Labor Welfare: Considering Employees as an Asset

<table>
<thead>
<tr>
<th>No.</th>
<th>Content</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Labour Welfare: Considering Employees as an Asset</td>
<td>1 – 6</td>
</tr>
<tr>
<td></td>
<td><em>Dr. Vijaybhai K. Patel, Ashish B. Gorwadiya</em></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Buddhist Perspective on Education</td>
<td>7 – 12</td>
</tr>
<tr>
<td></td>
<td><em>Dr. Ch Venkata Sivasai</em></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Health Related Problems in India</td>
<td>13 – 18</td>
</tr>
<tr>
<td></td>
<td><em>Rahul J. Patel</em></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Translation Studies: Central Issues</td>
<td>19 – 26</td>
</tr>
<tr>
<td></td>
<td><em>Tushar Brahmbhatt</em></td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>A Comparative Study of Psychological well-being among Sahayak Police and Permanent Police Employees</td>
<td>27 – 32</td>
</tr>
<tr>
<td></td>
<td><em>Dr. Savitaben Vaghela, Dr. Jitubhai R. Khaniya</em></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>A Comparative Study regarding Psychological well-being among Reserved and Non-Reserved Students</td>
<td>33 – 42</td>
</tr>
<tr>
<td></td>
<td><em>Tribhovan B. Makwana</em></td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>सरदारमहानी नगर आर्थिक अने सामाजिक समस्यांचे: एक सोशलीकॅशिक अभ्यास</td>
<td>43 – 49</td>
</tr>
<tr>
<td></td>
<td>जयदीप देसाई</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>पाट्टाशाळाने बोक्लीमध्ये नारीनाचा घरेलू</td>
<td>50 – 53</td>
</tr>
<tr>
<td></td>
<td>डॉ. भडेस भारोत</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>अंगणविभाग वेनामूली – भेटी</td>
<td></td>
</tr>
<tr>
<td></td>
<td>पटेळक मंडळाचे जनरलिसेब्यांचे</td>
<td>54 – 55</td>
</tr>
<tr>
<td>10.</td>
<td>वेदाधिकार राष्ट्रीयता का समकालीन महत्त्व</td>
<td>56 – 58</td>
</tr>
<tr>
<td></td>
<td>प्रा शामसी ढीर नदाणिया</td>
<td></td>
</tr>
</tbody>
</table>
LABOUR WELFARE
CONSIDERING EMPLOYEES AS AN ASSET

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ABSTRACT
India being a welfare state wedded to the philosophy of socialistic pattern of society, it is imperative to have a contended workforce, enjoying a reasonable standard of living with adequate facilities and provisions for the well-being of them. The business organizations in India have adopted the concept of welfare stated and are providing various kinds of welfare facilities to the workers. Basically, India is a developing nation and the industrial sector of the country is also in the infant stage. So, it is not affordable for the Indian organizations to provide too much welfare facilities to the workers. But recognizing the need and importance of the welfare facilities, the business organizations have started providing these facilities to the workers. But these facilities are in the very basic stage. In this article, the effort has been made to describe the status of the welfare facilities in India.

INTRODUCTION
In the early stages of industrialization in Indian industries, the provisions of welfare measures for employees, did not receive sufficient attention. Employers were not tending to accept the financial burden of those welfare measures. Hence, the government had to intervene, in discharge of its responsibility, by using its influential powers and or by enforcing legislation and Compulsory provisions are thus incorporated in the Factories Act, 1948.

But in today's world, organizations and companies are focusing more on the labor welfare activities without the intervention of any body. They are using various methods to increase manpower productivity and commitment of employees.

Labor Welfare Sector aims at improving the working conditions, maintenance of better Industrial relations, strict enforcement of Labour Laws and launching of welfare activities for the benefit of industrial workers and their families. The Labour department has implemented about 29 labour
Labour Welfare: Considering Employees as an asset

legislations with the objective of providing not only monetary benefits like minimum wages, overtime, bonus etc. to the workers but also to ensure their health and safety during the course of employment.

MEANING OF LABOR WELFARE

The term welfare suggests many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. As a total concept of welfare, it is a desirable state of existence involving physical, mental, moral and emotional well-being. The social concept of welfare implies the welfare of man, his family, and his community. Welfare is called a relative concept because it is related to time and space. Changes in it have an impact on the system of welfare as well. Welfare is also a positive concept. In order to establish a minimum level of welfare, it demands certain minimum acceptable conditions of existence, biologically and socially.

