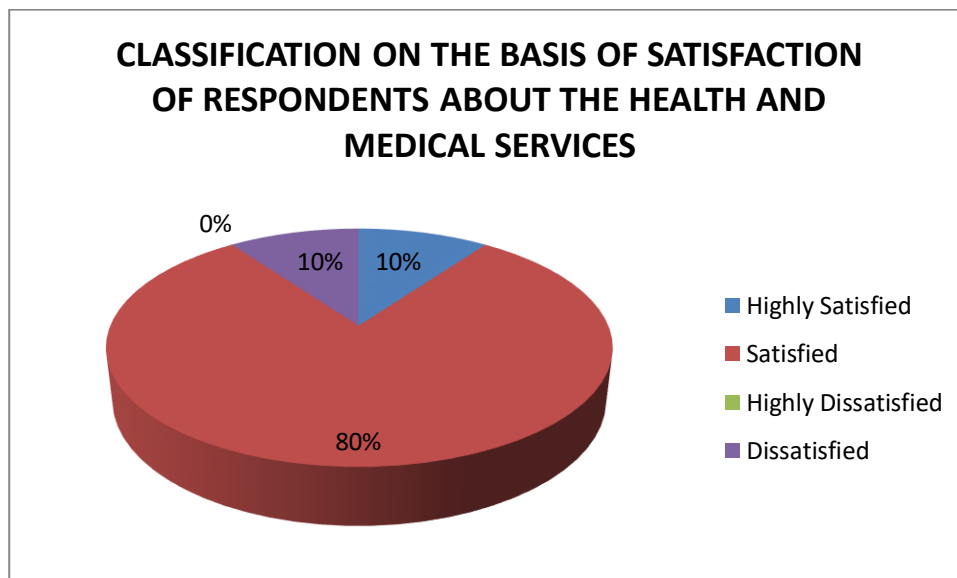


TABLE 4.20

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE SAFETY MEASURES**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	10	20
Satisfied	35	70
Highly Dissatisfied	0	0
Dissatisfied	5	10
TOTAL	50	100

Sources: Primary Data

The above table shows that, 70% of the respondents are of the opinion that the safety measures provided is satisfactory, 20% of the respondents are highly satisfied and the rest 10% of them are of the opinion that the safety measures provided is not satisfactory. Hence, the majority of the respondents are satisfied with the safety measures provided by the company.

FIGURE 4.20

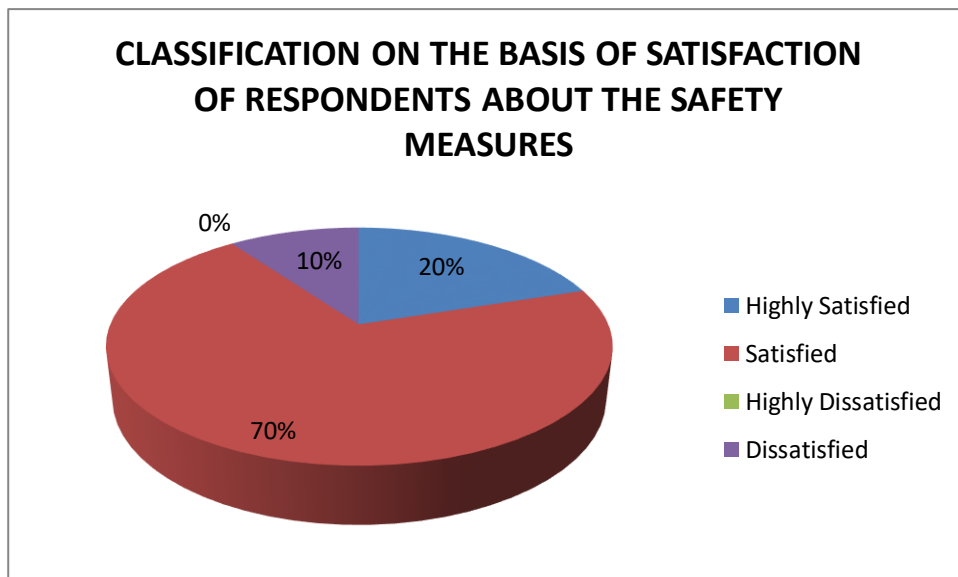


TABLE 4.21

**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE CANTEEN FACILITIES**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	5	10
Satisfied	30	60
Highly Dissatisfied	5	10
Dissatisfied	10	20
TOTAL	50	100

