



ASSESSMENT OF LABOUR WELFARE MEASURES AT SRIVEN ESTATES, BENGALURU

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ABSTRACT

Workers are the foundation of any organization. Of the 5 Ms of management, manpower is the most powerful 'M' through which organizations can accomplish their goals and objectives. Therefore, workers ought to be encouraged to support the organisation to help achieve their goals. One method used by the organisation to motivate the workers is by providing the statutory and non statutory welfare facilities so that the workers are spurred and encouraged. The study on welfare measures at the organization exhibits the level of occupation, satisfaction and the level of obligation of specialization the employer has towards their business.

The objectives of the study are: (i) to study the labour welfare measures at Sriven Estates and (ii) to identify the satisfaction level of workers towards labour welfare measures. The study is descriptive in nature and includes the workers working at the construction company, M/s. Sriven Estates, Bengaluru. The sampling framework includes the male and female workers at the construction site. Convenience sampling technique is used for selection of the sample size of 100 respondents. Percentage analysis and weighted average was used to analyse the data collected from the respondents.

Keywords: Statutory welfare measures, Non-statutory measures, job satisfaction, labour welfare, motivation.

1. INTRODUCTION

Labour welfare measures include all services and amenities to enable the employees from various establishments to perform their duties and responsibilities in a healthy, congenial surrounding. The principles of labour welfare is to promote economic development; to promote good work conditions; to minimise work related hazards and to improve morale and loyalty of workers; to reduce labour turnover and absenteeism; to improve acquisition related activities and to promote industrial relations. To manage these issues human resources have to be managed effectively.

Labour welfare measures can be broadly categorised into: (i) conditions of work environment; (ii) health services for workers; (iii) labour welfare programs; (iv) labour economic welfare programs and (v) general welfare activities. Welfare measures from the workers point of view include – fair wage, elimination of risk and insecurity, medical facilities, subsidised food and transport facilities. From the employer point of view welfare activities helps in building the positive image of the company, increase the company visibility and this helps in attracting and hiring competent personnel.

Certain welfare facilities are enacted by government of India in order to make it compulsory for employers to maintain minimum health and safety of the workers. These are known as statutory welfare measures. In addition to this, organisations also provide additional facilities, which employers undertake for their workers on a voluntary basis and differs from industry to industry. These are known as non statutory welfare schemes.

2. LITERATURE REVIEW ON LABOUR WELFARE MEASURES

According to **Lalitha and Priyanka (2014)**, work welfare infers anything achieved for the comfort and change of the labourers a long ways past the wages paid which is not a need of the business. The fundamental motivation behind work welfare is to advance the life of workers and keep them satisfied. Workers comprehend that they include to the affiliation when they are judiciously free from strain and they undergo that while they are stuck in a sad circumstance or concern, they are relied upon to get incredible once again from the organization.

According to **Suthamathi (2016)**, welfare measures in India, which are intended to achieve an inside and out change in the workers' standard of life, can't be over-stressed. There can be doubtlessly with respect to the helpful impacts of welfare

facilities. Welfare facilities, for example educational facilities, games, entertainments and so forth impact the nostalgic climate in the production line. The advancement of the friendly relationship between the two gatherings of industry clears path for modern peace.

According to **Yadav and Kumar (2013)**, work welfare measures in the changing economic environment impacts that the workers don't require just fiscal advantages yet non-money related too. It has been because of increment in mindfulness among workers. So as to keep up better industrial relations and solidness in the organizations, these sorts of welfare activities can go far in enhancing productivity in the organizations. Keeping in view the impression of workers towards work welfare measures the corporate segment ought to concentrate on these measures in a powerful way.

3. OBJECTIVES OF THE STUDY

- To study the labour welfare measures at Sriven Estates.
- To identify the satisfaction level of workers towards labour welfare measures at Sriven Estates.

4. METHODOLOGY OF STUDY

The study is descriptive in nature and has taken in to consideration all the workers of Sriven Estates as the element for the present study. Convenience sampling technique is adopted to identify a sample size of 100. Primary data is collected through the structured questionnaire. Percentage analysis and weighted average has been used for the purpose of this study.

5. DEMOGRAPHIC PROFILE

Table no: 5.1 Demographic data

Demographic Variables	Option	No.of Respondents	Total
Gender	Male	82	100
	Female	18	
Age	Below 25years	08	100
	25-35years	49	
	35-45years	40	
	45years & above	03	
Years of service	Below 1year	23	100
	1-5 years	59	
	6-10years	13	
	10years & above	05	
Monthly income (Rs)	Below 20000	38	100
	20000-30000	52	
	30000-40000	6	
	40000 & above	4	

The above table (5.1) indicates that 82% of the respondents comprised of male and 18% are female respondents. 8% of the respondents are less than 25 years, 49% of the respondents belong to the age group of 25-35 years, 40% of the respondents belong to the age group of 35-45 years and 3% of the respondents are than 45 years old.

23% of the respondents have less than 1 year experience, 59% of the respondents have 1 to 5 years of experience, 13% of the respondents have 6 to 10 years of experience, 5% of the respondents have the more than 10 years work experience. 38% of the respondents get a monthly income of less than Rs.20000/-, 52% of the respondents get a monthly income of Rs.20000/- to Rs.30000/-, 6% of the respondents get a monthly income of Rs.30000/- to Rs.40000/- and 4% of the respondents get a monthly income of more than Rs.40000/- .