The term ‘Labour Welfare’ refers to the facilities provided to workers in and outside the factory premises such as canteens, rest and recreation facilities, housing and all other services that contribute to the well-being of workers. Welfare measures are concerned with general wellbeing and efficiency of workers. In the early stages of industrialization, welfare activities for factory workers did not receive adequate attention. Employers were not inclined to accept the financial burden of welfare activities. Wherever employers provided for such amenities, it was more with a paternalistic approach to labour rather than recognition of workers’ needs. Hence the state had to intervene, in discharge of its welfare responsibility, by using its persuasive powers and/or by enforcing legislation, where persuasion failed. Compulsory provisions are thus incorporated in the Factories Act, 1948 with respect to the health, safety and welfare of workers engaged in the manufacturing process. In the previous lesson you have studied the nature and characteristics of factories. In this lesson, you will come to know about the health and welfare measures for workers in factories.

NATURE OF LABOR WELFARE

Labor welfare by its nature must necessarily be elastic bearing a somewhat different interpretation in one country from another, welfare measures can be broadly divided into 2 categories.

1) Statutory welfare is collection of those areas of welfare work which depend for their implementation on the coercive power of the Government.

2) Non-Statutory welfare includes all those activities which employers undertake for their workers on a voluntary basis.
List of the Acts Regulating Welfare Activities in India

1. The Industrial Disputes Act, 1947
2. The Industrial Employment (SO) Act, 1946
3. The Factories Act, 1948
4. The Delhi Shops & Establishment Act, 1954
5. The Workmen Compensation Act, 1923
6. The Minimum Wages Act, 1948
7. The Payment of Wages Act, 1936
8. The Motor Transport Workers Act, 1961
9. The Equal Remuneration Act, 1976
10. The Payment of Bonus Act, 1965
11. The Trade Union Act, 1926
12. The Electricity Act, 2003
13. The Indian Boilers Act, 1923
14. The Payment of Gratuity Act, 1972
15. The Sales Promotion Employees (Conditions of Service) Act, 1976
16. The working Journalists (Condition) Service & Miscellaneous Provision Act, 1955
17. The Child Labour (Prohibition & Regulation) Act, 1986
18. The Contract Labour (R & A) Act, 1970
19. The Punjab – Industrial Establishment (Casual, Sick Leave & Festival) Act (as extended to Delhi)
20. The Bombay Lift Act, 1939 (as extended to Delhi)
21. The Maternity Benefit Act, 1961
22. The Bombay Labour Welfare Fund Act, 1953 (as extended to Delhi)
23. The Regulation for Licensing and controlling place of Amusement and Performance for Public Amusement Act. 1980(other than cinematography)
24. The Cinematography Act, 1952
25. The Inter State Migrant Workers Act, 1979
28. The Building and Other Construction Workers Act, 1996

Some Labor Welfare Facilities

In the countries like India, the Industrial sector is still under the stage of backwardness. The financial situation of the factories is very poor. In such a situation, the factories are not able to take proper care of the workers. The employers are not able to provide the welfare facilities to the workers. Still
Labour Welfare: Considering Employees as an asset

some of the factories have started the welfare facilities for the workers. Some of the welfare facilities provided by the employers are described as follows:

(a) Education Facilities:
The Industries such as small scale, medium scale and large scale industries provide Educational Facilities such as Schooling, Colleges, Engineering and Technologies etc. to the children of employees who are working in the industries. By providing such education facilities the employer can help the employees to provide better education to their children.

(b) Canteen Facilities:
The industries can establish canteen inside the industrial premises in order to provide the essential eatable items such as tea, coffee, snacks, meals, etc. to staff members in the industries. This facility is very useful to the workers who come to the work from the remote area.

(c) Medical Facilities:
In India, all the industries provide Medical Facilities to its laborers in a comfortable way. It is useful to majority of staff and workers in the industries. It gives confidence and social security to the workers. It induces the workers to take additional effort to develop the plant. When the workers are engaged in the dangerous jobs, this facility is extremely important to them.

(d) Ambulance Facilities:
Most of the industries provide ambulance facilities to the workers. It is very essential to the workers who are working in hazardous industries such as crackers, match box, Atomic power etc. With the help of this facility, the worker can be taken to the hospital immediately in the case of accident.

(e) Housing Facilities:
Today, housing facilities play an important role among the industrial workers of all the industries. Both private and public sectors enterprises provide housing facility for the welfare of workers. If the housing facility is provided to the workers, it provided a kind of security to them.