Sources: Primary Data

From the above table it is clear that, 60% of the respondents are of the opinion that the canteen facilities provided is satisfactory, 20% of them are of the opinion that the canteen facilities provided is not satisfactory, 10% of the respondents are highly satisfied and the rest 10% of them are highly dissatisfied. However majority of the respondents are satisfied with the canteen facilities.

FIGURE 4.21

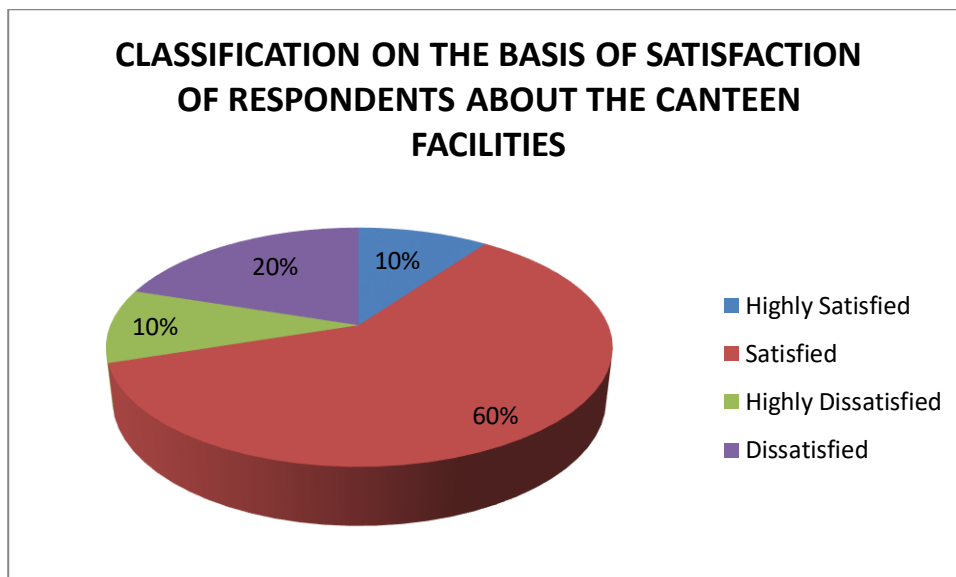


TABLE 4.22

CLASSIFICATION ON THE BASIS OF THE PROBLEMS FACED IN IMPLEMENTING LABOUR WELFARE MEASURES

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Lack of proper communication & coordination between employer & employees	15	30
Lack of surveillance by govt or other authorities	10	20
Improper feedback & grievance redressal system	0	0
Over emphasis on profit maximization & lack of time	25	50
TOTAL	50	100

Sources: Primary Data

From the above table, it was found that 50% of the respondents states that over emphasis on profit maximization as the problem, 30% of the respondents states lack of proper communication between employer and employees as the problem, and the rest 20% of them states lack of surveillance by government. Hence the majority of the respondents are of the opinion that over emphasis on profit maximization & lack of time is the problem.

