CHAPTER – V

FINDINGS, SUGGESTIONS AND CONCLUSION

This chapter has been organized in such a way that findings, suggestions and conclusion form the major components. The first component is structured into findings of general and hypotheses verification. It consists of:

- Socio demographic profile.
- Respondents’ perception on welfare measures and
- Respondents’ perception on factors of labour effectiveness.
- Respondents’ opinion on various dimensions of labour welfare measures.
- Respondents’ opinion on various dimensions of labour effectiveness.

Besides findings on verification of hypotheses concludes the finding components of the study. The second component namely suggestions focus on welfare schemes, to be considered by the governing body or management of TANCEM, Ariyalur for improving the effectiveness of respondents. Finally the third component deals with conclusion of the study.

5.1. General findings – Socio Demographic Profile

- Reasonable numbers of respondents (37.2 per cent) are between the age of 36 and 45 years. (Table 4.1.1).
- It is observed that maximum respondents (84.9 per cent) are men. (Table 4.1.2).
- In TANCEM every respondent is educated, reasonable number of (39.1 per cent) respondents were educated till 10th standard (SSLC). (Table 4.1.3).
- With regard to work experience, considerable respondents of (39.7 per cent) have work experience between 21 and 30 years. (Table 4.1.4).
- All the respondents (100 per cent) are married in TANCEM. (Table 4.1.5).
- Considerable workers’ spouses (46.5 per cent) were home makers. Besides, a reasonable number of respondents’ wives (30.8 per cent) are employed in service sectors such as teaching, hospital and government departments (electric city and railways etc) (Table 4.1.5a).
• It is clearly observed that maximum respondents (68.6 per cent) were from nuclear family consisting of husband, wife and children. *(Table 4.1.6).*

• With regard to the size of the family, reasonable number of respondents (38.5 per cent) have family with less than 3 members. *(Table 4.1.7).*

• In accordance with the classification of the department, a good number of respondents (18.6 per cent) were found to be associated with mill workshop. That is production oriented. Similarly 15.4 per cent and 15.1 per cent of the respondents were involved in mines and engineering department respectively. *(Table 4.1.8).*

• The positions of foreman and assistant foreman were held by a significant number of respondents 17.9 per cent and 20.5 per cent respectively. *(Table 4.1.9).*

• With regard to monthly income, majority of respondents (53.8 per cent) earn a monthly salary between Rs.15401 and Rs.15500 and very few respondents (4.5 per cent) earn below Rs.15300 every month in TANCEM. *(Table 4.1.10).*

• A significant number of respondents (25.0 per cent) gain Rs.7501 and above from other sources of the family such as wife’s salary, elder’s pension and son or daughter’s earning per month. *(Table 4.1.11).*

• Monthly savings among the respondents of TANCEM at Ariyalur were found to be appreciable. Reasonable number of respondents (31.1 per cent) save Rs.4001 and above every month (Comprising personal and family savings). *(Table 4.1.12).*

• In case of monthly expenditure, a significant proportion of respondents 29.2 per cent and 28.5 per cent make expenses between Rs.10001 and Rs.15000 & Rs.15000 and above respectively. *(Table 4.1.13).*

• A reasonable number of respondents (39.7 per cent) incurs medical expenses between Rs.501 and Rs.750 every month, while less number of respondents 3.8 per cent pay a monthly medical bill between Rs.751 and Rs.1000. *(Table 4.1.14).*

• A reasonable number of respondents (35.9 per cent) report that during emergency they procure loans. *(Table 4.1.15).*

• A considerable number of respondents (33.3 per cent) borrows between Rs.10001 and Rs.15000 as per the need that arises. Meanwhile very less number of respondents (9.0 per cent) do not borrow loans.(Table 4.1.16).
• A reasonable number respondents (34.0 per cent) use factory vehicle for their conveyance. *(Table 4.1.17).*

• Majority respondents (54.8 per cent) dwell in rented houses. *(Table 4.1.18).*

• While considering the domicile of the respondents, maximum respondents (60.9 per cent) were from rural background. *(Table 4.1.19).*

5.2. Findings related to the perception on labour welfare measures in TANCEM

5.2.1. Findings from the perception on statutory welfare measures *(Table 4.2.1)*

• Maximum respondents (60.3 per cent) agree with the satisfaction of the secured drinking water at reachable points.

