

## A STUDY ON LABOUR WELFARE MEASURE WITH SPECIAL REFERENCE TO FIBRA KNIT FASHIONS

Dr. M. RAJARAJESWARI M.Com., M.Phil.,MBA.,MCA.,PGDIM.,PGDHRM.,Ph.D.,NET,NET  
Assistant Professor & Head of the Department  
PSGR Krishnammal College for Women  
Peelamedu, Coimbatore, Tamilnadu, India

### INTRODUCTION

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

The basic needs of the labour are freedom from fear, security of employment and freedom from want. Adequate food, better health, clothing and housing are human requirements. The human heart harbours secret pride and invariably responds to courtesy and kindness just as it revolts to tyranny and fear. An environment where he is contended with his job assured of a bright future and provided with his basic needs in life means an atmosphere of good working condition and satisfaction to labour.

### STATEMENT OF THE PROBLEM

Employee satisfaction and retention have always been important issues for any business organization. After all high levels of absenteeism and staff turnover can affect bottom line, as tempts, recruitment and retaining take their toll. But few practices have made job satisfaction a priority, perhaps because they have failed to understand the significant opportunity in front of them. Satisfied employees tend to be more productive, creative and committed to their employees and also studies have shown a direct correlation between job satisfaction welfare measures and work environment. Business organizations which can create better environment attracts, motivates and retain hard working individuals and will be better positioned to succeed in a competitive environment that demands quality and cost efficiency. Business organization may even discover that by executing a positive workplace for their employees through welfare measures, they have increased their own satisfaction as well. In this extent, this study attempts to examine the role of Labour Welfare measures and the extent of satisfaction of employees Fibra Knit Fashions, Tirupur.

### REVIEW OF LITERATURE

- A.Srinivas,1987,in his study titled “Employees opinion on existing labour welfare facilities and their expectations” reveals that majority of the respondents are having satisfactory opinion towards working condition, washing facilities, canteen, drinking water, latrine, urinals, first aid facilities etc and poor opinion towards restroom and cooperatives.
- Mr.Prabakaran,1992,conducted a study entitled” Labour Welfare Measures in Tirupur Textile Mills” which revealed that majority of the respondents feel good towards canteen, washing facilities, cleanliness, SSI and satisfactory opinion towards latrines and urinals, ventilation and lighting facilities.

**OBJECTIVES OF THE STUDY**

1. To study about the labour welfare measures and the extent of satisfaction of employees in Fibra Knit Fashions, Tirupur.
2. To study about the factors that determines the satisfaction of employees.

**SCOPE OF STUDY**

The study is limited to a period of 3 months (i.e) from November 2016 to January 2017 and this study will enable to know the Labour welfare measures and the extent of satisfaction of employees in Fibra Knit Fashions, Tirupur.

**SAMPLING DESIGN**

Random sampling has been used in this study and survey consists of a sample of 150 respondents from Fibra Knit Fashions, Tirupur.

**COLLECTION OF DATA**

The primary data were collected through a interview schedule which consist of around 23 questions from the employees of Fibra Knit Fashions, Tirupur. The secondary data were collected from various journals, magazines, newspaper, and website.

**ANALYSIS & FINDINGS****RELATIONSHIP BETWEEN SEX OF THE RESPONDENTS AND SATISFACTION OF WORKING ENVIRONMENT**

SL.NO	SEX	NO.OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	Male	90	29.04	16-39
2	Female	60	29.76	17-40
	TOTAL	150	29.33	16-40

Source: Primary Data

The above table indicates that the survey conducted among the 90 male respondents and their satisfaction score range from 16-39 and their average satisfaction score is 29.04. Out of 90 respondents, 53.33% (48 respondents) of the respondents have their score above average and remaining 46.67% (42 respondents) have their score below average.

There are 60 female respondents and their average satisfaction score is 29.76, range from 17-40. Out of 60 respondents, 50% (30 respondents) of the respondents have their score above average and remaining 50% (30 respondents) have their score below average.

Hence it indicates that the female respondents are more satisfied with the working environment of the organization that the male respondents.

