

A Study on Respondent's Level of Satisfaction towards Statutory Labour Welfare Measures in Steel Plants at Salem District

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Abstract: Welfare measures in India, which are designed to bring about an all-round improvement in the workers' standard of life, cannot be over-emphasized. There can be no doubt with regard to the beneficial effects of welfare activities. Welfare activities such as educational facilities, sports, entertainments and the like influence the sentimental atmosphere in the factory. The development of the feeling of friendly relationship between the two groups of industry paves way for industrial peace. The social advantages of welfare activities are also considerable. Provision of canteens, where cheap, clean and balanced food is available to workers, must improve their physique, entertainments must reduce the incidence of vices, medical aid and maternity and child welfare must improve the health of workers and their families; and educational facilities must increase their mental efficiency and economic productivity.

Keywords: Labour Welfare.

1. INTRODUCTION

The welfare measures will make the workers feel and realize that they also have some stake in the undertaking in which they are engaged and, therefore, any reckless action on their part which may prejudice the interest of the undertakings is likely to have reaction upon their own interest. The development of such a feeling helps to minimize further the chances of a conflict between labour and capital in the industry on flimsy grounds. An all-round increase in production is thus possible. Altogether, the prevalence of welfare facilities can reduce, if not eliminate altogether, the prevalence of high rates of absenteeism and labour turnover in Indian industries. In fact "whatever improves conditions of work and life for the employees, whatever leads to the increasing adaptation of the worker to his task and whatever makes him feel contented will lessen his desire or need to leave it for a time and lighten for him and the industry the burden of absenteeism.

2. DEFINITION OF LABOUR WELFARE

The Royal Commission on Labour in India (1931) rightly points out that the term welfare as applied to the industrial workers is "one which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialization and the educational development of the worker".

3. REVIEW OF RELATED STUDIES

Venugopal, Bhaskar and Usha (2011) in their study on "Employee Welfare Activities with Respective Measures in Industrial Sector: A Study on Industrial Cluster at Chittoor District," explain that human resources play a very important role in the development of the business. They constitute the organization at all levels and are regarded as a dynamic factor of production. The study was conducted with the main objective of evaluating the effectiveness of welfare measures in industrial sector and to suggest measures to make existing welfare measures much more effective and comprehensive so

that the benefits of the employees will be increased. In order to get best results from the employees, management must be aware of what employees expect from their employees. It is for the management to see whether the workers get economic, social and individual satisfaction and employee welfare activities.

Vijaya Banu and Ashifa (2011) in their study titled “*A Study on Labour Welfare Measures in Public Sector Transport Corporation,*” throw light on welfare measures followed in a public sector transport corporation. This study analyses various dimensions of labour welfare measures that are perceived to the labours. It highlights the perception and levels of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare schemes in the public sector transport corporation.

4. SCOPE OF RESEARCH WORK

The scope of the study is assessing and comparing the perception of the employees towards labour welfare measures in Steel Authority of India Limited (SAIL) - Salem Steel Plant and JSW Steel Limited - Salem Works. Labour welfare measures are many and varied and cannot be studied exhaustively. Hence, the present study focuses on the most commonly understood and practiced labour welfare measures namely, the statutory labour welfare measures, non-statutory labour welfare measures and social security measures as prevailing in the two steel plants

Objective of the Study

The main objective of this study is to compare and analyze the level of satisfaction towards labour welfare measures in Steel Authority of India Limited (SAIL) - Salem Steel Plant, a public sector organization and JSW Steel Limited - Salem Works, a private sector organization.

Sampling Design

There are 2 large scale steel plants in Salem district, which include 1 central public sector undertaking and 1 private steel plant. Therefore, the study is confined to the employees of these 2 steel plants. The total strength of human resources of the two steel plants was 2557 as on the date. By adopting the stratified random sampling technique, 512 respondents (20% of the population from each stratum) have been selected for the study. The following table shows the sampling distribution of the present study.

5. FRAMEWORK OF ANALYSIS

The ultimate objective of the study is to examine the perception of the employees towards the labour welfare measures of the steel plants in Salem district. In order to analyze the perception of employees, chi-square test, analysis of variance (ANOVA), student t test, and F test.

Sampling Distribution

Steel Plants	Executives	Non-Executives	Total
Salem Steel Plant	66 (328)	204 (1021)	270 (1349)
JSW Steel Limited	138 (689)	104 (519)	242 (1208)
Total	204 (1017)	308 (1540)	512 (2557)

Steel Plant and Level of Satisfaction towards Labour Welfare Measures

Since the respondents are working in different steel plants, they different in Nature of work, working conditions and benefits. Thus, these differences may bear upon the satisfaction level of sample employees. Therefore, the respondents

were requested to state their level of satisfaction and an attempt was made to find out the association between the steel plant they belong to and satisfaction towards labour welfare measures. Highly Satisfied

Steel Plant and Level of Satisfaction towards Labour Welfare Measures

Steel Plant	Level of Satisfaction					Total	Mean Score
	Highly Satisfied	Satisfied	Neither Satisfied nor dissatisfied	Dissatisfied	Highly Dissatisfied		
Salem Steel Plant	48 (17.78)	39 (14.44)	58 (21.48)	100 (37.04)	25 (9.26)	270 (100.00)	2.94
JSW Steel Limited	31 (12.81)	36 (14.88)	56 (23.14)	90 (37.19)	29 (11.98)	242 (100.00)	2.79
Total	79 (15.43)	75 (14.65)	114 (22.27)	190 (37.11)	54 (10.54)	512 (100.00)	2.87

Source: Primary Data

Association between Steel Plant and Satisfaction

Chi-square Value	D.F	Table Value at 5%	Result
3.114	4	9.488	Not significant

The calculated chi square value (3.114) is less than the table value (9.488) at 5 per cent significance level. The test is not significant. This means that there is no significant association between the satisfaction level of the respondents of different steel plants and the labour welfare measures. Therefore, the null hypothesis (H_{01}) is accepted. It is also inferred that the employees of Salem Steel Plant and JSW Steel Limited are pertaining more or less similar over the satisfaction of the labour welfare measures.

6. CONCLUSION

From the foregoing analysis and findings, it is clear that labour welfare measure is the most important concern of the human resource management. The researcher has studied various types of labour welfare measures that are offered to the employees of the steel plants. Based on the perception of the respondents and the analysis, The respondents suggest quality first aid appliances, facilities for training and education, adequate leave travel allowance, facilities for career advancement, guidance and counseling, maintenance of rest and lunch room, measures for control and reduction of stress, improving standard of canteen, adequate sports and recreational facilities, reasonable benefits for dependants, and adequate incentives and bonus to improve the standard of labour welfare measures in the steel plants. To ensure a positive outcome, attention to the factors identified in the suggested framework is important for the improvement of labour welfare measures.

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