• Majority respondents (59.3 per cent) agree with the opportunities provided to drink cool water during summer season to beat heat.

• “Well equipped separate urinals and latrines for women and men workers were maintained properly with regular cleanliness” was agreed to by considerable respondents (46.3 per cent).

• “Adequate lighting and ventilation in toilets and bathrooms” were observed and agreed by reasonable number of respondents (38.8 per cent).

• Considerable respondents (49.0 per cent) agree that they felt the presence of sufficient spitoons at notable points and also (43.9 per cent) of the respondents agree with the proper display of notice about the spitoon provisions at regular intervals.

• “Working places in the factory were surrounded with sufficient lights” was agreed to by a reasonable number of respondents (38.5 per cent).

• “Glazed windows and sky lights are cleaned regularly to prevent the shadow and slave formation” was agreed to by a reasonable number of respondents (35.6 per cent).

• “I experience heat generated at the workplace was released out through artificial humidification along with proper ventilation” was agreed to by a reasonable number of (31.1 per cent) respondents.

• “Availability of sufficient places to wash store uniform” was agreed to by a reasonable number of respondents (36.5 per cent).
• “Sufficient supply of soap cakes throughout the year” was agreed to by considerable respondents (42.9 per cent).

• A reasonable number of respondents (33.7 per cent) agree that they are aware of the presence of first aid kits at the work spot.

• “Duty doctors and assisting medical staff are available in the ambulance room during shifts” were agreed to by a considerable (42.6 per cent) of the respondents.

• “The maintenance of well furnished lunch room, shelter and changing room in the factory premises” were agreed to by considerable respondents (42.3 per cent).

• “Women workers are happy with crèche to look after their wards” were agreed to by a reasonable number of (33.3 per cent) respondents.

• “Adequate training to the maids in the crèche for effective services” was agreed to by a significant number of respondents (30.4 per cent).

• “Sitting at work place and carrying out the work will not affect the work process” was highly agreed to by a good number of respondents (23.0 per cent).

• A significant number of respondents (29.8 per cent) agree with their feeling that sitting facilities at work place will certainly reduce physical toil and reenergizes them.

• A reasonable number of respondents (33.7 per cent) strongly agree that they receive two sets of uniform and a pair of shoes every year.

5.2.2. Findings from the perception on non statutory welfare measures (Table 4.2.2)

• “I’m happy to stay in the quarters” was agreed to by a reasonable number of respondents (31.7 per cent).

• Respondents were satisfied with the housing subsidies in the event of non availabilities of quarters and this was agreed to by a reasonable number of (37.2 per cent) respondents.

• “Regular counseling for personal or work related problems makes feel satisfied” was agreed to by a reasonable number of respondents (34.3 per cent).

• Majority respondents (58.0 per cent) agree with the feeling that transport facilities of TANCEM make them be in time at work and home.
• “I receive regular training to enhance safety and to maintain good inter personal
relations” was agreed to by considerable respondents (39.7 per cent).
• “I’m satisfied with the management education to make the employees know the
latest laws and regulations” were agreed to by a reasonable number of
respondents (37.5 per cent).
• “I see qualified teachers take special care for the wards in the school manned by
TANCEM” was accepted and agreed to by considerable respondents (39.7 per
cent).
• “I take active participation in welfare fund contributions” was agreed to by a
reasonable number of respondents (33.7 per cent).
• “Distribution of prizes and scholarship to academic achievers make them feel
recognized” was agreed to by a reasonable number of 32.1 per cent respondents.
• “Workers enjoy the privilege of getting books, journals, magazine, daily and
novels from the factory library” was agreed to by 34.0 per cent of the respondents.
• “I found the existence of separate clubs for women and men employees’ exhibit
member’s talents” was agreed to by a reasonable number of respondents (34.6 per
cent).
• “Workers play games and also enjoy recreations in the factory auditorium” were
agreed to by a reasonable number of workers (33.3 per cent).
• “Purchase of grocery goods from the co operative stores of TANCEM make
workers satisfied with credit facilities” was agreed to by a reasonable number of
31.7 per cent respondents.
• “Employee feels happy in getting money from credit society at low interest rates
was agreed to by a reasonable number of respondents (34.0 per cent).
• Workers enjoys medical checkups regularly along with medical insurance for
their dependents” was agreed to by a reasonable number of 34.0 per cent
respondents.
• “Respondents are satisfied with the financial assistance provided by the
TANCEM for their wards careers” was agreed to by a reasonable number of
respondents (39.1 per cent).
• “Women employees are happy with the strict implementation of sexual harassment policy” was agreed to by a reasonable number of respondents (29.5 per cent).
• “Workers enjoy cash benefit in the event of regular attendance, achieving targets and safety practice” was found to be agreed to by a reasonable number of 29.2 per cent respondents.
• Maximum usage of paper plates and cups at all occasions in the factory premises was found agreed to by a reasonable number of respondents (38.8 per cent).
• A reasonable number of respondents (37.5 per cent) agree with rain water harvesting and planting trees throughout the factory premises.

