

A Study on Labour Welfare Measures on Health and Wealth Safety in Dalmia Bharat Cement Ltd., Chennai

S.Uma Maheswari,

Assistant Professor, MBA Department,
Sengunthar Engineering College (Autonomous)
Kosavampalayam, Tiruchengode, Namakkal Dt., Tamil Nadu, India

Gowsalya C

Master of Business Administration Student,
Sengunthar Engineering College (Autonomous)
Kosavampalayam, Tiruchengode, Namakkal Dt., Tamil Nadu, India



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Publication History

Manuscript Reference No: IJIRIS/RS/Vol.09/Issue04/JLIS10112

Research Article | Open Access | Double-Blind Peer-Reviewed | Article ID: IJIRIS/RS/Vol.09/Issue04/JLIS10112

Received: 20, March 2023 | Revised: 12, April 2023 | Accepted: 26, April 2023 | Published Online: 31, July 2023 | Volume 2023
Volume 2023 | Article ID JLIS10112 <http://www.ijiris.com/volumes/Vol09/iss-04/33.JLIS10112.pdf>

Article Citation: Uma, Gowsalya (2023). A Study on Labour Welfare Measure on Health and Wealth Safety in Dalmia Bharat Cement Ltd., Chennai. International Journal of Innovative Research in Information Security (IJIRIS), 10, 400-405

doi: <https://doi.org/10.26562/ijiris.2023.v0904.33> **BibTex key:** Uma@2023Study



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Abstract: Labour welfare is one of the major aspects of national programmes towards betterment of the majority of labour creating population. The term 'labour welfare' is very flexible as well as comprehensive. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being happiness, satisfaction, conservation and development of human resources. The Government has enacted various rules and regulations for the betterment of the worker's life. The ideal of the welfare state has added new dimensions to the labour welfare philosophy. The changing scenario has thrown for labour new challenges to cope up in regard to technical skills and know-how etc. Labour is an important factor of production. It is different from other factors of production. All factors i.e. land, capital, material and machines are non-living things whereas, labour is a living human being. This makes all the differences. No production is possible without labour, at least one person would require to handle the switch and to start the machine for work in the age of cent percent mechanisation of automation.

Keyword: Labour welfare, Job satisfaction, Employee motivation, production

INTRODUCTION

This welfare approach has become necessary because of the social problems that have emerged as a result of industrialisation in a capitalistic setting. As against their social problem, many social welfare amenities have been provided for the benefit of the employees in various industrial units. There is an increasing awareness of recognition in developed as well as developing countries of the need for such welfare measures in industrial employment. The significance of labour welfare has been increasingly recognised in the context of economic development and industrialisation. The term 'labour welfare' is very flexible as well as comprehensive. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes state of well-being happiness, satisfaction, conservation and development of human resources. The Government has enacted various rules and regulations for the betterment of the worker's life.

REVIEW OF LITERATURE

Koshan (1975) pointed out that in spite of statutory provisions and enforcing agencies in India, the labour welfare facilities were absent and the cement industry was the only one where provisions were adequately enforced. The study insisted the need for overhauling and tightening the machinery of inspection. Appointment of welfare inspectors for different industries, distinguishing the duties of factory inspectors from those of welfare inspectors to submit annual and quarterly reports and empowering the welfare inspectors to fine in case of default are some of the steps suggested in this study.

Monga (1980) conducted a study on implementation and awareness of labour laws in Haryana. He focused mainly on the machinery for implementation of labour laws and the impediments confronting the implementation. He has found that the staff deployed for enforcement of labour laws are inadequate, inspections are not frequent, the status of supervision of returns under various laws reveals a dole some picture, procedures are frivolous and vexatious, penalties imposed for offending legislation in the state are fine and the penalty of imprisonment is rarely imposed. He concludes that the absence of adequate awareness about the laws is the major factor for inadequate enforcement of law.

Deepak Bhatnagar (1985) in his study on "Labour Welfare and Social Security Legislation in India" evaluated the effectiveness of the Employees State Insurance Scheme.