(f) Safety Measures:
Every company provides Safety measures or instruments to its workers in proper manner. These measures are essential to all the workers in doing the works in well confident manner. The safety equipments provided to the workers are very useful for them when they are engaged in the hazardous works.
(g) Transport Facilities:
Industries arrange Transport Facilities for its employees. Transport is important to any type of workers to come and go from living places to Industrial premises. That is why; most of the industries have their own transport for the laborers at cheaper cost. This facility is useful for cheaper commutation to the workers.

(h) Recreational Facilities:
Recreational Facilities such as welfare clubs, play ground, swimming pool, park, and other entertainment fields are necessary for the staff and workers in the industries. Most of the Industries arrange these facilities to the workers.

(i) Co-operative and Saving Facilities:
In the situation of constantly rising prices and increasing cost of living, it is necessary for every person to make saving out of his/her earnings. Some industries in our country have started such facility by establishing co-operative credit societies and encouraging workers to makes savings.

(j) Creche:
According to the Factories Act, it is compulsory for an organization to provide creche facility if the number of women workers is more than 50. The Act says that the creche should be under the care of women trained in child care and should have adequate accommodation, lighting and ventilation.

(k) Family Planning:
Due to the fast increasing population, a special attention is given to the family planning program for the industrial workers. The workers are given guidance related to the family planning.

(l) Sanitary and Hygiene Facility:
This includes the facility of toilets water for drinking and washing. The clean and hygienic facility of this kind is required. According to the Factories Act, separate urinals and latrine facility should be provided for male and female workers.

(m) Rest Facility:
A separate rest room or shelter should be provided to the worker so that they can occasionally take rest during the break time. This is useful for reducing their fatigue and increasing their efficiency.
Labour Welfare: Considering Employees as an asset

(n) Personal Counseling:
This is a help to the workers to get the advice for the solution of the personal problems. This is useful for them to reduce their stress and anxiety. It will improve their productivity.

CONCLUSION
The Human Resource is the capability of any country and the economic development of any nation depends on the effective utilization of these resources. In order to make this resource effectively, the government of India has set up an Independent Ministry of HRD to improve the development of human resource. Labour, is a factor of production has certain special characteristics apart from other assets like capital and land. The Human Resource has feelings, desires, attitudes, likings and disliking. All these aspects affect the efficiency of the workers. If the workers are provided some welfare facilities, their attitude towards the work gets improved and their efficiency increases. Realizing this fact about the welfare facilities, the Indian industrial sector has also started providing welfare facilities to the workers.