5.2.3. Findings from the perception on job satisfaction (Table 4.2.3)
• Considerable respondents (39.7 per cent) are found to agree with ‘I look forward for Monday morning to go for work.
• It is found that majority of respondents (50.6 per cent) agree that they retain energy to attend to the family’s and dear ones’ needs at the end of each working day.
• “Most of the interaction at the work place is positive” was agreed to by a reasonable number of respondents (39.4 per cent).
• Considerable respondents (40.4 per cent) agree that they are recognized and appreciated at work.
• “Work is a real plus in my life” was agreed to by a reasonable number of respondents (38.5 per cent).
• “I feel free to work according to my ideas” was accepted and agreed to by considerable workers (43.3 per cent).
• “My values fit with the organizations values” were agreed to by a reasonable number of respondents (34.9 per cent).
• “I feel involved in the decisions that protect the organization community” was accepted by considerable respondents (41.3 per cent).
• A reasonable number of respondents (37.5 per cent) agree that they are informed about what is going on in the industry.
• Considerable respondents (42.3 per cent) agree that they know what is expected from them at work.

• “Every day at work I get the opportunity to do my best” was agreed to by maximum respondents (61.5 per cent).

• Considerable respondents (41.7 per cent) agree that their managers support them as a whole person.

• Among the respondents, a reasonable number (34.9 per cent) of them agree that their opinions are taken into account.

• “My manager reviews work progress” was agreed to by considerable respondents (41.0 per cent).

• A reasonable number of respondents (34.9 per cent) agree that they are fairly compensated.

5.2.4. Findings from the perception on job stress (Table 4.2.4)

• “I found it hard to wind down” was totally disagreed with by majority respondents (50.0 per cent).

• Considerable respondents (44.5 per cent) disagree with the intention to over react to the situations.

• Considerable respondents (47.1 per cent) disagree with “I found it difficult to work up initiatives to do things”.

• A reasonable number of respondents (35.3 per cent) disagree with “I felt that I had nothing to look forward to”.

• Among the sample respondents, a considerable number of 41.7 per cent disagree with “inability to become enthusiastic about anything in the place of work”.

• It was found that considerable respondents (40.4 per cent) represent their disagreement with getting upset and agitated rather easily.

• Out of the existing respondents, a considerable number of 41.7 per cent disagree with “being aware of the action of their heart in the absence of physical exertions”.

• “I felt life was meaningless” was disagreed with by considerable respondents (44.2 per cent).
• From the respondents, a reasonable number 32.1 per cent of them agree that situations make them anxious and when it gets relieved they turn to the normal state.

• Majority of respondents (53.5 per cent) disagreed that they feel sad and get depressed.

• Considerable respondents (44.6 per cent) disagree with “I get impatient when I was delayed in any way”.

• Similarly a reasonable number of respondents (35.3 per cent) disagree with “I felt that I had lost interest in about everything in life”.

• “I couldn’t seem to get any enjoyment out of the things I do” was disagreed with by considerable respondents (46.5 per cent).

• Finally it was found that considerable respondents (44.6 per cent) disagree with “the feeling that made them close to panic”.

• Considerable respondents (45.5 per cent) disagree with the statement “I found it hard to calm down after something upsets me”.