He has found that the employees are uncomfortable on the issue of their contribution towards the scheme. Majority of the employees are not fully aware of different benefit schemes as admissible under the Act. Medical certificates are easily available to the insured persons. He suggests that steps should be taken to curb this tendency of tax certification.

Rajwant Singh (1987) states that all the difficulties in the implementation of labour welfare measures must be overcome, before the dawn of the new century is reached. The country must find ways of meeting peoples basic needs by giving them access to sources of income, food, education, housing, health and hygiene

Pawan (1996) has made an attempt to study the human resource management practices in six different manufacturing industries in Britain. The primary data were collected from employees. The questionnaire consists of 13 sections which emphasize issues such as the structure of the human resource departments, role of human resource function, recruitment and selection, pay and benefits, training and development, performance appraisal, employee relations, influence of competitive pressures, institutional factors, business sector, national culture on human resource management, etc

Venkatraman (1997) in his study entitled "Human Resource Development: Concept, Theory and Practice" rightly focuses on the practice of human resource development as far back from the year 1900. He is the first among the foremost industrialists in providing facilities like health care, education, housing, retirement benefits and canteen facilities to the employees.

CHARACTERISTICS OF LABOUR WELFARE

Labour is an important factor of production. It is different from other factors of production. All factors i.e. land, capital, material and machines are non-living things whereas, labour is a living human being. This makes all the differences. No production is possible without labour, at least one person would require to handle the switch and to start the machine for work in the age of cent percent mechanisation of automisation.

STATUTORY WELFARE MEASURES:

Employers in India are statutorily required to comply with the provisions of various welfare amenities under different labour legislations. Statutory welfare programmes include those facilities which are provided by the law. They are compulsory facilities. Every concern has to make arrangement of such facilities so that the worker can do work without any problem. These facilities are important for every organization for improving health and for providing safety to the worker. The government of India has to enacted numerous laws in order to make it mandatory for employees to provide certain welfare facilities to their employees

Importance of Human Resource Management (HRM)

- It helps the organization to identify correctly its manpower needs.
- It ensures that the organization does not suffer from either surplus or shortage of manpower.
- It facilitates the selection of the right man for the right job.
- It focuses attention of the development of the skill of every individual in order to make him up-to-date.
- It recognizes the need for the appraisal of the employees 'Performing'.
- It considers the need to provide incentives to the employees performing well.
- It gives utmost importance to securing a favorable employee attitude.
- It emphasizes the need for good human relations in every workplace.
- It provides scope for collective bargaining

LABOUR HEALTH MEASURES

The term "health" is a positive and dynamic concept and implies more than an absence of illness. W.H.O defines health as "a state of complete physical mental and social well being and not merely the absence of disease or infirmity". Health refers to a system of public health and preventive medicine, which is applicable to industrial concerns. The basic objective of health is the prevention of disease and injury rather than the cure of the disease. The problem of health of industry workers has two aspects- Health Hazards and Health Risks. Health hazards are common to all situations and health risks differ from industry to industry and time to time.

LABOUR SAFETY WELFARE

Industrial safety or employee safety can be referred to the procedures and practices that are put into the effect so that the threat of damage, injury and hazard to property, person or environment or any place or section including the producing, manufacturing or processing of merchandise is minimized. Safety is both physical and psychological and safety is present when people are free from being bodily harmed. Employee safety involves protecting employees from injuries caused by work related accidents. One basic problem that the organization faces is ensuring the safety of its workers specially those who work in dangerous conditions. The employees have a non-transferable responsibility to create a safe work environment or their employees.

LIMITATIONS OF THE STUDY

The study restricts itself within Bharat Dalmia limited cements Chennai.

- The study assumes that the information was given by the employees without any bias.
- The study is done based on the opinion of the sample taken at random, the size of which is 200.
- The researchers found it difficult to collect the questionnaire, since some of the respondents did not give proper response in the industry.
- The employees did not respond properly during peak hours.

