A STUDY ON LABOUR WELFARE PRACTICES IN SELECT COMPANIES

IN TIRUNELVELI DISTRICT

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ABSTRACT

The present paper presents the labour welfare practices (LWP) in select companies in Tirunelveli district. To identify the employees’ perception on LWP researcher has analyzed the primary data in simple percentage analysis. The present article will help the employees working in certain companies in Tamilnadu.

KEY WORDS: Monetary Benefits, Non-Monetary Benefits and LWP
INTRODUCTION

The present study on labour welfare practices of select companies in Tirunelveli district, it comprises of the analyse the monetary and non–monetary benefits, present working condition, leave facilities, working environment, working hours, safety and security measures, training, transfer and promotion, employee’s entertainment facilities, rest room facilities, education and recreation facilities to their children, retirement benefits, canteen and accommodation facilities, interpersonal relationship between top to bottom of the employees and factories hazards factors. Comparison is also made among the factors to know the interrelationship and relation between personal factors of employees and the welfare provided. This study on labour welfare intends to identify the level of perception among the labours, factors dominantly contributing to the same and the level of association between personal variables and varied factors of labour welfare.

STATEMENT OF THE PROBLEM

A welfare practice is developed from the attitudinal reaction of the labours prolong summation concepts revealed in the Indian constitution on that basis the Indian companies are practicing the labour welfare. The researcher is conceived the research problem from the research gap that the labour are affected by means of monetarily, non-monetarily, working conditions, safety, training, promotion, transfer, entertainment, rest room facilities, educational facilities, retirement benefits and other benefits. Many of the researcher and scholars have stated in this regard that the feeling of the labours as to be happy with various aspect of the welfare practices practiced in the industries. If it is fails in any of the aspects stated, it is comes into unhappy situation. Hence, the researcher has determined to study the above aspects factors in select industries in Tirunelveli district.

SIMPLE PERCENTAGE ANALYSIS

1. The monetary benefits provided to the employees are represented by their opinion as highly dissatisfied (27% of mean average). Among the variables overtime wages is highly satisfied by the respondents. Despite, work compensation benefits is highly dissatisfied by the respondents. Hence, monetary benefits are highly dissatisfied in the select companies in Tirunelveli district. 33.4 per cent of them have satisfied, 50.1 per cent of them dissatisfied and only 16.5 per cent of them neutrally responded.

2. The non-monetary benefits provided to the employees are represented by respondents’ perception as highly satisfied (28.9% of mean average). Among the variables accommodation facilities is highly dissatisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, non-monetary benefits are highly satisfied in the select companies in Tirunelveli district. 60.5 per cent of them have satisfied, 22 per cent of them dissatisfied and only 17.5 per cent of them neutrally responded.

3. The present working conditions in the select companies is highly satisfied (47% of mean average). Among the variables working environment is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, working conditions is highly satisfied in the select companies in Tirunelveli district. 83.5 per cent of them have satisfied, 3.6 per cent of them dissatisfied and only 12.9 per cent of them neutrally responded.

4. The safety practices are practiced in the select companies is highly satisfied (40.3% of mean average). Among the variables safety committee is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, safety practices are highly satisfied in the select companies in Tirunelveli district. 74.5 per cent of them have satisfied, 9.1 per cent of them dissatisfied and only 16.4 per cent of them neutrally responded.

5. The training practices are practiced in the select companies is highly satisfied (29.8% of mean average). Among the variables training policies is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, training practices are highly satisfied in the select companies in Tirunelveli district. 62.7 per cent of them have satisfied, 18.3 per cent of them dissatisfied and only 18.9 per cent of them neutrally responded.

6. The promotion practices are practiced in the select companies is highly satisfied (25.6% of mean average). Among the variables transfer with promotion and promotion with increment are highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, promotion practices are highly satisfied in the select companies in Tirunelveli district. 55.6 per cent of them have satisfied, 26.6 per cent of them dissatisfied and only 17.8 per cent of them neutrally responded.

7. The transfer practices are practiced in the select companies is highly satisfied (49% of mean average). Among the variables transfer by requirement is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the
respondents. Hence, transfer practices are highly satisfied in the select companies in Tirunelveli district. 84.1 per cent of them have satisfied, and 17.8 per cent of them neutrally responded, only 4 per cent of them dissatisfied.

8. The entertainment facilities provided in the select companies is highly satisfied (48.6% of mean average). Among the variables company anniversary day and get-together is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, entertainment facilities are highly satisfied in the select companies in Tirunelveli district. 83.6 per cent of them have satisfied, and 12.6 per cent of them neutrally responded, only 3.7 per cent of them dissatisfied.

