CHAPTER I
CHAPTER – I

A STUDY ON THE LABOUR WELFARE

SERVICE IN TAMILNADU STATE TRANSPORT CORPORATION

(SALEM – DIVISION – I) Ltd., SALEM – 7

INTRODUCTION

The success of every business enterprise, may be commercial objectives or service objectives, it may be big or small, private – owned or public controlled, is dependent upon its human power. Even in the modern technological world the "MAN POWER" is a most important one to any smoothly running enterprises.

If the harmonious relationship between the management and labour force in the organization, then surely it can achieve its objectives without any problem. Therefore to improve the precious human resource, each and every business enterprises should be taken proper steps in the form of "LABOUR WELFARE SERVICE".

LABOUR WELFARE DEFINITION

Labour investigation committee defines, "welfare as anything done for intellectual, physical, moral, economic and betterment of Employees.

Importance of Labour Welfare

The improvement in the conditions of employee's life and work will lead to high production and peace, which will ultimately lead to the national products. Employee's welfare increase the productivity efficiency of the workers and induce them a new sprit of self-relations and consciousness.
The labour welfare to save the workers from the productive efficiency and to make the country to move prosperous. Labour welfare is very essential for industrial workers.

Thus the "WELFARE SERVICE" refers the system or method of implementation of various welfare facilities for workers. These facilities may be financial as well as non-financial.

Financial Facilities

Financial facilities means any facilities to the workers provided by the employer in the form of cash. That is salary, wages, allowances, bonus etc., for set the infrastructure facilities like food, clothing, shelter, and other needs of life to a man compulsory necessary the "Finance". Therefore the financial facilities most important one in the "Labour Welfare".

Non-Financial Facilities

Non-financial facilities like, safety measures health, welfare facilities working conditions, medical facilities, educational facilities to employee's children, housing facilities, accident control, proper training etc.,

Worker's safety, good working conditions are as most important to an organization. A proper welfare scheme can help to improve the morale of employees.

Nowadays the worker's safety and health condition at the working place have been getting more attention of psychologists, sociologists and industrial engineers. Psychologists are concerned with the theoretical consideration of accident causation and research into accident control, through proper selection, training, education to worker about work done by the workers, proper ventilation facilities in workshop, proper lighting etc.,
Engineers and safety offices usually render necessary practical advise on certain aspects of safety in industries. Good structure of remuneration, may increase the higher productivity and also it may give satisfaction with their worker.

Well-maintained welfare measure and safety activities by the employer give much more benefits to the worker. A favorable working condition may give more involvement with the job to the workers.

And keep a good relationship among the workers through same type of the welfare facilities and remuneration to the same type of the workers. Unbiased behaviour of the employer on the employees also becomes good relationship among them.

The organization should provide various facilities like good canteen facilities, transport facilities to workers, medical facilities, and educational facilities to worker's children.

These facilities may be relieve the workers from their mental presser. Through providing the cited facilities workers can involve in their workers and expect good performance from them.

The enterprise announced any award and reward to the outstanding performance of workers might motivate them. And also those kinds of people feel that the organization is encouraging the performed workers this feeling can be induce to work. Simultaneously the productivity may be increase. On the other hand the announcement motive the average people to work outstanding.

Therefore remuneration, safety and working conditions are creating good relationships between the workers and the employers. So, that it may be
reduce tension and provide satisfaction to the workers, and it may be helpful to activating higher productivity and established the industries with a degree of increased morale.

STATEMENT OF THE PROBLEM

In this study attempts made to know the welfare facilities for workers provided by the Tamil Nadu state transport corporation (Salem Division – I) Ltd., And also to know the attitude of the employee's about the existing welfares facilities providing by the corporation.

OBJECTIVE OF THE STUDY

The following objectives are for this study

1. First of all to find the working condition and also living condition of the employee's of Tamil Nadu state Transport Corporation (SALEM – DIVISION – I) Ltd., SALEM – 7.

2. To analyze and examine the need and importance of welfare measured in the corporation.

3. To study of existing statutory and statutory welfare facilities provided by the corporation.

4. To analyze the attitude and thought of the employee's about the existing welfare facilities provided by the corporation.