FIGURE 4.22

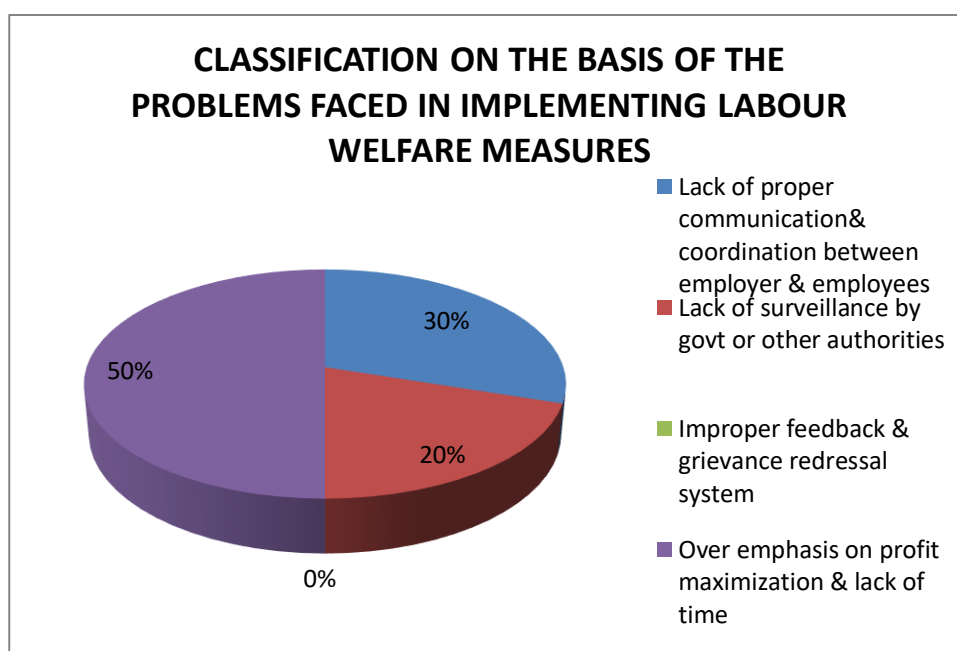


TABLE 4.23

CLASSIFICATION ON THE BASIS OF CASUAL LEAVES TAKEN BY THE RESPONDENTS

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Less than 1 week	5	10
One to 2 week	20	40
Two to 3 week	25	50
More than one month	0	0
TOTAL	50	100

Sources: Primary Data

From the above table, it is clear that 50% of the respondents take a leave of two to three week, while 40% of them take a leave of one to two weeks, and the rest 10% of the respondents take a leave of less than 1 week. Hence it is clear that majority of the respondents take a leave of two to three weeks.

FIGURE 4.23

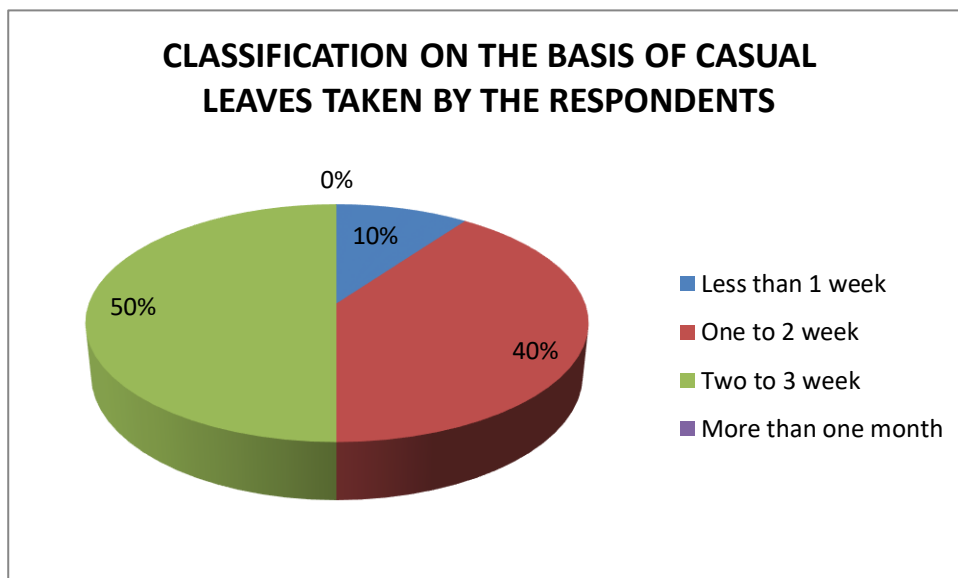


TABLE 4.24

CLASSIFICATION ON THE BASIS OF THE ALLOWANCES PROVIDED BY THE COMPANY

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Bonus	20	40
Vehicle	10	20
Loans	15	30
Others	5	10
TOTAL	50	100

Sources: Primary Data

From the above table it was found that, 40% of the respondents states that they were provided with bonus, while 30% of them states that they were provided with loans, 20% of them states that they were provided with vehicle, and the rest 10% states that they were provided with other allowances. Hence it is clear that majority of the respondents are provided with bonus as their allowance.