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<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Topic</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Surrogate Advertising: Hard Products Promoted Softly</td>
<td>1 – 4</td>
</tr>
<tr>
<td></td>
<td>Dr. Shweta Choudhary</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Integration of Financial Markets in India</td>
<td>5 – 8</td>
</tr>
<tr>
<td></td>
<td>Rakesh Kumar Singh</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Attracting Right People for Corporate Sector: The Campus Placement Way</td>
<td>9 – 11</td>
</tr>
<tr>
<td></td>
<td>Deepika Sudarshan and Prof. (Dr.) Ganga Kant Jha</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Knowledge Management: The Need of Modern Organizations</td>
<td>12 – 16</td>
</tr>
<tr>
<td></td>
<td>Dr. Vijaybhai K. Patel and Ashish B. Gorvadiya</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Consumer Preferences towards Packaging and their Label Reading Behaviour while Purchasing Chocolates – A Study of Navsari City</td>
<td>17 – 24</td>
</tr>
<tr>
<td></td>
<td>Zakirhusen Patel and Darshna Vekariya</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Pilgrimage Tourism in Mithilanchal</td>
<td>25 – 27</td>
</tr>
<tr>
<td></td>
<td>Little Initiatives, Tremendous Potentialities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Abhishek Kumar Jha</td>
<td></td>
</tr>
<tr>
<td></td>
<td>K.Veerakumar and Dr. S. Shanmugapiya</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>Growth, Opportunities and Challenges of E-Retailing in India: A Case Study at Berhampur (Ganjam, Odisha)</td>
<td>34 – 50</td>
</tr>
<tr>
<td></td>
<td>Anup Kumar Panda</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prerana P. Macwan</td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>Weatherapp – An Android Based Weather Application</td>
<td>56 – 61</td>
</tr>
<tr>
<td></td>
<td>Devang Sinha</td>
<td></td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Topic</td>
<td>Page No.</td>
</tr>
<tr>
<td>---------</td>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>11.</td>
<td>Re-Viewing King Lear through the Lens of Postfeminism</td>
<td>62 – 67</td>
</tr>
<tr>
<td></td>
<td>Bindu Sharma</td>
<td></td>
</tr>
<tr>
<td>12.</td>
<td>The Status of Women in Rohinton Mistry’s Fiction</td>
<td>68 – 72</td>
</tr>
<tr>
<td></td>
<td>Sarita</td>
<td></td>
</tr>
<tr>
<td>13.</td>
<td>Hindrances for Teacher Education in India</td>
<td>73 – 75</td>
</tr>
<tr>
<td></td>
<td>Dr. Sujit Bordhan</td>
<td></td>
</tr>
<tr>
<td>14.</td>
<td>Quality of Work Life of Secondary School Teachers in relation to their Job Stress</td>
<td>76 – 83</td>
</tr>
<tr>
<td></td>
<td>Dr. Manju N. D</td>
<td></td>
</tr>
<tr>
<td>15.</td>
<td>A Study of Mental Health of Primary Level School Teachers in relation to their Gender and Residential Area</td>
<td>84 – 86</td>
</tr>
<tr>
<td></td>
<td>Dr. P. V. Nayak</td>
<td></td>
</tr>
<tr>
<td>16.</td>
<td>Women’s Right to Education and Empowerment</td>
<td>87 – 91</td>
</tr>
<tr>
<td></td>
<td>Dr. Archana Kumari Sah</td>
<td></td>
</tr>
<tr>
<td>17.</td>
<td>Effects of 8 Week Boxing Training on selected Motor Fitness Component of Inter-College Level Players of Different Games.</td>
<td>92 – 96</td>
</tr>
<tr>
<td></td>
<td>Mohit Sharma, Manu Sood, Saurabh Raj</td>
<td></td>
</tr>
<tr>
<td>18.</td>
<td>Impact of Counseling in Reducing Family Violence</td>
<td>97 – 101</td>
</tr>
<tr>
<td></td>
<td>Swarnlata Verma, Bhawana Pandey and Zehra Hasan</td>
<td></td>
</tr>
<tr>
<td>19.</td>
<td>A Review on Marine Protected Areas in Andhra Pradesh, India</td>
<td>102 – 106</td>
</tr>
<tr>
<td></td>
<td>Dr. Kalyani Bai Kunte and Dr. Thulsi Rao Kundhi</td>
<td></td>
</tr>
<tr>
<td>20.</td>
<td>डॉ. अम्बेडकर के धार्मिक दृष्टिकोण का चित्रण: एक नवीनतम मूल्यांकन नानकचन्द गौतम, अभिनव दिव्यांशु</td>
<td>107 – 111</td>
</tr>
</tbody>
</table>
KNOWLEDGE MANAGEMENT: 
THE NEED OF MODERN ORGANIZATIONS

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ABSTRACT

21st century is the century of “Knowledge”. It this century Knowledge will be the key to success. This is the fact not only for the individuals but also for the business organizations all over the world. In this knowledge-based economy, only those organizations will survive that are continuously upgrading their stock of knowledge. For an organization, the stock of knowledge lies within the human resource of that organization. So, it becomes the responsibility of the Human Resource Management to acquire, retain and utilize the knowledge for the success of the organization. In this article, the role of HRM in Knowledge Management is unveiled.

KEYWORDS: Knowledge, Century of Knowledge, Knowledge Based Economy, Human Resource Management, Knowledge Management

INTRODUCTION

In the modern organizations where knowledge is the key to competitive advantage, the organizations need to focus more on the Knowledge Management (KM). Knowledge Management is all about developing, sharing, applying knowledge within the organization to gain sustainable competitive advantage. Knowledge-intensive organizations are increasingly focusing on generation, utilization and uniqueness of the knowledge. The popularity of knowledge management has increased especially after 1966 and it has become the central topic for the management of organization. Many organizations have introduced knowledge management programs to develop the astounding strength for the organization. Other factors of production- land, labor, capital and entrepreneur- can be utilized to the optimum only if the organization has knowledge of optimizing them. This knowledge lies within the Human Resource of the organization. Hence, the organizations need to link the Knowledge Management with the Human Resource Management.

KNOWLEDGE DEFINED

According to Smith and Rupp, knowledge is the understanding, awareness, familiarity acquired through study, investigation, observation or experience over the course of time.¹

For an organization, knowledge is defined as what the people know about customers, products, processes, mistakes and success.

