

A Study on Labour Welfare Measures in KRIBHCO. Ltd

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Abstract - The term labour welfare means the facilities provided by an organization for their labours to motivate their labours and get effective outputs. The aim for the research was to study labour welfare measures such as drinking water facilities, safety measures, sanitary facilities, reasonable working hours, etc. are undertaken in an organization or not. The descriptive research method such as survey and questionnaire method was used to collect data. Non-probability and convenience sampling method was adopted with the sample size of 100 respondents. To analyse the labour welfare measures and satisfaction towards it Frequency analysis and cross tabulation tools were used. The study shows that the organization focuses on labour's safety at work location and welfare facilities are been provided.

keywords - Labour welfare, welfare facilities, Kribhco.Ltd.

INTRODUCTION

Labour welfare means the volunteer efforts made by an employer/organization to provide better working condition for their labours. Its main objective is to increase the standard of workers living and it indirectly increases the productivity in work. It improves relation between employer and worker, which reduces indiscipline and maintains peace in an organization. When workers get full facilities, he will feel free from worries and can work in an organization with efforts and interest. It improves physical, mental and moral condition of workers. This study was conducted to know the labour welfare measures carried out in Kribhco. Ltd. Facilities like safety measures, drinking water facilities, canteen, sanitary facilities, reasonable working hours, etc. are provided to the labours by an organization. Safety measures are strongly followed by organization for labours health.

LITERATURE REVIEW

Mrs. G.Bhavaneshware and Mr. D. Logeshwaran (2018) studied the labour welfare practices in SAHANA clothing company. The data were collected by both primary and secondary sources. Primary data such as questionnaire, survey and secondary data such as journals, etc were used. Exploratory research design was adopted for this study. It was concluded that labours were satisfied with resources provided but they had grievances in few sectors. **G. Sai. Anil Kumar and Dr. K. Anil Kumar (2018)** studied the various labour welfare measured in singareni Collieries Company limited. The data were collected by both primary and secondary sources. Primary data were collected by questionnaire method and secondary data were collected from digital libraries, journals, etc. Anova test was used to analyse the data. It was concluded that workers were satisfied with the facilities but there was a scope for improvement in the facilities for the workers. **Dr. G. K. Boodeppa and Mr. Parasharam basargi (2017)** studied the welfare facilities provided to the labours and the satisfaction of workers towards the facilities in foundry industry. The data were collected by both primary as well as secondary sources. Primary data were collected by questionnaire method and personal interaction and secondary data were collected through books, websites, etc. Data were analyzed by simple qualitative analyses. It was concluded that labours were happy and satisfied with the facilities provided by the industry. **Dr. P.C. Sai Babu and Goli Gurunandhan (2016)** studied the significance of labour welfare measured in the textile units of Andra Pradesh. The data were collected by both primary and secondary sources. The primary data were collected by questionnaire and personal interview method and secondary data were collected through published documents and organizational publications. The data were analyzed by applying anova and multiple-regression analysis test. It was concluded that the labours had a strong perception and satisfaction level towards the labour welfare measure in this organization. **Mr. Rama Satyanarayan and Dr. R. Jayaprakash Reddy (2012)** studied the labour welfare measures available and the satisfaction level of labour in the cement industries in India. The data were collected through both primary and secondary sources. The data were collected by questionnaire method and secondary data through journals, website, etc. The data were analyzed by weighted average mean score and corresponding percentages statistical tools. It was concluded that overall labours were satisfied but few were not satisfied with the facilities provided by the organization.

RESEARCH OBJECTIVE

- To find out labour welfare measures undertaken by KRIBHCO.Ltd.
- To study whether labour welfare measures are in practice.