- The project was only for 3 months. So there was time constraint.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES

- To make an analytical interpretation of the labour welfare schemes provided by the industry and the state of labour welfare in Dalmia Bharat cement industry.
- To find out some remedies and suggestion regarding the labour welfare in the Dalmia Bharat cement industry.

SECONDARY OBJECTIVES

- To study the role of labour welfare officers appointed by the Companies, their duties and responsibilities for the implementation of labour laws and labour welfare.
- To study the Acts and Regulations regarding the labour welfare schemes.
- To find out whether there is any relation in labour welfare and efficiency and productivity of the labour as well as organizations.
- To find out relation between the labour welfare schemes and labour absenteeism in companies.
- To study the actual labour welfare activities in the companies.

RESEARCH METHODOLOGY

Research methodology is a systematic way to solve a research problem. It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study was conducted at Bharat Dalmia cements pvt. Ltd Chennai.

RESEARCH DESIGN

“A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in the procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the customers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening

DATA COLLECTION METHODS PRIMARY DATA COLLECTION:

The study basically uses primary and secondary data. Primary data means data which is fresh collected data. Primary data mainly has been collected through personal interviews, surveys etc. secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies that are which have been already processed when the researchers utilizes secondary data; the process of secondary data collection is called desk research.

SECONDARY DATA COLLECTION:

Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary and secondary data namely the text books, journals, newspaper, magazines and internet.

CH-SQUARE TEST

Chi square analysis in statistics is to test the goodness of fit to verify the distribution of observed data with assumed theoretical distribution. Therefore it is a measure to study the divergence of actual and expected frequencies.

$$\text{Chi-square test } (\chi^2) = \sum \frac{(O_i - E_i)^2}{E_i}$$

Degrees of freedom = (R-1) (C-1) Where as, O= observed frequency, E= expected frequency, R=number of rows, C=number of columns

Null Hypothesis (Ho)

There is no significance relationship between work experience and promotion process.

Alternative Hypothesis (H1)

There is significance relationship between work experience and promotion process

PERCENTAGE METHOD

This method is used to compare two or more series of data, to describe the relationship of the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the respondent. In this tools various percentage are identified in the analysis and they are presented by the way of bar diagram in order to have better understanding of the analysis.

$$\text{Percentage Respondents} = \frac{\text{No. of respondents}}{\text{Total No. of respondents}} \times 100$$

Total no. of respondents

DATA ANALYSIS AND INTERPRETATION

	Frequency	Percent	Valid percent	Cumulative percent
Valid				
20 – 30	82	41.0	41.0	41.0
31 – 40	62	31.0	31.0	72.0
41 – 50	40	20.0	20.0	92.0
Above 50	16	8.0	8.0	100.0
Total	200	100.0	100.0	

AGE OF THE RESPONDENTS

INFERENCE

The above table shows that out of 200 respondents, 41% of the respondents are in the age group of 20 – 30, 31% of the respondents are in the age group of 31 – 40, 20% of the respondents are in the age group of 40 – 50 and 8% of the respondents are in the age group of above 50. Thus the majority of the respondents at 41% of the respondents are in the age group of 20–30.

