Chapter - I

Introduction and Design of the Study
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INTRODUCTION AND DESIGN OF THE STUDY

1.1. INTRODUCTION

An industry is the backbone of any country, which plays a vital in building the economic of a country. 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 relationship. These relationships not only affect 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 employees.

The industry in turn depends in addition to other factors, only on contended and well trained labour force. So, healthy and efficient labour is needed for the progress of an industry and the country.
Labour welfare is an important factor in industrial relation. It is an extra dimension, which gives satisfaction to the worker in a way, which even good wage cannot. He needs an added stimulus to keep body and soul together. Employers have also realized the importance of their role in providing these extra amenities. And yet, they are not always able to fulfil the worker’s demands however reasonable they might be. They are primarily concerned with the viability of the enterprise. Labour welfare, through it has been provided to contribute to efficiently in production is expensive. Each employer depending on his priorities gives varying degrees of importance to the labour welfare. Hence an attempt is made by the researcher regarding the various labour welfare measures provided in the study unit.

As we know, labour is one of the important factors of production and is a source of all wealth. For instance, a firm may have better land surrounded by almost all the facilities. It may have enormous amount of capital in its bank balance. But all of these are meaningless or useless, unless the labour forces are effectively utilised in the business.

Human resources play a vital role in the modern organisation. It constitutes the most valuable assets in an organisation. In every organisation, human resources are pivotal variable without which the
inanimate assets are worthless. The term human resource is quite popular in India with the institution of “Ministry of Human Resources Development” in the union cabinet.

In simple sense, Human Resource Management means, employing people, developing their resources, utilising, maintaining and compensating their services in true with the job and organisation requirements.

Human resources can be examined from at least two standpoints such as economic and non-economic. It is important from an economic standpoint at national, enterprise and individual levels of analysis. They have been viewed as a form of capital and as the product of investment where by production is acquired. The importance of human resources also arises from the non-economic factors.

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

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

The oxford dictionary defines Labour Welfare as, "efforts to make life worth living for workmen".

**Welfare in India:** The origin of labour welfare activities in India may be tracked to the 1st world war of 1914 – 1918. Till then welfare of the workers was hardly through of owing to the ignorance and illiteracy of the workers themselves, the short sightedness of the employers, the carelessness of the state, and the influence of the public. Since First World War it has been expanding on a voluntary basis.

International Labour Organisation (1919) has also played an important role in the areas of labour welfare and India being a founder member followed International Labour Organisation (ILO) in this respect. So many labour legislations have been enacted by the Central and State Government, which have laid down the minimum standards of
employment and working conditions. A part from states, employers, trade unions and social organisation, function as agencies for the implementation of labour welfare measures.

The Mulock Commission was appointed by the Government of Bombay in 1884 to review the working condition of the Factories Act of 1881.

The prosperity of industry and labourers employed in the industries depends on the effective performance of the labour welfare and personal management department.

1.2. STATEMENT OF THE PROBLEM

Expansion of production must be possible through the man and machine power. Even though machine power facilitates many things, manpower is also required to operate the machines. For smooth running of an organisation the manpower must be duly motivated and mobilised the manpower is motivated by way of rendering regular welfare services.

The quality of work force will improve only when proper basic amenities and fringe benefits are provided to labourers, so it is necessary for the company to implement the labour welfare measurers among the
workers to improve the workers health, morale, satisfaction and standard of living.

Hence, it is very important to study the welfare measures and the workers satisfaction towards welfare measures. This study would prove useful to the factory because the satisfaction of the workers towards various welfare measures could be analysed. This could help in the effective implementation of welfare measures according to the need of the workers, which would create and maintain better relationship between the employer and workers.

The problem posed in this research study is labour welfare measures in the spinning mills restricted to one unit namely the Pallipalayam Spinners Private Limited.

**Rationale for Selection:** This unit is one of the biggest and oldest units in Salem district. It employed nearly 1400 persons. The researcher being the native of Salem district, so he decided to choose this nearly unit for the study. The researcher is a student specialising the area of personnel management, welfare services to the workers, which are the unique aspect of the organisations, hence this topic and the unit is chosen by the researcher.
1.3 OBJECTIVES OF THE STUDY

The primary objective of the study of the labour welfare measures is to achieve industrial peace and to maintain harmonious employer-employee relationships by keeping the labourer enthusiastic and satisfied.

➢ To study the welfare measures provided by the company to the workers.

➢ To study the awareness of the employees about the welfare measures provided by the company.

➢ To determine the level of satisfaction and attitudes towards existing welfare measures.

➢ To analyse the effectiveness of the welfare services provided by the company.

➢ To trace out the various welfare measures in the study unit.

