Preface

The index of industrial development is the mark of economic growth and development of a nation. Without the growth of industries, the growth of an economy can never be possible. On the other side, the growth of industries can be possible only if an efficient workforce is available. Without an efficient workforce, the success of any industrial unit is not possible. To create and develop such efficient workforce is the responsibility of the employers. The workforce can be efficient, productive and creative only if it is highly satisfied.

Now, what can give satisfaction to the workforce? The answer is Labor Welfare Facilities. Yes, it is very much necessary to provide various kinds of welfare facilities to the workers in order to enhance their capacity and to give them social security. Only wages and salary do not create satisfaction, but the facilities like canteen facilities, recreational facilities, health care facilities, etc. can make their life happier and secured. This is a well recognized fact and International Labor Organization has also made it mandatory to provide such kind of facilities to the workers. In India also, the government has passed various acts that make the provisions about the welfare facilities to be provided to the workers.

In spite of the high need and provision of the law, there are so many such factories in India that do not provide such welfare facilities to their workers. This creates dissatisfaction among the workers. It is not possible for the doctoral research work to make an analysis of all the factories all over the country. So, in this research work the researcher has 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 32 i.e. around 20% of the 150 factories.

This research work is based on primary data for which the researcher has designed a questionnaire. The questionnaires are given to the employees working in the diesel engine factory in order to know their responses about the welfare facilities provided to them. The responses of the employees are recorded, tabulated and analysed by the researcher using appropriate statistical tools.
For the sake of convenience, the whole research work is divided into six chapters. The first chapter gives idea about evolution of manufacturing and factory system in all over the world as well as in India. After that it gives idea about the diesel engine manufacturing in Rajkot. The second chapter is based on the understanding of Labor Welfare. The chapter gives idea about various welfare facilities to be provided to the employees. The chapter gives meaning and definition of welfare facilities. The third chapter is about review of related literature in which the researcher has reviewed various journals, books, articles and doctoral thesis on the subject of labor welfare. The fourth chapter is about the research methodology which gives complete idea about the methodology adopted by the researcher in order to arrive at the conclusion. The fifth chapter is analysis and interpretation of the data in which the satisfaction of the employees from welfare facilities is analysed. The last i.e. sixth chapter gives summary, finding and suggestions from the research work.

I hope, this research work will be very helpful to the factory sector, students and the other researchers.