CHART-I

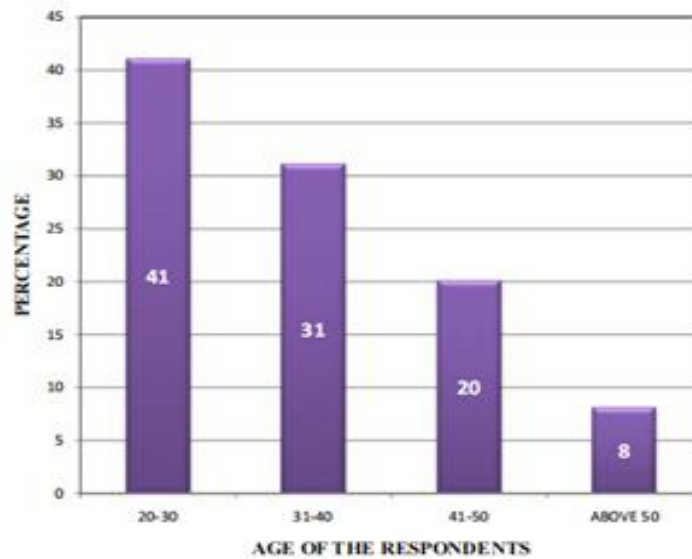


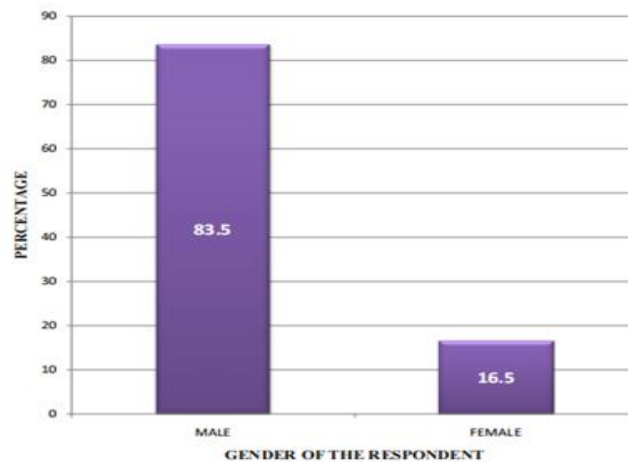
TABLE -2: GENDER OF THE RESPONDENTS

	Frequency	Percent	Valid percent	Cumulative percent
Valid Male	167	83.5	83.5	83.5
Female	33	16.5	16.5	100.0
Total	200	100.0	100.0	

INTERPRETATION

The above table shows that out of 200 respondents, 83.5% of the respondents are male respondents and 16.5% of the respondents are female respondents in the organization. Thus the majority of the respondents are 83.5% male respondents out of 200 respondents.

CHART-2



FINDINGS OF THE STUDY

- 41% of the respondents are in the age group of 20 – 30 in the company.
- 83.5% of the respondents are belongs to the male respondents in the company.
- 58% of the respondents are come under the category of unmarried in the company.
- 51.5% of the respondents have work experience below 5 years.
- 52% of the respondents belong to the income category of Rs|2001 – 15000.
- 33.5% of the respondents feel satisfied with the salary.
- 46.5% of the respondents belong to the category of diploma in the company.
- 27% of the respondents feel neutral towards the latrines and urinals of the company.
- 36.5% of the respondents feel neutral towards the canteen facility in the company.
- 38% of the respondents feel satisfied towards the provisions of first aid equipments.
- 32.5% of the respondents feel satisfied towards the transport facility of the company.
- 35% of the respondents feel satisfied towards the provision of electricity facility.
- 29% of the respondents feel satisfied with road facility in the company.

SUGGESTIONS

- Proper ventilation must be increased since it would affect the productivity of the employee.
- Lighting facility can be increased. It should not be too Contrast as well as it should not be too dull.
- Canteen and drinking water must be a dust free in the company.
- Latrines and urinals facility must be proper because Cleanliness is very important in the environment since which related with health of the employees.
- Transport facility must be provided as per the welfare act in the company for rural areas.
- Proper provision of drinking water must be provided to the employees. It must be placed necessary place inside of the company to the employees.
- First aid equipment must be fixed in proper place in order to reduce the risk of accident for the employees.
- Medical facility must be provided to the employees.
- Working time must be as per the norms. There should be any compulsion in the shift work
- The organization should improve the benefit and services provided to the employees so that interest would be stimulated.
- The company can make the benefit and services to attractive the personnel.
- The company should plan out the welfare activities in an effective way to improve the organization image in the eyes of the public.
- The compensation package must be improved further.
- Organization should give proper instruction to complete the job effectively There must be improvement in rewarding and awarding policies.
- It must be introducing of promotion policy at operation level.

CONCLUSION

Welfare facilities provided to the employees was found to be satisfactory in this company. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed. The study conducted also revealed that a majority of the employee of this company were satisfied with the job and their work environment. The relationship with the supervisors and the co workers also provides conductive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the employees.

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