For an organization, knowledge means the ability to sustain the coordinated deployment of assets and capabilities in a way that helps the firm achieve its goals.²

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FORMS OF KNOWLEDGE

(1) **HUMAN CAPITAL:**
Human capital means the knowledge, skills, and talents available in the staff members of the organization.

(2) **STRUCTURAL CAPITAL:**
Structural capital means the system established for codifying, storing, transmitting and sharing knowledge.

(3) **CUSTOMER CAPITAL:**
Customer capital results from the contacts and connection created by the organization with its customers, clients, vendors and partners.

TYPES OF KNOWLEDGE

![Diagram of knowledge types]

(1) **EXPLICIT KNOWLEDGE:**
Explicit knowledge is the knowledge which is available to all the members of the organization. It is clearly formulated and easily expressed without ambiguity. This type of knowledge is stored in the database. This type of knowledge is easily shared and communicated among the organizational members. This type of knowledge is divided into three parts viz. Cognitive knowledge, Advance skills and Systems understanding.

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(a) COGNITIVE KNOWLEDGE:
Cognitive knowledge is termed as “Know what”. It means the basic mastery of a discipline that the professionals achieve through training and experience.

(b) ADVANCE SKILLS:
Advance skills is known as “Know how”. It means the ability to apply the rules or learning to solve the real world problems. It refers to the ability to apply the knowledge to bring out the solution of complex real life situations.

(c) SYSTEMS UNDERSTANDING:
Systems understanding refer to “Know why”. It is related with the deep understanding of cause and effect relationship of the particular situation or a discipline.

(2) TACIT KNOWLEDGE:
Tacit means implicit or implied. Tacit knowledge is unarticulated knowledge within the mind of a person. It lies within the individual and it is difficult to describe to the world. It includes the lessons learnt, experiences gained, expertise received, judgments and intuitions of a person. Every employee has a wealth of tacit knowledge.

KNOWLEDGE MANAGEMENT DEFINED
Knowledge management (KM) is about developing, sharing and applying knowledge within the organization to gain and sustain a competitive advantage.

KM can be described as the way organizations create, supplement, and organize knowledge around their activities and within their cultures, and develop organizational efficiency by improving the use of employees’ talent.

Broadly speaking, KM can be defined as the capacity within an organization to maintain and improve organizational performance based on experience and knowledge.

ROLE OF HRM IN KM
Human Resource Management refers to the policies, practices and systems that influence behavior, attitude and performance of the employees.

In Human Resource Management practices such as Human Resource Planning, Recruiting, Selection, Training and Development, Compensation, Performance Management and Employee Relations.

In short, HRM is related with the Human Aspect of the Society. The Human is the base of Knowledge in the organization. So, HRM plays an important role in KM.

(1) Knowledge Acquisition:
Knowledge Acquisition refers to recruitment of talented employees and helping them to learn and grow their intelligence. It is all about appointing the outstanding talented employees in the organization.

(2) Knowledge Creation:
Knowledge Creation means creation of a supportive environment for the acquired Human Resource so that they can be innovative, creative and having problem solving orientation. It includes investment in training and development of human capital.

(3) Knowledge Transfer:
Knowledge Transfer is concerned with various forms of learning, creation of knowledge-sharing climate, establishment of training units, and transferring the knowledge at the required place and time.

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(4) Knowledge Utilization:
Knowledge Utilization refers to deployment of human resource by means of proper leadership, division of work, assignment of responsibility, system of performance appraisal etc.

Thus, the above mentioned functions for the KM are performed by the HRM. In short, HRM plays an important role in acquisition, creation, transfer and utilization of knowledge.

TIPS FOR KM

Thus, Knowledge Management becomes an important function of HRM. Here are given some tips for effective Knowledge Management.

(1) Staff Gathering:
Some organizations believe that the gathering of the staff is useless and wastage of time. But it is not so. When the staff members get together on some social occasion and meet each other informally, there is a great exchange of ideas. This exchange of ideas is useful for developing knowledge.

(2) The Design of the Office:
The office design should be supportive to the knowledge. The office design should be created in such a way that there is space for the employees to meet informally. Such informal meetings are helpful for exchanging the ideas. Some of the important issues can be discusses in such manner and it will be knowledge worthy.

(3) The Environment of Trust:
If there is trust among the employees of the firm, there are increased chances of sharing the knowledge. The HR department can play an important role in building the environment of trust among the staff members so that they share knowledge.