5.2.5. Findings from the perception on work life balance (Table 4.2.5)

• A reasonable number of respondents (36.5 per cent) are found to disagree with “My work related goals and chores force them to neglect family, friends and hobbies”.

• A reasonable number of respondents (33 per cent) disagree with “My wife solely takes care of everything at home like raising children, paying bills and banking activities”.

• “My children look after themselves since my wife is also employed” was disagreed with by a reasonable number of 35.3 per cent respondents.

• “Life at work and at family brings conflict between husband and wife” was not disagreed with by a reasonable number of respondents (34.3 per cent).

• “I’m totally pressured by family, wife, work, personal interest and desire” was disagreed with by a reasonable number of 34.3 per cent respondents.

• “Life at Work and in family happens to be like seesaw” was agreed to by considerable respondents (40.1 per cent).
Considerable respondents (43.3 per cent) disagree with “the aspect of prioritizing work or career rather the life (family or children”).

“I can’t blame anyone for my happiness or lack these” was agreed to by a reasonable number of respondents (37.5 per cent).

“I had not had a good laugh in the past years” was also disagreed with by a reasonable number of 33 per cent respondents.

Considerable respondents (40.7 per cent) failed to agree with “I had not read newspaper with a cup of coffee or called on an old friend to share personal thoughts”.

“Why was good to my wife, work and kids at the end I feel miserable” was disagreed with by considerable respondents (41 per cent).

A reasonable number of respondents (39.1 per cent) accept and agree that they are satisfied with the personal life and career.

“I’m free to say that I’m angry now, approach me later after 3 hours when I’m relieved from angry” was agreed to by a reasonable number of respondents (34.3 per cent).

“I can spare time to my family in between the busy schedule” was agreed to by a reasonable number of respondents (37.8 per cent).

“Everyone is happy in his / her own individual ways and choice” was accepted and agreed to by considerable respondents (48.1 per cent).

5.2.6. **Findings from the perception on industrial relation** *(Table 4.2.6)*

- “I feel strong job security will build good industrial relations” was found to be agreed to by most of the respondents (52.2 per cent).
- Most of the respondents (42.9 per cent) agreed “the sense of belonging among the workers creates stable industrial relations”.
- “I feel industrial democracy has brought workers’ participation in managerial decisions” was agreed to by a large number of respondents (41.3 per cent).
- More number of respondents (41.3 per cent) agree with “I felt improving labour productivity will influence industrial relations”.
- From the total respondents, 39.1 per cent of them agree with “Conducive working and better living conditions escalate industrial relations”.

219
• “I realize exploitation of workers will definitely affect industrial relations” was agreed to by 50.6 per cent of the respondents.
• Majority of the respondents (53.8 per cent) agree with “When legal provisions are properly enforced then industrial relations will be effective”.
• “Strong trade union has a role in stable industrial relations” was accepted and agreed to by more number of the respondents (50.6 per cent).
• “Mutual understanding as well as accommodation between workers and management maintains good industrial relations” was trusted and agreed to by 46.8 per cent of the respondents.
• “I’m confident that sincere implementation of the agreement will have better industrial relations” was found to be agreed to by 45.5 per cent of the respondents.
• “Progressive management will provide sound and stable industrial relations” was strongly agreed to by 22.1 per cent of the respondents.
• Majority of the respondents (43.9 per cent) agree that mutual trust and confidence will lead to good industrial relations.
• “I feel regularity in government policies will decide the positive industrial relations” was agreed to by majority of the respondents (50.3 per cent).
• From the available respondents, 48.4 per cent of them agree with “I observe wage satisfaction among workers will bring stable industrial relations”.
• “Equal remuneration between male and female workers will definitely enhance the industrial relations” was agreed to by most of the respondents (45.5 per cent).

5.2.7. Findings from the perception on labour productivity & efficiency (Table 4.2.7).
• “I feel personal drive increases productivity and efficiency” was agreed to by most of the respondents (40.4 per cent).
• “Adequate training uplifts my productivity and efficiency” was agreed to and accepted by more number of respondents (42.0 per cent).
• Among the respondents, a large number of the respondents (33.7 per cent) agrees with “Regularity in day’s work flow positively influences my productivity and efficiency”.