9. The rest room facilities provided in the select companies is highly satisfied (45.5% of mean average). Among the variables ventilation facilities is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, room facilities are highly satisfied in the select companies in Tirunelveli district. 80.5 per cent of them have satisfied, and 15 per cent of them neutrally responded, only 4.6 per cent of them dissatisfied.

10. The educational facilities provided in the select companies are highly satisfied (40% of mean average). Among the variables company’s school facilities to the employees children is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, educational facilities are highly satisfied in the select companies in Tirunelveli district. 75.1 per cent of them have satisfied, and 15.6 per cent of them neutrally responded, only 9.2 per cent of them dissatisfied.

11. The retirement benefits provided to the retired employees are perceived by respondents’ is as highly satisfied (42.7% of mean average). Among the variables provident fund schemes is highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, retirement benefits are highly satisfied in the select companies in Tirunelveli district. 77.5 per cent of them have satisfied, 13.3 per cent of them neutrally responded and only 9.2 per cent of them dissatisfied.

12. The other facilities provided in the select companies are highly satisfied (42.5% of mean average). Among the variables uniform facilities and uniform washing facilities are highly satisfied by the respondents. Despite, all the variables are highly satisfied by the respondents. Hence, other facilities are highly satisfied in the select companies in Tirunelveli district. 82.1 per cent of them have satisfied, and 11.9 per cent of them neutrally responded, only 6.1 per cent of them dissatisfied.

13. The general opinions on labour welfare practices are practiced in the select companies are highly satisfied (47% of mean average). Among the variables welfare policies follow-up is highly satisfied by the respondents. When there is a policy follow-up there is a system with its formulated structure and its functions smoothly. Despite, all the variables are highly satisfied by the respondents. Hence, the general opinions on the welfare practices are highly satisfied in the select companies in Tirunelveli district. 82.7 per cent of them have satisfied, and 12.7 per cent of them neutrally responded, only 4.6 per cent of them dissatisfied.

SUGGESTIONS

1. Concentrate on monetary aspects of benefits to the employees. It will enhance the performance of production, finance, and marketing environment.
2. Keep the non-monetary aspects of benefits to the employees. It will enhance the morale and goodwill of the companies.
3. Keep the environment as of the works spot to the desires of employees. It will reduce the depression of employees and increase the loyalty between the companies and employees.
4. Sustain the safety practices in entire organization in and around of works spot and external site of the organization where the protections is required. It will boost the production and reduce the accidents and unwanted evil aspects of the organization and it will create the peace of mind among the employees.
5. Improve the induction training practices to the fresher, internal transferred employees as promotion and other departmental activities. It will improve the performance of employees that will improve the individual, career, and organizational development.
6. Promote the employees who have completed their eligibility to the next position in their employment. It will create the confidence among the employees when there is a correlation between hard work, performance, and promotion. It will improve the organizational climate in the industrial arena.
7. Keep the transfer practices and policies. It will maintain the discipline among the employees where is required the capable of employment, there will be the promotion and transfer. But the companies should not engage willful transfer by punishment. It will create the employees attrition and will reduce the goodwill among industries and society.
8. Keep the position in providing the entertainment facilities. It will increase the morale of the employees.
9. Keep the position in providing the rest room facilities. It will increase the loyalty among the employees and organization.
10. Keep the position in providing the educational facilities. It will increase the loyalty among the employees’ families.
11. Continuously provide the retirement benefits to the retired employees. It will promote the employees who are working in the organization.
12. Keep the position in providing the other facilities. It will increase the loyalty among the employees’ families and society.
13. Keep the position in practicing the welfare measures. It will amplify the socio-economic conditions of the employees and also the organizational development.
14. Provide the monetary benefits through the training and promotion to the existing employees. The educational facilities should provide to the employees and also to the children of employees it will promote the training and promotions of the employees.
15. Improve the monetary benefits and LWP prevailed presently.

CONCLUSION
From the above findings and suggestions researcher has concluded that the labour welfare practices are practiced in the select companies is highly satisfied. Among the factors of welfare practices, monetary benefits, promotion and non-monetary benefits are slightly dissatisfied by the respondents. When there are no monetary benefits to the employees even providing all the facilities as highly satisfied level there is no meaning of providing such all benefits. Hence, the factors of labour welfare practices are highly satisfied in the select companies in Tirunelveli district as per the respondents’ opinion.

REFERENCES