FIGURE 4.24

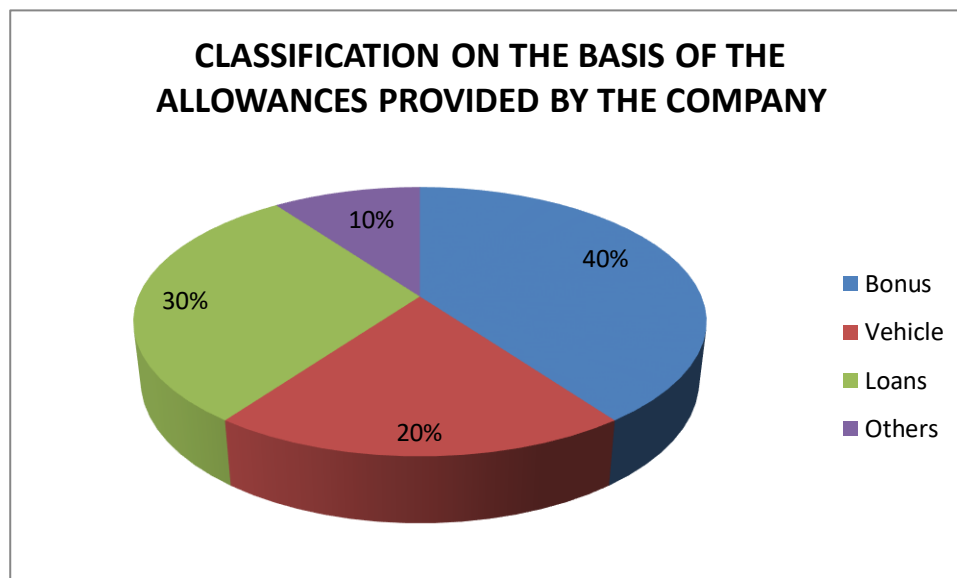


TABLE 4.25

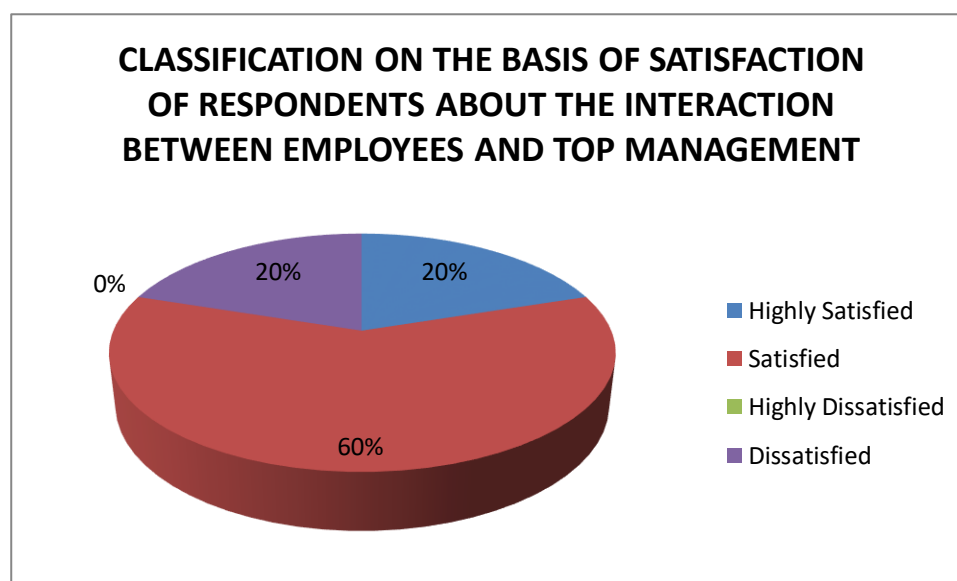
**CLASSIFICATION ON THE BASIS OF SATISFACTION OF RESPONDENTS
ABOUT THE INTERACTION BETWEEN EMPLOYEES AND TOP
MANAGEMENT**