220
• “Measures to minimize tiredness, turnover and absenteeism will positively influence productivity and efficiency” was agreed to by 34.9 per cent of the respondents.
• Totally 46.5 per cent of the respondents agree with “My attitude towards fellow workers and management will affect productivity and efficiency”.
• From the available respondents 49.0 per cent of them agree with “Regulating labour welfare measures will improve productivity and efficiency”.
• “I feel effective functioning of trade union enhances the productivity and efficiency” was agreed to by 44.2 per cent of the respondents.
• “I think diffusions of responsibility upgrades productivity and efficiency” was accepted and agreed to by 45.2 per cent of the respondents.
• Majority of the respondents (38.8 per cent) agree with “I’m aware that social cohesiveness plays a role in productivity and efficiency”.
• “I realize that competition and discouragement decrease productivity and efficiency” was agreed to by 37.2 per cent of the respondents.
• “I used to avoid or delete unwanted targets in order to increase productivity and efficiency” was felt true and agreed to by 36.9 per cent of the respondents.
• “I identify peak cycle of production to multiply productivity and efficiency” was purely accepted and agreed to by a large number of true workers (40.7 per cent).
• “I set worst work first or heavy toil work first so that productivity and efficiency increase” was accepted and agreed to by 37.8 per cent of the respondents.
• Among the existing respondents, 41.7 per cent of them agree with “I usually batch similar task (phone calls, postal works and bank transactions) to elevate productivity and labour efficiency”.
• “I fix daily goals to escalate productivity and efficiency” was decided and agreed to by 41.0 per cent of the respondents.

5.2.8. Findings from the perception on various dimensions of labour welfare measures (Table 4.3.1)

• Majority of the respondents (53.8 per cent) registered high level responses to the statutory welfare measures received.
• In case of non statutory measures, majority of the respondents (56.4 per cent) recorded high level responses.
• Majority of the respondents (57.7 per cent) show high level responses to overall welfare provisions of TANCEM.

5.2.9. Findings from the perception on various dimensions of labour effectiveness

(Table 4.3.2)
• In relation to job satisfaction, majority of the respondents (55.4 per cent) made high level responses.
• Majority of the respondents (54.2 per cent) registered low level responses to job stress in TANCEM, Ariyalur.
• Maximum respondents (59.6 per cent) made high level responses to work life balance in TANCEM, Ariyalur.
• It is inferred that majority of the respondents (56.1 per cent) show high level responses to the industrial relations in TANCEM at Ariyalur.
• Maximum respondents (61.9 per cent) registered high level responses towards labour efficiency and productivity.
• Finally for labour effectiveness, majority of the respondents (51.0 per cent) delivered high level responses.

5.2.10. Findings from the ‘Difference between gender of the respondents and their perception on labour welfare measures, and factors of labour effectiveness’

(Table 4.4.15)
• High mean 69.57 for male respondents corresponds with their high perception on statutory welfare measures.
• Female respondents have high mean 68.06 exhibiting their high perception on non statutory welfare measures.
• Female respondents show high mean 136.81, leading to the result of no significant difference between gender of the respondents and their perception on over all welfare measures.
• Similarly female respondents with high mean 51.09 show high job satisfaction (i.e.) existence of significant difference between gender of the respondents and their job satisfaction.

• High mean 39.02 found for female respondents than the male respondents, reports the presence of significant difference between gender of the respondents and their job stress.

• High Mean 44.91, expresses that female respondents balance their life at home and in the work than their colleagues (i.e.) male respondents, and this justifies the significant difference existing between gender of the respondents and their work life balance.

• With regard to industrial relations, female respondents possess high mean 54.62, and register no significant difference between gender of the respondents and their industrial relations.

• Meanwhile male respondents with high mean 48.92 reveal high labour productivity and efficiency, proving that there is a significant difference between gender of the respondents and their labour productivity and efficiency.

• Finally mean 237.64 for male respondents being greater than that of female respondents (236.85) reports that there is no significant difference between gender of the respondents and their labour effectiveness.

5.3. Findings from Hypotheses Testing

• Job satisfaction of the respondents has significant association with their age, monthly income and work experience at TANCEM, Ariyalur. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.1).