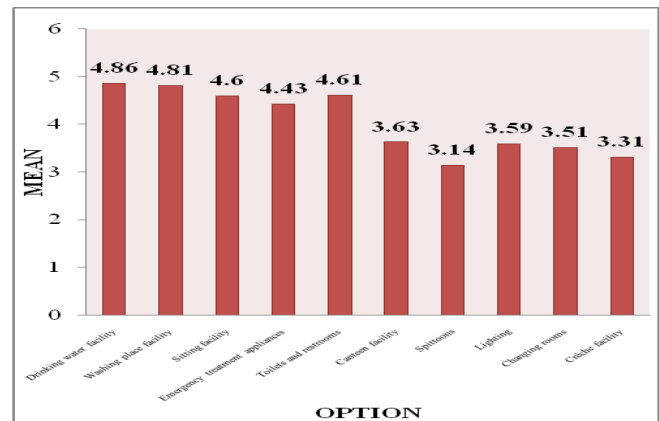
6. RESULT AND DISCUSSION

Objective 1: To study the labour welfare measures at Sriven Estates.

Table no: 6.1 statutory welfare measures

Option	Mean	Rank
Drinking water facility	4.86	1
Washing place facility	4.81	2
Sitting facility	4.60	4
Emergency treatment appliances	4.43	5
Toilets and restrooms	4.61	3
Canteen facility	3.63	6
Spittoons	3.14	10
Lighting	3.59	7
Changing rooms	3.51	8
Crèche facility	3.31	9

Graph no: 6.1 statutory welfare measures



The above table and graph (6.1) indicates that from the data analysed respondents prefer drinking water facility as the most important factor, as it is ranked first, washing place facility in the organization is ranked second, toilets and restrooms is ranked third, sitting facility is ranked fourth, emergency treatment appliances is ranked fifth, canteen facility is ranked sixth, lighting is ranked seventh, changing rooms is ranked eighth, crèche facility is ranked ninth and spittoons are ranked as the last statutory welfare measures provided by the organization.

NON-STATUTORY WELFARE MEASURES

Table no: 6.2 non-statutory welfare measures

Option	Mean	Rank
Regular medical check-up	4.86	1
Flexi-time	4.81	2
Worker assistance program	4.60	4
Harassment policy	4.43	5
Maternity and adoption leave	4.61	3
Medi-claim insurance scheme	3.63	6
Worker referral scheme	3.14	7

Graph no: 6.2 non-statutory welfare measures

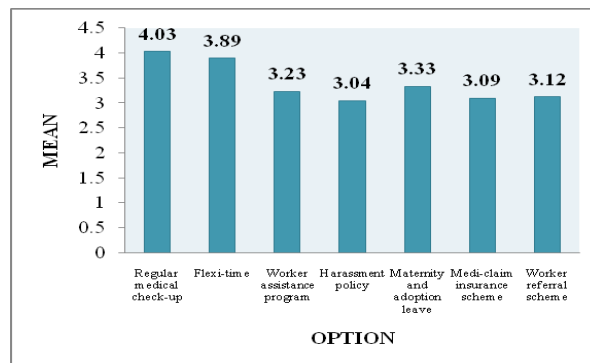
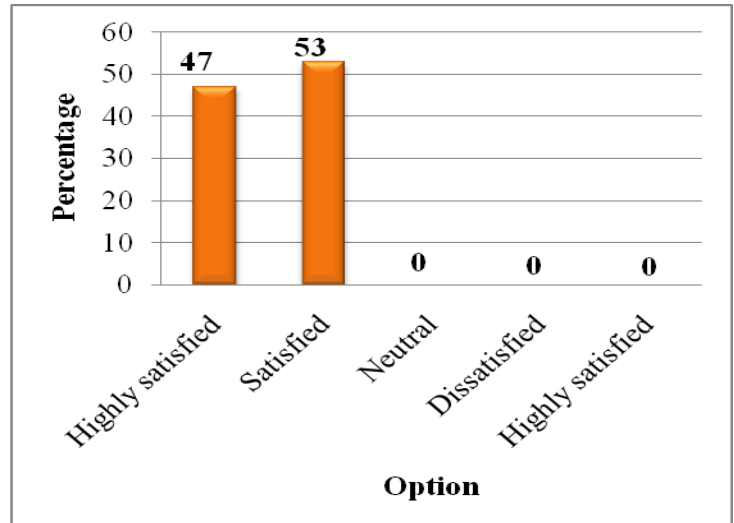


Table (6.2) and graph (6.2) indicates that from the data analysed respondents prefer regular medical check-up as the most important factor which has been ranked first, then flexi-time is the ranked second, maternity and adoption leave is ranked third, worker assistance program is ranked fourth, worker referral scheme is ranked fifth, Medi-claim insurance scheme is ranked as sixth and harassment policy is ranked as the last important non-statutory welfare measure in the organization.

Objective 2: To identify the satisfaction level of workers towards labour welfare measures at Sriven Estates.

Table no: 6.3 Satisfaction Level of Workers

Option	No. of respondents (%)
Highly satisfied	47
Satisfied	53
Neutral	0
Dissatisfied	0
Highly dissatisfied	0
Total	100

Graph no: 6.3 Satisfaction Level Workers

The above table (6.3) indicates that 53% workers are satisfied with the welfare measures provided by the organization and 47% workers are highly satisfied with the welfare measures offered by the organization.

7. CONCLUSION

Organization can give transport allowance to the workers who come on their own for the work. Spittoon facility should be well maintained as most of the workers are dissatisfied with that facility. Sitting arrangements must be provided in the work place for the workers to take rest at work in middle if necessary. Organization should focus on non-statutory welfare schemes in which workers are not fully satisfied with the harassment policy, maternity and adoption leave and worker referral scheme. Special program must be begun for making awareness among the worker identified with labour laws.

Finally, the labour welfare facilities given by the organization to workers are satisfactory and it is commendable, yet at the same time, there is scope for extension and change, so that proficiency, adequacy and profitability can be improved to achieve the organizational objectives.

8. REFERENCES

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