PARTICULARS	NO OF RESPONDANTS	PERCENTAGE
Highly Satisfied	10	20
Satisfied	30	60
Highly Dissatisfied	0	0
Dissatisfied	10	20
TOTAL	50	100

Sources: Primary Data

From the above table, we can say that 60% of the respondents are of the opinion that the coordination between employees & top management is satisfactory, 20% of the respondents are highly satisfied and the rest 20% of them are of the opinion that the coordination between them is not satisfactory. Hence the majority of the respondents are satisfied about the coordination between employees & top management.

FIGURE 4.25



CHAPTER-5
FINDINGS, SUGGESTIONS & CONCLUSION

FINDINGS:

From the study on the labour welfare measures in Sajco Industries., I have made certain findings. They are as follows:

- 1) Majority of the respondents (40%) belong to the age group of 20-30 years.
- 2) Majority of the respondents (90%) are male.
- 3) Majority of the respondents (64%) are married.
- 4) It was found that, majority of the respondents i.e. 36% are having no children, followed by 28% of them having only one child.
- 5) From the analysis, it is seen that majority of the respondents i.e. 40% possess a higher secondary education, and rest 10% of them possess other educational qualification.
- 6) From the study it was found that, majority of the respondents (30%) have 5-10 years of work experience and rest 20% of them have 10-15 years of experience.
- 7) Majority of the respondents (30%) earn an annual income between Rs.60,000-1,00,000 and the rest 30% of respondents earn an annual income between Rs.1,00,000-2,00,000.
- 8) Majority of the respondents i.e. (30%) of them are highly satisfied with their salary and 26% of them are of the opinion that salary provided is satisfactory.
- 9) From the study, it is clear that 100% of the respondents are aware of various labour welfare measures provided by the company.
- 10) The working environment in the company is satisfactory to 60% of the respondents and highly satisfied to 10% of the respondents.
- 11) From the study it was found that 40% of the respondents consider welfare measures inside workplace as more important and 20% of the respondents consider both welfare measures as equally important.
- 12) Majority of the respondents i.e. (60%) of them are comfortable with the working condition inside the workplace, and rest (40%) of them are not comfortable with the working condition inside workplace.
- 13) From the study it was found that, majority of the respondents (40%) are of the opinion that the cleanliness & up keeping of premises (including canteen facility) should be more prioritized.
- 14) The housing facilities provided by the company, is satisfactory to 60% of the respondents, highly satisfied to 20% of the respondents.

- 15)** From the study it is clear that, the water supply & sanitation facilities provided by the company, is satisfactory to 40% of the respondents.
- 16)** From the study it is found that, the community development programmes provided by the company is satisfactory to 50% of the respondents.
- 17)** The scholarship provided for the studied of children by the company, is satisfactory to 60% of the respondents.
- 18)** From the study it is clear that, 100% of the respondents do not suffer from any health problems after working in the company.
- 19)** From the study it is revealed that, the health and medical services provided by the company, is satisfactory to 80% of the respondents.
- 20)** The safety measure provided by the company is satisfactory to 70% of the respondents, highly satisfied to 20% of the respondents.
- 21)** From the study it is found that, the canteen facilities provided by the company, is satisfactory to majority of the respondents (60%).
- 22)** Majority of the respondents i.e. (50%) of them are of the opinion that over emphasis on profit maximisation and lack of time is the major problem faced in implementing the labour welfare measures in the company.
- 23)** Majority of the respondents i.e. (50%) of them take leave for two to three weeks.
- 24)** Majority of the respondents i.e. (40%) of them says that bonus is provided to them and rest 10% of them says that other allowance are provided to them.
- 25)** The interaction level between employees and to management is satisfactory to (60%) of the respondents.