• Perhaps educational status of the respondents has no significant association with their job satisfaction. Thus null hypothesis is accepted and research hypothesis is rejected (Table 4.4.1).

• Age, work experience, education status and monthly income of the respondents have significant association with their stress in job. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.2).
• Age and monthly income of the respondents have significant difference with their work life balance. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.3).

• Experience gained and the educational status of the respondents have no significant difference with their work life balance. Thus null hypothesis is accepted and research hypothesis is rejected (Table 4.4.3).

• The industrial relations in TANCEM have significant difference with age, work experience and monthly income of the respondents. Hence null hypothesis is rejected and research hypothesis is accepted Table (Table 4.4.4).

• Educational status of the respondents has no significant difference with comfortable industrial relations. Hence null hypothesis is accepted and research hypothesis is rejected (Table 4.4.4).

• Labour productivity and efficiency of the respondents have significant difference with age, educational status and work experience of the respondents in TANCEM. Thus null hypothesis is rejected and research hypothesis is accepted (Table 4.4.5).

• Monthly income of the respondents has no significant difference with their productivity and efficiency. So null hypothesis is accepted and research hypothesis is rejected (Table 4.4.5).

• Respondents’ perception on statutory welfare schemes of TANCEM is found to have a significant difference with their age and work experience. Thus null hypothesis is rejected and research hypothesis is accepted (Table 4.4.6).

• Similarly respondents’ educational status and monthly income make no significant difference in their perception on statutory welfare schemes. Hence null hypothesis is accepted and research hypothesis is rejected (Table 4.4.6).

• Finally the socio demographic profile namely age, monthly income, educational status and work experience have significant difference with their perception on non statutory welfare schemes of TANCEM. Thereby null hypothesis is rejected and research hypothesis is accepted (Table 4.4.7).

• Respondents’ opinion on existing statutory welfare measures has no significant association with their job satisfaction. Hence research hypothesis is rejected and null hypothesis is accepted (Table 4.4.8).
• There is a significant association between the perception of respondents on non statutory welfare measures and their job satisfaction. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.8).

• There is a significant association between the perception of the respondents on statutory welfare schemes of TANCIEM and job stress. Thus null hypothesis is rejected and research hypothesis is accepted (Table 4.4.9).

• Similarly there is a significant association between the perception of the respondents on non statutory welfare schemes of TANCIEM and their job stress. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.9).

• There is no significant association between the perception of the respondents on statutory welfare schemes of TANCIEM and work life balance. Hence null hypothesis is accepted and research hypothesis is rejected. (Table 4.4.10).

• It is confirmed that there is a significant association between the perception of the respondents on non statutory welfare schemes of TANCIEM and work life balance. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.10).

• Perhaps there is a significant association between the perception of the respondents on statutory welfare schemes of TANCIEM and their industrial relations. Hence null hypothesis is rejected and research hypothesis is accepted (Table 4.4.11).

• There exists a significant association between the perception of the respondents on non statutory welfare schemes of TANCIEM and their industrial relations. Hence research hypothesis is accepted and null hypothesis is rejected (Table 4.4.11).

• There is a significant association between the perception of the respondents on statutory welfare measures and their productivity & efficiency. Hence research hypothesis is accepted and null hypothesis is rejected (Table 4.4.12).

• There occurs a significant association between the perception of the respondents on non statutory welfare measures and their productivity & efficiency. Hence research hypothesis is accepted and null hypothesis is rejected. (Table 4.4.12).
• A look into the socio economic profile of the respondents and their labour effectiveness reveals that there exists a significant association among age, educational status, work experience and monthly income of the respondents and their labour effectiveness in TANCEM. Null hypothesis is rejected and research hypothesis is accepted. *(Table 4.4.13).*

• There is a significant association between the perception of the respondents on statutory welfare measures in TANCEM and their labour effectiveness. Thus null hypothesis is rejected and research hypothesis is accepted *(Table 4.4.14).*

• There happens to exist a significant association between the perception of the respondents on non statutory welfare measures in TANCEM and their labour effectiveness. Hence null hypothesis is rejected and research hypothesis is accepted *(Table 4.4.14).*
5.4. Strategic Model of Labour Welfare Measures