(4) Managing Diversity in Workforce:
The diversified workforce in an organization is facilitative to the knowledge management. When the employees are coming from various cultural back grounds, they are having variety of ideas. This improves the stock of knowledge in the organization. At the time of recruitment the HR department should make a policy of recruiting the diversified workforce.

(5) Managing the Time:
The success or failure of the knowledge management depends upon the timing. If the training and development programs are started at the appropriate timing, then only they can be successful and facilitative to the knowledge management.

(6) Mistake Handling:
The human resource department of the organization should establish an environment in which the employees can openly communicate on the mistakes and can seek the help for the solution. There should not be the fear of punishment for the mistakes. HR has to play an important role in creating such environment.

(7) Support from Top Level Management:
No management program can be successful without the support from the top level management. If there is support from the top level management, it provides additional motivation to the employees. Human Resource Department should include the top level management in Knowledge Management program.

CONCLUSION
In this manner, the Knowledge Management is important concept for the globalised environment. The organizations in global environment have to acquire and retain the high level of knowledge in the form of talented employees in order to achieve the sustainable competitive advantage. In this knowledge based economy, only those organizations will survive that have power of knowledge. The Human Resource Management of the organization has to play an important role in Knowledge Management.
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EDITORIAL MESSAGE

Dear readers, scholars and colleagues, It gives me immense pleasure to welcome all to explore/publish/ comment in/on our journal, Journal for Advanced Research in Commerce and Management Studies [JARCMS]. We intended to publish case reports, review articles, short communications, letters to editor with main focus on original research articles. Over objective is to reach all the clinical practitioners, who have knowledge and interest but have no time to record the interesting cases, research activities and new innovative procedures which help us in updating our knowledge and improving our treatment. Our main emphasis is to promote scientific papers of good quality and we extend our boundaries right from medical, dental care to allied sciences. We feel that there is a wide scope to explore various fields of sciences. With clear intentions we welcome you to post comments related to the journal by sparing your valuable time and request you to send articles. Finally I thank my editorial team, technical team, authors and well wishers, who are promoting this journal. With these words, I conclude and promise that the standards policies will be maintained.

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<table>
<thead>
<tr>
<th>S.No</th>
<th>Article Details</th>
<th>Page No</th>
</tr>
</thead>
</table>
| 1    | Dr. Krati Jain  
Title: A critical study on relationship of ... | 01-06   |
| 2    | K. Kalidoss, R. Saravanan  
Title: Employment Generation in Ramanathapuram District Through.... | 07-14   |
| 3    | D.R. S. Manikandan, J. Mary Jayakodi  
Title: An Empirical Study of Customers E-Satisfaction on .... | 15-25   |
| 4    | Dr. N.V. Kavitha  
Title: A study on Customer Satisfaction on BPR at .... | 26-38   |
| 5    | M. Nirmala, Remya cheriyen  
Title: An Analysis of Financial Feasibility of .... | 39-50   |
| 6    | Dr. A S K Ghori  
Title: The role of incentives in motivating employees from .... | 51-58   |
| 7    | Y. Subrahmanyam, M. V. Gopi Krishna  
Title: E-commerce: It’s Impact on .... | 59-66   |
| 8    | Dr. Saurabh Sharma  
Title: Impact of FDI on Growth and Development of .... | 67-78   |
| 9    | Rashmi Singh, Dr. Shruti Tripathi  
Title: A Study of Quality Work Life of Working Professionals in .... | 79-93   |
| 10   | Ashish B. Gorvadiya, Dr. Manish B. Raval  
Title: An Analysis of Employees’ Satisfaction from .... | 94-100  |
| 11   | D. Naganna*, P. Raja Gopal, G. Venkatesh, G. Sreenivasulu  
Title: Socio Economic Conditions of Handloom Weavers In.... | 101-118 |
An Analysis of Employees’ Satisfaction from Non-statutory Welfare Facilities (With Special Reference to Diesel Engine Factories of Rajkot)

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ABSTRACT

Welfare Facilities are meant for increasing the level of satisfaction of the employees. The welfare facilities that can be provided to the work force can be categorized into two, viz. Statutory Welfare Facilities and Non-statutory Welfare Facilities. If the employers are ready to provide these facilities to the employees, it can increase the satisfaction of them. Here the study is focused on analysis of employees’ satisfaction from non-statutory welfare facilities. The sample for the study is the employees working in the diesel engine manufacturing factories of Rajkot. The study covered 200 respondents working in eight factories are randomly selected for the study. The present study shows that, for the selected sample, the gender and educational qualification do not make any difference in the level of satisfaction whereas, the numbers of years of work and age are the factors that lead to the difference in the level of satisfaction from non-statutory facilities.