SUGGESTIONS:

- 1) The management should take necessary steps so that the quality of food stuff supplied in the canteen can be improved.
- 2) Salary structure should be improved according to their experience.
- 3) The welfare officer must give more attention on solving the problems of the employees.
- 4) The management should give some attention towards the provision of rest hours and breaks.
- 5) The management shall provide necessary lunch room and rest room facilities for all the employees.

CONCLUSION:

The employee's welfare measures improve the morale and loyalty of workers by making them happy and satisfied. Their productivity and efficiency is increased by the motivation they get from the welfare measures. It helps in improving recruitment and reducing labour turnover and thereby building up a stable labour force. Employee's welfare helps to improve industrial relation and industrial peace. It increases or boosts good management-employee relationship. Over and above, the goodwill and public image of the enterprise is increased when there are adequate welfare measures.

The project entitled "**A STUDY ON LABOUR WELFARE MEASURES IN SAJCO INDUSTRIES**", aims to find out the employees awareness and satisfaction level with respect to the various welfare schemes, working condition and social security schemes provided by the company. From the study we were able to conclude that in Sajco Industries., majority of the employees are satisfied with the overall welfare measures provided by the company. They are aware and is continuously being updated about the different schemes by the company. The management is taking the initiative for bringing various new welfare measures in the company. There is co-operation among the management and the employees which in turn ensure the proper and efficient functioning of the organization.

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- O .P Khanna (1993), Industrial Law and Practice, New Delhi, Sultan Chand & Sons.

WEBSITE VISITED

- www.google.com
- www.sajcoindustries.com

APPENDIX

A STUDY ON LABOUR WELFARE MEASURES

IN

SAJCO INDUSTRIES.

QUESTIONNAIRE

Dear Respondent,

We, hereby declare that the information provided by you will be used only for academic purpose and personal details will be kept strictly confidential.

1. Name :
2. Age : 20-30 30-40 40-50 50-60
3. Gender : Male Female
4. Marital Status : Single Married
5. No of Children : Zero One Two More than 2
6. Educational Qualification :
Matriculation Higher Secondary Graduation Others
7. No of years service in the company :
Less than 5yrs 5-10yrs 10-15yrs More than 15yrs
8. Annual Income :
Less than 60,000 60,000-1,20,000 1,00,000-1,20,000
More than 2,00,000
9. Are you satisfied with your salary :
Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

10. Are you aware of various welfare measures provided by Sajco Industries :

Yes No

11. How satisfied are you with the working environment of the company :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

12. Which welfare measures means more important for employees :

Welfare measures inside workplace

Welfare measures outside workplace

Both

13. Are you comfortable with the working conditon inside the work place :

Yes No

14. According to you, Which inside workplace welfare measures should be prioritized by the company :

Safety

Cleanliness & Up keeping of premises[including canteen facility]

Provision of rest hour and breaks

Supply of necessary beverages

15. How satisfied are you with the housing facilities provided by the company :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

16. How satisfied are you with the water supply and sanitation facilities provided by the company :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

17. How satisfied are you with the community development programmes provided by the company :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

18. How satisfied are you with the scholarship provided for the studies of children by the company :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

19. Do you suffer from any health problems after working in the company :

Yes No

20. How satisfied are you with the health and medical services provided by the company :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

21. What is your opinion regarding the safety measures provided by the company:

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

22. How satisfied are you with the canteen facilities provided by the company:

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied

23. How many casual leaves you can take per year :

Less than 1 week One to two week
Two or three week More than one month

24. What are the allowance paid by the company :

Bonus Vehicle
Loans Others

25. Are you satisfied with the interaction level between the employees and top management :

Highly satisfied Satisfied Highly Dissatisfied Dissatisfied