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Authored by
Dr. Gajanan Kadam

From
Arts, Science and Commerce college, Indapur Dist. Pune

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**A Study of Labour Welfare Initiative at Small and Medium Industries
(Chatrapati Industry Ltd Loni Devkar, Indapur Dist. Pune Maharashtra)**

**Dr. Gajanan
Kadam**
*Assistant Professor,
Department of
Economics,
Arts, Science and
Commerce college,
Indapur Dist. Pune
Maharashtra*

Abstract

During the pre-independence period, industrial relations policy of the British Government was one of *laissez fair* and also of selective intervention. There were hardly any labour welfare schemes. After independence, labour legislations have formed the basis for industrial relations and social security. These legislations have also provided machinery for bipartite and tripartite consultations for settlement of disputes. Soon after independence, the Government at a tripartite conference in December 1947 adopted the industrial truce resolution. Several legislations including the following, were enacted to maintain industrial peace and harmony; Factory Act 1948, Employees State Insurance Act, 1948 and Minimum Wages Act, 1948. The Payment of Bonus Act was passed in 1965.

In the early 1990, the process of economic reforms was set in motion when the Government introduced a series of measure to reduce control on industries, particularly large industries. The workers have opposed economic liberalization policy for fear of unemployment while entrepreneurs have welcomed in the hope of new opportunities to improve Indian industrial relations. The new economic policy has directly affected industrial relation in the country, because the Government has to play dual role, one of protecting the interest of the worker's and second to allow a free interplay of the market forces.

Economic reforms by removing barriers to entry have created competitive markets. Fiscal stabilization has resulted in drastic reduction budgetary support to the public sectors commercial enterprises while exposing his enterprises to increased competition from private sector.

Keyword: *laissez fair, labour welfare, Minimum Wages, Bonus, Economic reforms*

Introduction

Employee welfare is justified for several reasons. A typical worker does a lot of work life digging coal earth, fetching and refining oil, to build dams for society. They look after necessities as well as luxuries of people in society. Thus, welfare measures are must for them.

Welfare measures are going to have a great impact on worker's productivity. Thus, a worker show safeguards economic and social factors of the industrial economy needs a boost with welfare activities.

Welfare may help retain the employee. Most welfare facilities are hygiene factors according to Frederick Herzberg, they create dissatisfaction if not provided. Replace dissatisfaction, place an employee in favorable mood, and provide satisfiers, and the motivation will take place. Welfare facilities, besides removing dissatisfaction, help develop loyalty in workers towards the organization.

Welfare may also help minimize social evils, such as alcoholism gambling, drug addiction etc. a

dissatisfied worker falls prey to these abuses. Welfare facilities tend to make him happy, satisfied and confident. Another argument in favor of welfare is that it gives a good image to the company. This gives many benefits to the company. Welfare implies doing well. Many personal managers find these activities redundant after spending on them for many years. The argument that these facilities improve loyalty of employees has been exploded. If the welfare facilities are used at all, they are taken for granted by employees.

Managers also argue the usefulness of erecting huge playground and recreation centers for employees which would be used by a handful of employees for a limited time. Instead, such facilities could be better used by community. Some employers argue that this facility be left with government and its agencies only. They argue further that when government provides such facilities to employees at large, why should they be duplicating it? It has also been said that gratitude is not prime motivating factor, in fact gratitude is a thing of the past- remembered for a short time and forgotten soon after.

Welfare means physical, mental, moral and emotional wellbeing of an individual. Further, the term welfare is a relative concept, relative in time and space. It therefore, varies from time to time, from region to region and from country to country. Labour welfare, relates to taking care of the wellbeing of worker's by employers, trade unions, government agencies. It deals with the provision of opportunities for worker's and his family for a good life as understood in most comprehensive sense.

The basic purpose of employee welfare is to improve the working class and thereby make him happy employee and good citizen. Employee welfare is an important part of social welfare. It involves adjustment of employee's work life with family life and social life. Voluntary measures may be both voluntary and statutory. Statutory measures are prescribed by law whereas voluntary measures are a result of philanthropic feeling of employer.

Development of any country mostly depends upon the growth of industries and business. The growth of industries largely related to the welfare of the worker.

Labour welfare may include anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies such as. Trade unions, trusts etc. welfare work enable the workers to enjoy a richer and fuller life by providing them basic facilities and amenities of life which they themselves cannot provide. Labour welfare improves the morality and efficiency of worker and ultimately the productivity of industrial worker and organization. It is also helping to reduce the change of industrial dispute like strikes and lockout. It develops a sense of responsibly and dignity among the workers and motivate the workers to higher production. It also helps to make workman worthy citizens and important part of the national development.

Importance of the Study

Labour welfare activities in industrialized society has far reaching impact not only on the work force but also all the facets of human resources. Labour welfare includes all such activities, which not only secure existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short term and long-term goal towards building a human society. A labour welfare activity is combinations of various steps, the cumulative effect of which is to grease the wheels of industry and society. Sound industrial relations can only be based on human relation and good human relation dictates that labour being, human being should be treated humanely which includes respects for labour dignity, fair dealing the concern for the human being physical and social needs. In any industry good relation between the management and workers depend upon the degree of mutual confidence, which can be established. This, in turn, depends upon the recognition by the labour of the goodwill and integrity of the organization in the day-to-day handling of questions which are of mutual concern.