(Key Words: Welfare Facilities, Satisfaction, Statutory Welfare Facilities, Non-statutory Welfare Facilities, Diesel Engine Manufacturing Factories)
Introduction

Facility of labor welfare is an important aspect for industrial development and economic growth of a country. It is an important aspect in a way that provides maximum satisfaction to the workers which cannot be replaced by good wages even. The concept of labor welfare is gaining more importance with development of industrialization and mechanization. It is rightly said that a happy and satisfied workforce is an asset of any nation. For the happy and satisfied work force, it is important to provide them the welfare facilities. Labor welfare activities in an industrialized society are important not only to the work force but also to all the facets of the human resource. Labor welfare activities include all those activities that are essential for the existence of the workers and that are necessary for the improvement in the spiritual and emotional quotient of the workers. The welfare facilities that can be provided to the work force can be categorized into two, viz. Statutory Welfare Facilities and Non-statutory Welfare Facilities.

Statutory Welfare Facilities are those facilities that are made compulsory by the legal system of the country. It is compulsory for every employer to provide such welfare facilities. On the other hand, Non-statutory welfare facilities are those facilities that the employers provide voluntary to the employees.

Both the kinds of welfare facilities are meant to increase the satisfaction of the employees. But in this study, we have focused only on the non-statutory welfare facilities.

Meaning of Labor Welfare:

(1) Labor welfare means "Efforts to make life worth living for workmen."

    - Oxford Dictionary

(2) Labor welfare can be defined as "the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of employees beyond what is required by law, the customs of the industry and the condition of market"

    - The Encyclopedia of Social Science

Thus, the primary concern of welfare facilities is to improve the living standard of the employees and to provide them the security.
Research Methodology:
In order to carry out the research work properly and systematically, it is necessary to prepare a research methodology first. In the present research paper, following research methodology is used.

- **Title of the Study:**
The title of this study is as under:

  “An Analysis of Employees’ Satisfaction from Non-statutory Welfare Facilities (With Special Reference to Diesel Engine Factories of Rajkot)”

- **Scope of the Study:**
The present research is focused on the Diesel Engine Factory Sector. Rajkot district is the hub of the Diesel Engine Manufacturing Factories. There are around 150 factories in Rajkot District. Out of the total population of 150 Diesel Engine Manufacturing Factories in the Rajkot District, the researcher has selected a random sample of 08 factories.

- **Sample Size:**
The study is under taken on the employees working in randomly selected 08 factories. There are around 245 employees working in these factories. A questionnaire was designed to record the responses of the employees. The questionnaires were distributed to all of them, but only 200 properly and completely filled in questionnaires were received back. So, the sample size for this study is 200 employees working in diesel engine factories of Rajkot.

- **Methods of Data Collection:**
There are mainly two sources for data collection. i.e. Primary sources and Secondary sources. The present study is mainly dependent on primary data. The primary data is collected using questionnaire and scheduling. The questionnaire was prepared using 5 point Likert scale.

- **Objectives of the Study:**
Present study is undertaken with the following objective:

  1. To study the level of satisfaction of employees in terms of Non-statutory welfare facilities provided to them.
  2. To study the level of dissatisfaction of employees in terms of Non-statutory welfare facilities provided to them.
  3. To find out the solution of dissatisfaction of employees in terms of welfare facilities provided to them.
  4. To suggest the ways to improve the work life of employees working in such factories.
• **Tools and Techniques:**
In order to measure the level of satisfaction from the non-statutory welfare measures, the researchers have used ANOVA.

• **Limitations of the Study:**
The present study involves following limitations:

1) The study will be based on 08 selected factories in Rajkot district; the findings from the study of these factories cannot be generalized for all the factories.
2) This study is based on primary data collected through responses of the employees to the questionnaire, so there are chances of human bias prejudices and human errors.
3) This study is based on the primary data collection. So there are chances of difference of opinion of the respondents at the different points of time based on their moods.

**Statistical Analysis:**

The satisfaction of the employees is tested based on various social and demographical variables using ANOVA.

**Analysis of Satisfaction from Non-statutory Facilities Based on Gender:**

**Null Hypothesis (H₀):** There is no significant difference in the level of satisfaction due to gender from non-statutory facilities among the selected sample of employees.

**Alternative Hypothesis (H₁):** There is significant difference in the level of satisfaction due to gender from non-statutory facilities among the selected sample of employees.