The researcher has devised an analogy to Herzberg two factor theory. According to Herzberg, two factor theory consists of maintenance (hygienic) and motivational factors which form the basic insight force that drives workers in their respective work to be effective. While hygienic factor consists of achievements, recognition, advancement, work itself, responsibility and possibility of growth, maintenance or hygienic factors include company policy or administration, technical supervisor, inter personal relationship with subordinates, salary, job security, personal life, working conditions and status. The investigator has found statutory welfare and non statutory welfare schemes to
be the maintenance and motivational factors. The presence of statutory welfare does not motivate the workers much enough and the other welfare namely non statutory welfare is the real motivational force. In its absence the chance for de-motivation is quite high. It is observed that absence of statutory welfare will bring job stress, job dissatisfaction, imbalance in work and family and industrial unrest. Totally labour productivity and efficiency are promoted by non statutory welfare schemes. Statutory welfare leads to survival of the workers and non statutory benefits bring growth and development of the organization through the committed workers. When both statutory and non statutory were tuned systematically, then labour effectiveness will be enhanced automatically.

5.5. Suggestions

• The atmosphere where cement production is carried out is filled with dust and fumes. Measures to minimize dust and fumes like filters ought to be strictly put in place in order to reduce health hazards.

• Mineral water plant may be installed so that chlorinating and distilling the drinking water become needless.

• Used plates and tumblers in the canteen can be replaced with fresh ones at regular intervals (every year). Like self serving, self washing of used plates and tumblers can be encouraged which will result in reducing wastages and maintaining hygienic practices. The menu served ought to be changed at stipulated time so that utilization of the canteen can be maximized.

• Instead of giving 50 per cent fee concession for wards of the workers, free education can be made for them. The existing value of cash award for the State toppers in SSLC and HSC shall be hiked. Besides annual prizes with certain value might be distributed to all classes, to develop and glow the spirit of achievement within them.

• Frequent usage of welfare fund should be curtailed through proper scrutiny of utilization. Within a year certain limitations for regular request to this fund can be imposed.

• Workers and their dependents can be motivated through competition and prizes in order to utilize the library effectively.
• Ladies’ and mens’ club can be more productive by indulging in creating awareness on several burning issues like rain water harvesting, pollution free environment, ways to avoid accident and deadly disease.

• In employees’ co-operative societies, fruits can be stored according to their seasons. Similarly stationary materials can include text books and notes. Kits for engineering students can also be stocked and distributed on concessional prices.

• Practice of shift system can be slightly modified by including ‘flexi time’ of work system. Workers might be given option to make use of any shift convenient for them. The total eight hours can be spent in the form they prefer and the aspect of rigidity in work might be removed.

• Workers may be encouraged through the employee referral system, where their relatives and friends can be absorbed at various positions.

• Promotion system must be regularized according to the fixed years of completed services or to the extraordinary performance in a work.

• Instead of going for direct and close supervision, indirect supervision is advisable. This increases responsibilities and commitment among workers, forces workers to improve their concern and involvement in the work.

• Motivation and training workers can be encouraged to avoid procrastination and educate them to eliminate things and items which can’t be done and to concentrate on those that are important first.

• Latest techniques and methodology can be adopted in the counselling. Stress relieving therapy and group discussion therapy can be adopted instead of practicing counselling centered approach. Practicing of yoga and meditation can be regularized before labourers start their day’s work.

• Regular staff orientation programme on balancing the work and family can be carried out like those in IT sectors. Work-life balance initiatives such as child care support centers and elder care systems etc are the welfare arrangements that help to balance family and work.

• Training workers to schedule brief breaks of ten-minute for every two hours throughout the day, will certainly increase productivity and effectiveness. At the end of each day it helps to set realistic priorities for the following day.
• Psychological rewards such as workers’ participation in management, job enrichment, and suggestion schemes are to be given due importance.

• The roles and functions of trade unions ought to be enhanced. Instead of just involving in negotiation alone, they are to take active participation in bringing harmonious industrial relations. Thereby trade unions help to promote the status of labour without harming the interests of management.

• Extreme pressures in the form of overtime, work pace inertia, close supervision and stacking of trades etc when reduced will naturally improve labour productivity.

• Maintaining conducive work environment such as, flexible work conditions leads to increased labour efficiency (i.e.). Friendly, safe and encouraging environment gains very best from labourers. Generous fringe benefit packages like advanced health insurance coverage, paid vacation days and paid time off for personal illness have a greater influence on labour efficiency.

• Conducting regular survey of worker engagement level and delivering frequent feedback become the driving force for labour effectiveness.

5.6. Suggestions for Future studies

In order to strengthen the research content in the area of labour welfare, the following studies can be carried out. A study of the same nature can be conducted in private sector. Besides a comparative study between private and public sector can be carried out to measure the implementation of the statutory measures and innovation in non statutory welfare schemes. If possible, a longitudinal and experimental study can also be performed by keeping one group as a control group and the other as experimental group where one can introduce, modify and improve the welfare measures (non statutory welfare) and verify the impact on the labour effectiveness. Apart from the few selected factors of labour effectiveness, new factors can be considered for the labour effectiveness.
5.7. Conclusion

This study helps to realize the importance of welfare schemes as an effective means to bring efficiency transformation within workers in an organization. The workers are made to deliver good services, safe work and healthy relationship with fellow workers through welfare measures. It is evident from the study that both the welfare schemes namely statutory and non statutory measures provide equal contributions towards the well being of the workers who in turn extend their fullest cooperation and commitments through labour effectiveness. The vital dimensions of labour effectiveness are focused by the labour welfare measures. Even though intra mural functions instigate less motivations within workers, it helps to reduce dissatisfaction with the job, manage stressful work, overcome work and family imbalance and finally wipe out industrial unrest. Extra mural benefits encourage and keep the spirit of labour productivity and efficiency burning within each individual worker. These measures collectively bring labour effectiveness. Effective implementation of welfare measures reflects a sea change in the attitude of the workers and develops commitment and affiliation. Accordingly workers may co operate wholeheartedly and put discretionary effects to achieve the organizational objectives.

Owing to the dawn of free economy, more MNC’s (Multinational Companies) are seen entering India. The importance of the social security such as necessity of industrial safety and vitality of worker’s welfare is not even thought of. Hence they give scant respect to the industrial Acts, which are mandatory to the Indian industries. In simple terms it can be remarked that the soil legislations are not followed by the MNC’s in our country since they follow their parent nation’s laws. MNC’s make use of our labours and all the essential benefits for these workers are not looked into. Most of the labour legislations in India are violated and it brings industrial unrest in different places. Hence this study highlights the success of TANCEM which has sound record of industrial peace and labour effectiveness. On the whole it is concluded that over all labour welfare measures ultimately bring labour effectiveness of an industry.
SUMMARY

The present descriptive study was undertaken to understand the opinion of the respondents about welfare measures. Labour welfare measures’ influence on labour effectiveness forms the second half of the core study. The researcher has used the tested scale with weightage points ranging from one to five. The tool developed by him was subjected to reliability test before using. The study aims at the influence of statutory and non statutory welfare schemes on various factors of labour effectiveness. The researcher has taken total population of workers for his study. The researcher had collected possible secondary information from available sources including internet and has reviewed them for the sake of understanding the concept and the related research carried out in yester years. The study portrays methods and methodology along with the layout of the whole investigations. The analysis of the data contains table forms of whole investigations. The dissertation has several numbers of tables giving statistical tests like Chi-square test and Oneway ANOVA analysis of variance test (f test) to the answers given by the respondents in the questionnaires. It also provides major findings about the workers’ perceptions on welfare schemes and its association with labour effectiveness, particularly on the factors of labour effectiveness. Besides findings related to socio demographic profile and its relation as well as difference with labour welfare measures and labour effectiveness respectively are also given in detail. The thesis would become incomplete and irrelevant if the study doesn’t propose any course of action for the importance of labour welfare and labour effectiveness; so the researcher has proposed some suggestions for future research and enlisted them out. It is the sincere hope of the researcher that this study has clearly indicated the impact of labour welfare on labour effectiveness which would be an eye opener to give importance of the implementation of non statutory welfare measures. The researcher also believes that this research would prove to be of value to the organization and to the fresh researchers.