The basic needs of a labour are freedom fear, security of employment and freedom from want. Adequate food, better health, clothing and housing are human requirement. The human heart harbors secret pride and invariable responds to courtesy and kindness just as it revolts to tyranny and fear. An environment where he is contended which his job assured of a bright future and provided which his basic needs in life means an atmosphere of good working condition and satisfaction to labour. Labour welfare activities are based on the plea that higher productivity requires more than modern machinery and hard work. It requires co-operative endeavor of the parties, labour and management. This is possible only

when labour is given due importance and human element is taken into account at every stage. The worker has a fund of knowledge and experience at his job. If rightly directed and fully used, it would make a great contribution on the prosperity of the labour as the worker feels that he does at most for increasing the production and its productivity. The study provides a detailed insight in to the various aspects of labour welfare and social security in small and medium Industries in Maharashtra. The study shall help the policy makers to recognize the importance of Small Business and industries in the provision development. This shall further guide them to make trade policies to enhance the performance.

Purpose of the Study

The focus of the study is mainly of labour welfare practices in Small-Medium industry in Chatrapati Industry Ltd. A/P Loni, Ta- Indapur, Dist - Pune, Maharashtra.

1. To know the importance of labour welfare in Chatrapati Industry Ltd.
2. To study the labour welfare practices adopted by industrial houses.
3. To take the review of labour welfare acts of Government.
4. To know the role of labour unions in labour welfare practices.
5. To focus on labour welfare measures implemented by Chatrapati Industry Ltd. Company.
6. To know the problem in implementing labour welfare measures.
7. To suggest the suitable measures for effective labour welfare practice in Chatrapati Industry Ltd. Company.

Hypothesis

1. The work place conditions (environment) are not satisfactory in Chatrapati Industry Ltd
2. Statutory welfare Facilities provided by Chatrapati Industry Ltd. is not satisfactory.
3. Non-Statutory welfare Facilities provided by Chatrapati Industry Ltd. is not satisfactory.
4. Labour welfare facility improves work efficiency among the labours.
5. The labour welfare measure is conducive in increasing the labour productivity.

Research Methodology

For this study primary and secondary data collection methods are used. Primary data collected through questioner and observation. Secondary data collected with the help of report Various publications of central, state or local government, Books, Magazines Reports and publications of various associations connected with Business and Industry, Banks, Stock Exchange, etc 250 employees are selected for study.

Limitations of the study

1. The sample size of the study, which consists of 250 employees, cannot be generalized and applied for general public.
2. Opinions are dynamic hence; the results of the study based on these opinions are likely to differ.
3. The above-mentioned study is carried out in only the particular company and so the observation and results are not applicable for any other companies.
4. The results also depend upon the integrity of respondents in giving true and fair opinion and their level of knowledge in the subject under study.
5. The work force of the company is too large and hence all of them could not be contacted for views and opinions on the research topic.

Findings of the Study

1. The majority of the respondents belong to the age group of below 25-40.
2. 75.20% of the employees are satisfied with their service dress.
3. 24.80% of the employees are not satisfied with their service dress.
4. 76.80% of the employees are satisfied with the rest room.
5. 23.20% of the employees are not satisfied with the rest room.

6. 82% of the employees are satisfied with the canteen facility.
7. 18% of the employees are not satisfied with the canteen facility.
8. 38.00% of the respondents have 10-20 years' experience.
5. 49.60% of the employees are satisfied with the Motivational Scheme.
6. 13.60% of the employees are neutrally with the Motivational Scheme.
7. 11.20% of the employees are dissatisfied with the Motivational Scheme.
8. 56% of the employees are satisfied with the Sports and Cultural activities.
9. 44% of the employees are not satisfied with the Sports and Cultural activities.

Suggestion

1. Management has to allow the employees in the decisions making process.
2. The residential quarters provided in the organization has to be improving.
3. It is needed to improve the development program conducted by the organization.
4. It is needed to improve the education provided towards of the employees.
5. It is necessary to aid provided by the organization are safe and free from accidents.

Conclusion

1. The study observed that the labour welfare measures in Chatrapati Industry Ltd (Loni), Indapur, Pune Maharashtra are in satisfactory level. So, hypothesis adopted by researcher become null hypothesis.
2. The concept of labour welfare measures seems to manifest itself in a various labour laws.
3. The study reveals that the employees of in Chatrapati Industry Ltd (Loni), Indapur, Pune Maharashtra are providing all factors which are leading to overall satisfaction of the employees.
4. However, there are very few areas of the concern where the employee has dissatisfaction with the facilities like motivational scheme, canteen, restroom, quality of service dress.
5. If the company concentrates the above weak areas there is a chance to the develop the employee welfare measures.

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