CHAPTER V

Summary of findings and suggestions

In the world of changing value, where ideologies are rapidly undergoing transformation, rigid statements about the field of labour welfare need to be revised. Further, labour welfare work is increasing with increasing opportunities and needs to meet varying situations. It is also increasing with the growing knowledge and experience of techniques. The test of labour welfare activity is that is removes directly or indirectly any hindrance physical or mental of the employees and restores to him the peace and happiness.

Labour welfare measures are the benefits which are provided by the employer to an employee and which are not in the form of wages, salaries, and time rate of payment. Employers provide labour welfare measures to raise employee's morale, to meet their social responsibility and to make effective use of the work force. The followings are the summary of findings and suggestions given by studying the labour effectiveness in the Salem Steel Plant, Salem.

FINDINGS:

To study the Age wise classification of employee's statistical tool chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.
To study the sex wise classification of employee's statistical tool chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the education wise classification of employee's statistical tool chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the experience wise classification of employee's statistical tool chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about canteen facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the employee's opinion about shelters & rest rooms facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.
To study the employee's opinion about drinking water facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the employee's opinion about sanitary conditions facilities provided by the company chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about hospital facilities provided by the company chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about safety facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the employee's opinion about children education facilities provided by the company chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.
To study the employee's opinion about working conditions facilities provided by the company chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about welfare legislation facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the employee's opinion about Technical training facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the employee's opinion about Trade Union facilities provided by the company chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about holiday facilities provided by the company chi-square test has been applied. It is found that the calculated value
is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about house accommodation facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

To study the employee's opinion about long service award provided by the company chi-square test has been applied. It is found that the calculated value is higher than the table value at 5% level of significance. Hence we reject the hypothesis.

To study the employee's opinion about cultural & cooperation facilities provided by the company chi-square test has been applied. It is found that the calculated value is lesser than the table value at 5% level of significance. Hence we accept the hypothesis.

SUGGESTIONS:

1. Medical facilities can be improved by giving 50% concession to the workers.

2. Employee state insurance facilities should be standardized by increasing number of doctors and providing 24-hours service to the workers.
3. Rest rooms facilities can be improved by building cement beds, increasing the number of fans and windows can be netted.

4. Improvement in quality of food stuffs in suggested and varieties in meals can be added with regard to canteen facilities.

5. With the help of co-operative housing society, company can assist financial facilities to their employees. For example, vehicle loan at present lending amount is RS 10,000/- it can be increased to RS 15000/-

6. Housing loan amount can be increased adequately.

**GENERAL SUGGESTIONS:**

To conclude, the following are the suggestion offered to improve the facilities for employees which will enable them to work more effectively.

1. Safety shoes and more than one set of uniform can be provided to shock floor workers.

2. Hot water and water cooler may be provided to the workers.

3. Monthly get together can improve smooth and cordial relationship between superior and subordinate.

4. Long service award can be given to the workers. For example, for 15 years serviced workers, long trip can be arranged. For 25 years serviced workers educational facilities to their children can be provided.
5. The company can arrange buses for transportation to reach the company in time, especially for workers working during night shifts.

6. A little improvement can be made in the maintenance of toilets, dust bins and washing places even though its maintenance is satisfactory.

7. It is suggested to conduct a periodical survey once in six months or every year and take counter measures from the feedback elucidated. This involves continuously checking and improving the quality of welfare measure.

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DIAGRAM NO.1
EMPLOYEES AGE CLASSIFICATION

- Below 35 Years: 33
- 35 - 50 Years: 8
- Above 50 Years: 59
DIAGRAM NO.2
EMPLOYEES EDUCATIONAL CLASSIFICATION

- General Education
- Technical Education
- Schooling
DIAGRAM NO.3
EMPLOYEES EXPERIENCE CLASSIFICATION

- 15 in 0-10 Years
- 11 in 10-20 Years
- 74 Above 20 Years

Legend:
- 0 - 10 Years
- 10 - 20 Years
- Above 20 Years
DIAGRAM NO.4
EMPLOYEES OPINION ABOUT DRINKING WATER

- Good
- Satisfied
- Not Satisfied

10
0
90
DIAGRAM NO. 5
EMPLOYEES OPINION ABOUT SAFETY

- 25 Good
- 0 Unsatisfied
- 75 Satisfied
- 0 Not Satisfied