RESEARCH METHODOLOGY

Discriptive research design has been used to describe and explain the research objective. Both primary as well secondary sources of data are used for this research. Primary data has been collected through survey technique and questionnaire method. Sample

size for data collection was 100 respondents. Non-probability and convenience sampling technique was used to get samples. The questionnaires were analyzed by using SPSS software. To analyse the data frequency test and cross-tabulation is used

DATA ANALYSIS

Is Organization following strong safety measures?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	88	88.0	88.0	88.0
	Disagree	11	11.0	11.0	99.0
	Can't say	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

From the above figure, we can say that 88% of labours agree that organization is following strong safety measures. 11% of labours disagree and 1% of labours can't say about the organization following strong safety measures.

From how many years are you working in this organization? Rate the sanitary facilities provided in your organization? Cross-tabulation				
	Satisfied	Average	Dissatisfied	Total
0-5 years	42	0	0	42
5-10 years	4	8	3	15
10-15 years	14	10	2	26
15 and above	2	15	0	17
Total	62	33	5	100

From the above figure, it is interpreted that the workers working since 0-5 years all 42 workers are satisfied with sanitary with sanitary facilities, workers working since 5-10 years only 4 workers are satisfied, 8 workers are averagely satisfied and 3 workers are dissatisfied, workers working since 10-15 years 14 workers are satisfied, 10 workers are averagely satisfied and 2 are dissatisfied. Workers working since 15 and above years 2 workers are satisfied, 15 workers are averagely satisfied and none are dissatisfied.

Transportation facilities for labours					
		Frequency	Percent	Valid Percent	Cumulative percent
Valid	Yes	6	6.0	6.0	6.0
	No	94	94.0	94.0	100.0
	Total	100	100.0	100.0	

From the above figure, it is interpreted that only 6% of labours are given transportation facilities and 94% of labours are not given transportation facilities it can be said that transportation facilities is not available for labours.

From how many years are you working in this organization? Is your health affected by workplace environment? Cross-Tabulation			
	Yes	No	Total
0-5 years	41	1	42
5-10 years	03	12	15
10-15 years	11	15	26
15 and above	02	15	17
Total	57	43	100

From the above figure, it is interpreted that maximum no. of labours working since 0-5 years, their health is affected by workplace environment as they are not much aware with the plant environment therefore their health is maximum affected. And the rest of the labours working since more than 5 to 15 years and above they are habituated with the environment. So, most of their health is not much affected with the work environment.

FINDINGS

Organization is following strong measures of safety in plant location for their labours. According to the survey, majority of labours are male. Female labours are only in administrative building. Most of the labours are new in an organization, which working since 0 to 5 years. Experienced labours are few in the plant location. Transportation facilities are not provided to the most of the labours only canteen labours are provided bicycle for transportation in plant area. Heath is been affected of labours

working in plant due to chemical in work place. Labours those who are new in the organization are not much habituated and the old labours are habituated with the environment of work place. Hence, old labours health is not much affected at the work place. Good hygiene and drinking water facilities are being provided in every department of the organization. Even canteen facility is provided to the labours. 100% of labours are aware about the canteen facilities provided to them by the organization. Even first aid facility is provided to labours and 85% of labours are satisfied with this facility. Most of the labours are satisfied with the working hours. P.F. facilities are provided to the labours. Most of the labours are aware with the P.F. facilities provided to them. Only 28% of labours are not aware about the P.F. facilities provided to them. E.S.I. (Employee State Insurance Act) of government is covered by this organization for the labours insurance. In this organization union committee is formed for labours and labours are aware about this committee. Overall it can be said that most of the labours are aware about the various facilities provided to them by the organization.

CONCLUSION

According to the study, it is concluded that the labour welfare measures are undertaken by the organization for labour's satisfaction. Organization's focus is on labour's safety and it has created higher morale and productivity in the workplace. It is also concluded that welfare facilities for the labours are in practice and some labours are satisfied as well as some are dissatisfied with the provision of facilities. Transportation facility is much need facility for the labours but it is not provided. So it can be said that there is a scope for improving the welfare facilities for labours.

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