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
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<tr>
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<td>11.636</td>
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<td>Within Groups</td>
<td>798.364</td>
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<tr>
<td>Total</td>
<td>810.000</td>
<td>199</td>
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</table>

**Table - 1**

A Table Showing Analysis of Variance

**Analysis of Satisfaction from Non-statutory Facilities Based on Experience:**

**Null Hypothesis (H₀):** There is no significant difference in the level of satisfaction due to experience from non-statutory facilities among the selected sample of employees.

**Alternative Hypothesis (H₁):** There is significant difference in the level of satisfaction due to experience from non-statutory facilities among the selected sample of employees.
### Table - 2
A Table Showing Analysis of Variance

<table>
<thead>
<tr>
<th></th>
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<tr>
<td>Between Groups</td>
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<tr>
<td>Within Groups</td>
<td>756.644</td>
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<td>3.860</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td><strong>810.000</strong></td>
<td><strong>199</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Analysis of Satisfaction from Non-statutory Facilities Based on Age:**

**Null Hypothesis (H₀):** There is no significant difference in the level of satisfaction due to age from non-statutory facilities among the selected sample of employees.

**Alternative Hypothesis (H₁):** There is significant difference in the level of satisfaction due to age from non-statutory facilities among the selected sample of employees.

### Table - 3
A Table Showing Analysis of Variance

<table>
<thead>
<tr>
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<td>Within Groups</td>
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<tr>
<td>Total</td>
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<td><strong>199</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Analysis of Satisfaction from Non-statutory Facilities Based on Education:**

**Null Hypothesis (H₀):** There is no significant difference in the level of satisfaction due to education from non-statutory facilities among the selected sample of employees.

**Alternative Hypothesis (H₁):** There is significant difference in the level of satisfaction due to education from non-statutory facilities among the selected sample of employees.

### Table - 4
A Table Showing Analysis of Variance

<table>
<thead>
<tr>
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<th>Sig.</th>
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<tbody>
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<tr>
<td>Within Groups</td>
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Table – 5

A Table Showing Interpretation of Testing of Hypothesis

<table>
<thead>
<tr>
<th>No.</th>
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<th>F-Cal</th>
<th>Significant Value</th>
<th>Interpretation</th>
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<tr>
<td>01</td>
<td>Analysis of Satisfaction from Non-statutory Facilities Based on Gender.</td>
<td>2.886</td>
<td>0.091</td>
<td>Null Hypothesis (H₀) is accepted. So, the researcher finds no significant difference in the satisfaction from non-statutory facilities based on gender.</td>
</tr>
<tr>
<td>02</td>
<td>Analysis of Satisfaction from Non-statutory Facilities Based on Experience.</td>
<td>4.607</td>
<td>0.004</td>
<td>Alternative Hypothesis (H₁) is accepted. So, the researcher finds significant difference in the satisfaction from the non-statutory facilities based on experience.</td>
</tr>
<tr>
<td>03</td>
<td>Analysis of Satisfaction from Non-statutory Facilities Based on Age.</td>
<td>4.314</td>
<td>0.001</td>
<td>Alternative Hypothesis (H₁) is accepted. So, the researcher finds significant difference in the satisfaction from the non-statutory facilities based on age of the employees covered under the sample.</td>
</tr>
<tr>
<td>04</td>
<td>Analysis of Satisfaction from Non-statutory Facilities Based on Education.</td>
<td>0.940</td>
<td>0.422</td>
<td>Null Hypothesis (H₀) is accepted. So, the researcher finds that the level of education does not make any difference in the satisfaction from non-statutory facilities.</td>
</tr>
</tbody>
</table>

Findings:

1. The gender of the employees does not make any effects on the level of satisfaction from the non-statutory facilities.
2. The number of years of working experience creates difference in the level of satisfaction from the non-statutory facilities.
3. The Age is also a factor that creates difference in the level of satisfaction from non-statutory facilities.
4. Educational qualifications also do not create any difference in the level of satisfaction from the non-statutory facilities.
Conclusion:

The labor welfare facilities are highly required for increasing morale and dedication of the employees. The welfare facilities can be of two types. The first one is Statutory Welfare Facilities and the second one is Non-statutory Welfare Facilities. Both these types of facilities are meant for increasing satisfaction of the employees. The present study shows that, for the selected sample, the gender and educational qualification does not make any difference in the level of satisfaction whereas, the numbers of years of work and age are the factors that lead to the difference in the level of satisfaction from non-statutory facilities.

References: