CHAPTER - V
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FINDINGS, SUGGESTIONS AND CONCLUSION

INTRODUCTION

Road transport is the principal mode of internal transport in any country. As a prime mover of activities, road transport brings villages and towns closer to one another and render vital economic services. Road transport industry is employment intensive as investment in road transport generates employment in road construction and maintenance and in related activities. Being largely a public utility and constituting the core of economic and social infrastructure, the road transport corporation is under constant public scrutiny with regard to services rendered to the traveling public. They have become crucial factor affecting the quality of human life in the contemporary society.

The objective of TNSTC is to render quality services to the public at minimum cost. Selfless services to the public can be made possible, only when the employees who are the core asset of the corporation work, efficiently by taking utmost care and diligence. This will be facilitated when they are provided with adequate welfare facilities. Therefore an attempt has been made to evaluate the welfare facilities provided by TNSTC, Salem to the workers in all ways taking into account the relevant aspects.
FINDINGS

Based on the study and analysis made, the following were the findings.

i) The qualification of employees cadre are less than plus two.

ii) Technical cadre employees are of young age i.e., between 20 and 30.

iii) The wage structure in TNSTC finds good in all cadres.

iv) Bonus system of the corporation is below average only.

v) On an average welfare facilities are fair.

vi) Cleanliness in the corporation is not upto mark of the sample workers. In other words cleanliness is not good.

vii) Excepting first aid facility, other related medical facilities are satisfactory only.

viii) Regarding canteen provision, employees are felt it is good and officials it as satisfactory.

ix) Job security in the corporation is good when compared to private bus companies.

x) Adequate promotion viability are undertaken by TNSTC, Salem.

xi) Majority of the superiors behave with their employees, as friendly. One third of the superiors are partial in their activities.

xii) Based on the study, rate of autonomy among employees are less.
xiii) Two third of the workers are of the opinion as to good drinking water facilities are provided by the corporation.

xiv) Under ranking of various welfare facilities, canteen gets first, sanitary fourth and education fifth rank and other facilities are of mixed ranking.
SUGGESTIONS

The following suggestions are made by the researcher to improve welfare facility and the corporation.

1. Well-educated persons may be appointed as employees.
2. Age criteria must be taken for promotion.
3. Incentives to young employees may be given as cash / kind.
4. Wage structure of the employees may be modified in consultation with trade union.
5. Due to financial crisis the govt. have stopped the bonus payment and it may be corrected in future.
6. Under specific welfare facilities, drinking water may be provided with adequate safety measures to avoid disease.
7. Proper cleaning facilities may be introduced by the corporation to ensure pollution free air among the workers.
8. Adequate care can be taken with regard to medical facility like hospital, reimbursement etc.,
9. To suit the needs of officials, canteen facility may be altered / improved.
10. Job security may be assured for employees working more than three to five years.
11. Relation with superiors may be improved by discussions, meetings etc., to avoid fear.
12. Due autonomy may be given to work the workers freely with out based on others.
13. Good drinking water facility should be continued in future also.
14. All the welfare facilities are to be improved based on the present needs of the employees, since most of them are old method only.
CONCLUSION

Labour welfare implies the voluntary efforts of the employers to establish within the existing industrial system, working and sometimes living custom of the industry and the conditions of the market. Thus in the labour welfare most acts or amenities for workers are not included, which are essential and prescribed by the labour laws, customs of the place and required by the virtue of market conditions. The Labour Welfare Acts are the voluntary effort that is over and above essential under law, of the industrialist to improve or ameliorate the conditions of the workers.

Employees of TNSTC should give their fullest support and cooperation to ensure efficient service to the public. Despite the heavy financial burden on the corporation, the management should make the employees, self-contented. The employees, on their part should strive to increase productivity, efficiency and profitability and enable the corporation to bear the financial commitment. Majority of the employees are of the opinion that they may are motivated by adequate welfare facilities of the corporation.