

Labour Welfare Facilities in Home Appliances Industries in Coimbatore

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Abstract--- Labour welfare activities in India are urgently needed because India is an industrially backward county and the working conditions are satisfactory in Indian Industries. The workers are poor and illiterates and generally blamed for being Irresponsible and lazy. Labour welfare activities are necessary for improving their working conditions and economic needs for law constitutes a very significant and important element of the countrys population which helps for better production and for development of better citizens of the country. For this study 150 samples were selected from various Home appliance industries in Coimbatore. Analysis like percentage analysis, Chi-square and ANOVA were used. The studies showed most of the industries are not taking care of welfare measure for their labours.

Keywords--- Home Appliances, Labour Welfare Measures, Shift and Working Conditions

I. INTRODUCTION

Labour welfare is an important fact to industrial relationship. The extra dimensions gives satisfaction to the worker in a way which ever a good wage cannot with the growth of industrialization of mechanization it has acquired added importance. Labour welfare activities in India are urgently needed because India is an industrially backward county and the working conditions are satisfactory in Indian Industries. The workers are poor and illiterates and generally blamed for being Irresponsible and lazy. Labour welfare activities are necessary for improving their working conditions and economic needs for law

constitutes a very significant and important element of the country's population which helps for better production and for development of better citizens of the country.

II. OBJECTIVES OF THE STUDY

1. To study the current labor welfare facilities provided to the laborers by the Home appliance industries.
2. To know the satisfaction level of the laborers about the welfare measures provided to them by the industries.
3. To provide relevant recommendations to the industries for improving the labor welfare benefits.

Data Collection

The primary data used to collect data from the respondents through questionnaire. The secondary data used were taken from journals and magazines. Convenient sampling was adopted and 110 samples were selected from various home appliance industries.

Tools for the Analysis

The tools used for analyzing the collected data were

- (a) Simple Percentage Analysis
- (b) Chi-Square Test

Simple Percentage Analysis

Level of Satisfaction towards Shift

Satisfaction	No. of Respondents	Percentage
Highly Satisfied	25	23
Satisfied	21	19
Neutral	43	39
Dissatisfied	12	9
Highly Dissatisfied	9	8
Total	110	100

Source: Primary Data

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Inference

The above table shows that majority (39%) of the respondents had neutral opinion towards shift work assigned to the workers, 23% of the respondents are highly satisfied, another 19% of the respondents are satisfied, 9% of the respondents are dissatisfied and the remaining 8% of the respondents are highly dissatisfied towards the same.

Opinion about Age and Provision of Medical Facilities by The Home Appliance Industries

Chi-Square Test

Hypothesis

H0: Null hypothesis, shows there exists significance between the age and provision of medical facilities

H1: Alternate hypothesis, shows there is no significance between the age and provision of medical facilities.

Age of the respondents	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total	Result(Sig)
Below 30	0	0	0	0	0	20	.000
30-50	7	26	12	20	1	66	
Above 50	24	0	0	0	0	24	
Total	31	26	12	20	21	110	

Inference

The table shows that out of 110 respondents, 20 respondents belong to the age group below 30 years, 66 respondents belong to the age group of 30 to 50 years, 24 of the respondents belong to the age group of 50 years and above as calculated Chi-Square value is less than the table Value at 1 per cent level, the null hypothesis is rejected. Hence, there is significant association between age and medical facilities.

towards the medical attention provided in the work place.

III. FINDINGS

- 60 per cent of the respondents belong to the age from 30 to 50 years.
- 37 per cent of the respondents have 1 to 2 members in their family.
- 44 per cent of the respondents have income from Rs.3000 to 5000.
- 39 per cent of the respondents are having experience above 5 years.
- 35 per cent of the respondents had neutral opinion towards the drinking water facilities.
- 28 per cent of the respondents are dissatisfied

- 34 per cent of the respondents somewhat agree towards toilet and urinal facilities.
- 32 per cent of the respondents had neutral opinion towards the provision of recreation facilities.
- 28 per cent of the respondents are satisfied towards the provision of uniform and protective clothing provided.
- 48 per cent of the respondents had neutral opinion towards the provision of ventilation facilities.
- 29 per cent of the respondents disagree towards the lighting in and around the work place.
- 37 per cent of the respondents had neutral opinion towards the rest shelters provided for them.
- 36 per cent of the respondents highly satisfied towards provision of canteen facilities.
- 31 per cent of the respondents somewhat agreed towards the washing and bathing facilities provided.
- 38 per cent of the respondents had highly dissatisfied opinion towards vocational training provided for them.

- 43 per cent of the respondents strongly agree towards the training program conducted for them in their work place.
- 35 per cent of the respondents had highly dissatisfied opinion towards the overall cleanliness.
- 32 per cent of the respondents had highly satisfied opinion towards the weekly and festival holidays offered.
- 43 per cent of the respondents had highly dissatisfied opinion towards the sick leave facilities provided for them.
- 36 per cent of the respondents somewhat agreed towards the safety equipment in the hazardous work place.

IV. SUGGESTIONS

- Based on the analysis and findings of the study some of the suggestions are given below :
- Few of the respondents felt that the management needs to concentrate more on medical attention in the workplace.
- It is suggested that home appliances industries may provide more concentration on the laborers uniforms and protective clothing to them, so that they protect themselves in hazardous workplace.
- Home appliances industries should provide proper ventilation within the workplace.
- Some workers suggested increasing proper lighting facility in and around the workplace.
- Home appliances industries may maintain a clean and tidy environment in and around the company.
- Some more improvements on physical infrastructure believed to be necessary that will help the workers to be more productive.

V. CONCLUSION

With the summary of findings and suggestions, the home appliances industries shall concentrate more on the basic facilities. They should also concentrate more on the workers satisfaction towards the welfare measures. To conclude, the workers in home appliance industries in Coimbatore may be provided with comfortable working conditions. Home appliances industries may improve the welfare facilities for the workers, which would in turn, increase the company's image and status and improve the productivity.

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