5. To find out degree of satisfaction of employees in welfare measures.

6. To offer new suggestion to the management if the employees not satisfied about the existing welfare facilities provided by the corporation.
SCOPE OF THE STUDY

The present study related to various welfare facilities provided by the Tamil Nadu state Transport Corporation (SALEM – DIVISION – I) Ltd., to its employee’s and also the attitude of the employee’s about the facilities. This study covers various health facilities, medical, sanitation, education facilities and other important welfare facilities.

Through this study an attempt to investigate the attitude and personal opinion about the welfare facilities provided by the corporation.

AREA OF THE STUDY

The Tamil Nadu State Transport Corporation (SALEM – DIVISION – I) Ltd., is situated in Ramakrishna road in Salem District. It performing as Head Office of TNSTC for Salem District. It having a fleet strength of 944 Buses with 20 Branches. Every day the corporation is operating 3.95 Lakhs. kms. and 10.72 Lakhs of passengers on traveling. This corporation has provided employment to 5478 persons.

The study of "LABOUR WELFARE SERVICE IN TAMIL NADU STATE TRANSPORT CORPORATION (SALEM – DIVISION – I) Ltd., has been selected for the following reasons

1. The researcher living in Salem District. Therefore for the convenient of transport from Home to Corporation.

2. This corporation situated in centre place of the District. It is favour to easy data collection and very ofter go to corporation.

3. The word "Transportation" is very important one to all. And it closely related to all level of people’s life in directly or indirectly. Therefore the
researcher really proved to do this dissertation work in "Transport Area".

LIMITATION OF THE STUDY

The present study is an attempt to analysis and to know the opinion of the employee's about the Labour welfare service in TNSTC. The following are the Limitations of the study.

(1) The study is Limited to Tamil Nadu state Transport Corporation, Salem District only.

(2) For the study, drivers, conductors, administrative staff and techniciary alone are taken into consideration.

(3) A sample of workers about 90 from the large number of workers 6456.

(4) The present study may not be applicable to other organizations.

PURPOSE OF THE STUDY

The most importance purpose of this study to make a scientific study of various welfare facilities provided by the corporation. And to find out the attitude and personal thoughts of the employee's of the corporation about the Labour welfare measures.

CHOICE OF THE COMPANY

The study was undertaken in Tamil Nadu state Transport Corporation (SALEM – DIVISION – I) Ltd., Salem – 7. The TNSTC (SALEM – DIVISION – I) Ltd., was purposely selected as it provided the required facilities for this study. The corporation was several departments to undertake the study in better way.
COLLECTION OF DATA

The study i.e., Labour welfare service in TNSTC (SALEM – DIVISION – I) Ltd., involved both primary and secondary data. The secondary data were collected from the records of the corporation and other published report.

SAMPLING

The sample for this study has been taken from the Tamil Nadu state Transport Corporation (SALEM – DIVISION – I) Ltd., Salem. Total numbers of workers of the corporation are 6456. Out of which 90 workers has been chosen for this research.

The random sampling technique has been used for this study.

TOOLS OF DATA COLLECTION:

Questionnaire survey is selected as tools for data collection. The survey schedule was prepared with questionnaires relating to personal data and welfare facilities has provided by the corporation.

1. Various Health and Medical Facilities provided by the corporation
2. Sanitation Facilities
3. Recreation Facilities
4. Various Medical Facilities to employee’s
5. Various Educational Facilities
6. Other welfare Facilities

PRE – TEST

The interview schedule was examined by the GM. of Tamil Nadu State Transport Corporation (SALEM – DIVISION – I) Ltd., SALEM – 7.

The interview schedule was classified into two parts. The first part is related to the general background of the respondent. The second part
attempts to find out the attitude of the workers towards the welfare facilities
provided to the employee's by the corporation.

CHAPTER SCHEME

The dissertation is divided into five chapters.

CHAPTER — I

The first chapter consists of Introduction, statement of the problem,
objectives of the study, scope of the study, area of the study, limitations,
research methodology and chapter scheme.

CHAPTER — II The second chapter consists of the profile of the Salem District
and TNSTC.

CHAPTER — III The third chapter discuss about the Labour welfare measures
according to Industrial Law.

CHAPTER — IV The Fourth chapter deals with analysis of data pertaining to
the study of Labour Welfare facilities to the employee's and their attitudes
about this and also this corporation.

CHAPTER — V The fifth and last chapter is made up of findings of the study,
suggestion and conclusion.