CHAPTER -I

INTRODUCTION :

An industry is the backbone of any country which plays a vital role in building the economy of a country. Industries utilise the untapped resources process it with the help of men and machines, converts. It is as a final products and supplies the product to the consumers either through themselves or through agents. There are four factors of production men, material, environment and capital. Industries employs the above four factors of production to produce the product. Hence industry is a social world in miniature.

Industrial life creates a source of social relationships. These relationship not only affects the relations between employer and employees but also the industry as a whole social relationship can be made stronger by reducing any conflicts between the employer and employee.

The term 'welfare' is derived from the French phrase 'welfare' which means to “Farewell”. The chamber’s dictionary defines the term 'welfare' as a state characterized by happiness, well being or prosperity ".

The term "welfare" suggests many idea, meaning and connotations, such as the state of well-being, happiness, prosperity, and the development of human
resources "WELFARE" refer to a state of living of an individual or a group in a
desirable relationship with total environment ecological, economic and social.

Labour welfare is a part of social welfare "social welfare" has been defined
as "that of general welfare which can be brought directly or indirectly into
relation with measuring rod of money", According to willensky and labeaux,
social welfare all under to "those formally organized and socially sponsored
institutions, agencies and programmers which function to maintains or improve
the economic conditions health or interpersonal competence of some parts or all of
a population. Social welfare aims at the well being of people by helping them
make better adaptation to the existing social structure. It seeks to raise the human
level of life - cultural, economic and psychological.

The term "labour welfare" is very comprehensive and includes various
types of activities undertaken for the economic, social, intellectual or moral
benefit of the labour community.

Labour welfare measures has gained significant importance, because it is
closely associated with the productivity as a whole. Who is labour? According to
prof S.E.Thomas, "labour consist of all human efforts of body or of mind, which
is undertaken in expectation of reward".
The concept of welfare is a broad concept which denotes a condition of well-being happiness, satisfaction, conservation, and development of human resources.

Labour welfare means, "effort to make Life worth living for workers". According to the committee on labour welfare 1969, the term labour welfare are such services, facilities and amenities as adequate canteen, rest room recreation facilities, arrangement, for travel to and from work and for the accommodation of the workers employed at a distance from their homes, including social security measures, which contributes to an improvement in the conditions under which workers are employed.

According to William Faulkher, "You can't eat for eight hours a day nor drink for eight hours a day nor make love for eight hours a day all you can do for eight hours in work".

Which is the reason why man makes himself and every body else so miserable and unhappy. Modern man is non exception. The individual who works with an organization for him individual who works with an organisation for his livelihood the harbours some expectations from the management. The behavior of labour force is based on the various motivational factors.
IMPORTANCE OF LABOUR WELFARE WORK IN INDIA:

The importance of labour welfare has been increasingly recognized, side by side with economic, development and industrialization. "The usefulness of welfare work in India cannot be over emphasized welfare activities influence the sentiments of the workers. When the workers feel that the employers are the state and interested in their happiness, his tendency, grouse and grumble will steadily disappear".

Employee welfare is an essential part of social welfare. In an socialistic pattern of society, it is the responsibility, of the Government and also the employers to see that employees are given adequate opportunities for the development of their personality.

"Employees welfare in its positive side deals with providing opportunities for the workers and his family for a good life in comprehensive sense".

Looking then to the functional importance, it becomes necessary on the part of the employers, to provide for the welfare of employers. The employees can work more productively and efficiently only when they are in maintained in a good and healthy condition.
OBJECTIVES OF THE LABOUR WELFARE:

The following are the objectives of the labour welfare.

1. To enable workers to like a richer and a more satisfactory life.
2. To contribute to the productivity of labour and efficiency of the enterprise.
3. To enhance the standard of living of worker by indirectly reducing the burden on their purse.
4. To be in tune and harmony with similar service obtaining in the neighborhood community when the enterprise is situated.
5. To be based on an intelligent prediction of the future needs of industrial work and be so designed as to offer to cushion, to absorb the shock of industrialization and urbanization to worker.
6. To be administratively viable and essentially development in outlook.

IMPORTANCE OF THE STUDY:

The examination of the significance and objectives of the labour welfare measures makes one to realizes that the program of welfare measures in inevitable in the present industrial life. Keeping this in view the reaseacher felt that it is necessary to study the impact of labour welfare measures on Salem steel plant.
Labour welfare measure improve the efficiency and promote the high morale of the employees, which in turn reflex in terms of production. This helps to promote industrial relations and to reduce the level of absenteeism.

OBJECTIVES OF THE STUDY:

1. To study about the various labour welfare measures provided by the Salem steel plant to its employees.
2. To study the attitudes of the workers towards the various welfare measures provided by the company.
3. To study the impact of labour welfare measures on the productivity of the company.
4. To suggest recommendation on the basic of which the labour welfare measures can be improved.

METHODOLOGY:

This study namely study on the labour welfare measures in salem steel plant is carried out to examine the labour welfare measures rendered by the management and the effectiveness of the measures.

Sources of data:

The Study relied on both the primary and secondary data. The primary data were collected through prepared questionnaires to the workers of the factory
also by using observation technical. The researcher has also prepared a schedule to know the profile of the factory.

The Secondary data gathered from books of personnel management, handbooks, magazines and newspaper.

Selection of Sample:

The factory employed people in different level like executives and non-executives out of the total of 1377 workers the researcher decided to have a sample size of 100 workers by using random sampling technique the researcher made use of the questionnaire for collecting the necessary information.

PERIOD OF DATA COLLECTION:

The data collection was done during the month of May, June and July 2002.

SCOPE OF THE STUDY:

This is a study designed to provide an understanding of labour welfare measures in Salem steel plant and the analysis is pertinent to study the impact of labour welfare measures on employees of Salem steel plant, it also analyze the impact of labour welfare measures on the productivity of Salem steel plant.
LIMITATIONS OF THE STUDY :-

1. The workers working in the salem steel plant were alone interviewed
2. Sample selected is representative of the population.
3. The availability of time and finance is limited.
4. The findings of the study may not told good to the other industrial establishments.

HYPOTHESIS :-

1. The age of the employees and classification of the employees are independent
2. The Educational Qualification of the employees and classification of the employees are dependent
3. The Experience of the employees and classification of the employees are dependent
4. The Employees opinion about hospital facility of the employees and classification of the employees are dependent
5. The employees opinion about Children Education of the employees and classification of the employees are independent
6. The employees opinion about Working Condition of the employees and classification of the employees are independent
7. The employees opinion about Holiday Facility of the employees and classification of the employees are independent
8. The employees opinion about Safety Facility of the employees and classification of the employees are independent

ARRANGEMENT OF CHAPTERS:

This dissertation has been divided in to five chapters including the present introductory chapter. The introductory chapter presents the theme, importance and objectives of the study. It also highlights the methodology used for the collection of data and the scope of the study.

The second chapter reviews the theoretical aspects of labour welfare measures and labour productivity.

The third chapter gives a brief history of Salem steel plant and the various labour welfare measures provided by them.

In the fourth chapter the perception of workers about the labour welfare measures provided them are analyzed and the impact of labour welfare measures of SSP is also analysed.

The fifth and concluding chapter gives the summary of the various findings, besides certain suggestions to improve the labour welfare measures, so as to enhance to employer-employee relationships of salem steel plant.
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