➢ Recently, concept of labour welfare services has been growing at a faster rate.

➢ To know the profile of the Pallipalayam Spinners Private Limited.

➢ To identify the factors influencing the welfare services.

➢ Finally to suggest, improving the benefits of both employer and employee.
1.4 SCOPE OF THE STUDY

The scope of the study is confined to workmen and executives of Pallipalayam Spinners Private Limited, Salem. Once the objectives are designed, the scope and boundaries need to be spelt out. The scope of the study is as follows.

➢ To increase the production capacity and thus to contribute to the economical growth of the nation.
➢ To reduce the labour cost by way of improving the worker's efficiency.
➢ To maintain peace relationship between employers and employees.
➢ To avoid the waste of labour force.
➢ To protect the rights and benefits of both parties.

1.5 AREA OF THE STUDY

This study has been conducted in Pallipalayam Spinners Private Limited, located in Nilavarapatty, Trichy main road, Salem-636 201.

1.6 PERIOD OF THE STUDY

In order to get accurate and clear information, the period of study has been conducted to one year i.e., (2004 to 2005).
1.7 METHODOLOGY

This chapter presents the design of the study and the approaches adopted in the field study, the measurement concepts and statistical procedure employed for the analysis of the data collected. For the purpose of the study the researcher made use of primary and secondary data.

➢ Primary Data

In this research study the primary data were collected form the respondents of ‘PSPL’ through questionnaire and interview technique. (PSPL-Pallipalayam Spinners Private Limited)

➢ Secondary Data

In this research study the secondary data were collected from the annual reports, company records, books of personnel management, periodicals and handbooks.

➢ Research Design

In this study descriptive and analytical research design was used.

➢ Statistical Tool

The tools used for the analysis and interpretation of data is Chi-square test and supported by diagrams.
1.8 SAMPLE DESIGN

In this study, Random sample method was used for selecting the respondents. The samples were selected on the basis of convenience.

 Gör Sample Unit

Respondents of Pallipalayam Spinners Private Limited, Salem.

 Gör Sampling Size

A sample of 250 workers was taken for the study.

 Gör Selection of Sample

The factory employed 1400 peoples in different levels like, management, production, accounts and others. The researcher got the opinion from 250 employees through a standard questionnaire.

The following table shows the sample constituents,

<table>
<thead>
<tr>
<th>SI. NO</th>
<th>Department</th>
<th>No. of. Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Management</td>
<td>26</td>
</tr>
<tr>
<td>2</td>
<td>Production</td>
<td>180</td>
</tr>
<tr>
<td>3</td>
<td>Accounts</td>
<td>26</td>
</tr>
<tr>
<td>4</td>
<td>Others</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>250</td>
</tr>
</tbody>
</table>

 Gör Sampling Tools

- Geographical Area : Salem.
- Research Approach : Survey.
- Method of Contact : Questionnaire.
1.8 LIMITATIONS OF THE STUDY

The following are the limitations found by the researcher while the execution of the study.

➢ The availability of time and finance is limited.

➢ This study is restricted to respondents of PSPL employees only.

➢ The researcher could not approach all the employees. Hence the sample size is restricted to 250 employees only.

➢ The study of factors influencing labour welfare measures is confined only to PSPL, Salem.

➢ The study depends upon the complete information provided by the employees only.

➢ Some information may be affected due to respondent’s recall lapse.

➢ The sample size is restricted which may not give an accurate picture.

➢ The findings of the study may not hold good to the other industrial enterprises.
1.10 HYPOTHESES

- Classification of respondents on the basis of age and opinion about overall welfare measures are independent.

- Classification of respondents on the basis of sex and opinion about overall welfare measures are independent.

- Classification of respondents on the basis of educational qualification and opinion about overall welfare measures are independent.

- Classification of respondents on the basis of experience and opinion about overall welfare measures are independent.

- Classification of respondents on the basis of income and opinion about overall welfare measures are independent.
1.11 SCHEME OF CHAPTERISATION

This dissertation has been divided into five chapters including the present introductory chapter. The five chapter contents are as follows,

CHAPTER-I

Deals with the introduction, statement of the problem, objectives and scope of the study, area of the study, period of the study, methodology, sample design, limitations of the study, hypotheses.

CHAPTER-II

Deals with the theoretical consideration of the labour welfare measures in India and the study unit.

CHAPTER-III

Deals with the profile of the company and gives a brief history about Pallipalayam Spinners Private Limited.

CHAPTER-IV

Deals with the analysis of data and interpretation of the study.

CHAPTER-V

It gives the summary of various findings, certain suggestions to improve the labour welfare measures and conclusion so as to enhance the employers - employees’ relationship of Pallipalayam Spinners Private Limited.