**RELATIONSHIP BETWEEN MONTHLY INCOME OF THE RESPONDENTS AND SATISFACTION OF WORKING ENVIRONMENT**

SL.NO	MONTHLY INCOME	NO OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	Below Rs 5000	50	28	17-40
2	Rs5000-Rs10000	46	27.217	16-34
3	Rs 10000-Rs15000	38	31.316	19-40
4	Above Rs 15000	16	34.875	29-39
	TOTAL	150	29.33	16-40

Source: Primary Data

The above table indicates that the survey conducted among the 50 respondents under the monthly income of below Rs 5000 and their satisfaction score range from 17-40 and their average satisfaction score is 28. Out of 50 respondents, 40% (20 respondents) of the respondents have their score above average and remaining 60% (30 respondents) have their score below average.

There are 46 respondents under the monthly income level of Rs 5000- Rs 10000 and their average satisfaction score is 27.217, range from 16-34. Out of 46 respondents, 39.13 % (18 respondents) of the respondents have their score above average and remaining 60.87% (28 respondents) have their score below average.

There are 38 respondents under monthly income level of Rs 10000- Rs 15000 and their average satisfaction score is 31.316, range from 19-40. Out of 38 respondents, 68.42% (26 respondents) of the respondents have their score above average and remaining 31.58% (12 respondents) have their score below average.

In the survey conducted among the 16 respondents under the monthly income of above Rs 15000 and their satisfaction score range from 29-39 and their average satisfaction score is 34.875. Out of 16 respondents, 87.50% (14 respondents) of the respondents have their score above average and remaining 12.50% (2 respondents) have their score average.

Hence it includes that the respondents under the monthly income of above Rs 15000 are more satisfied with the working environment of the organization that the other groups of monthly income wise classification of respondents.

**RELATION BETWEEN EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND SATISFACTION OF WORKING ENVIRONMENT**

SL.NO	EDUCATIONAL QUALIFICATION	NO OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	School Level	48	27.87	16-38
2	Graduate	38	29.1	17-40
3	Post Graduate	18	34.55	28-39
4	Diploma	18	27.89	19-36
5	Others	28	29.71	21-40
	TOTAL	150	29.33	16-40

Source: Primary Data

The above table indicates that the survey contented among the 48 respondents under the educational qualification of the respondents up to school level and their satisfaction score range from 16-38 and their average satisfaction score is 27.87. Out of 48 respondents, 41.67 % (20 respondents) of the respondents have their score about average and remaining 58.33% (28 respondents) have their score below average.

There are 38 respondents under the graduate level qualification and their average satisfaction score is 29.10, range from 17-40. Out of 38 respondents, 42.10% (16 respondents) of the respondents have their score above average and remaining 57.90% (22 respondents) have their score below average.

There are 18 respondents having post-graduation and their average satisfaction score is 34.55, range from 28-39. Out of 18 respondents, 88.89% (16 respondents) of the respondents have their score above average and remaining 11.11% (2 respondents) have their score below average.

In the survey conducted among the 18 respondents having diploma qualification and their satisfaction score range from 19-36 and their average satisfaction score is 27.89. Out of 18 respondents, 55.56% (10 respondents) of the respondents have their score above average and remaining 44.44% (8 respondents) have their score below average.

In the survey conducted among the 28 respondents having other qualification and their average satisfaction score range from 21-40 and their average satisfaction score is 29.71. Out of 28 respondents, 57.14% (16 respondents) of the respondents have their score above average and remaining 42.86% (12 respondents) have their score below average.

Hence it indicates that the respondents having post-graduation are more satisfied with the working environment of the environment of the organization that the others.

**RELATIONSHIP BETWEEN EXPERIENCE OF THE RESPONDENTS AND THE SATISFACTION OF WORKING ENVIRONMENT**

SL.NO	EXPERIENCE	NO.OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	Below 3 years	38	28.79	17-37
2	3-6 years	38	29.95	17-39
3	6-9 years	46	29.52	16-40
4	Above 9 years	28	28.93	17-40
	TOTAL	150	29.33	16-40

Source: Primary Data

The above table indicates that the survey conducted among the 38 respondents under the total experience of below 3 years and their satisfaction score range from 17-37 and their average satisfaction score is 28.79. Out of 38 respondents 52.63% (20 respondents) of the respondents have their score above average and remaining 47.37% (18 respondents) have their score below average.

There are 38 respondents who are under the experience of 3-6 years and their average satisfaction score is 29.95, range from 17-39. Out of 38 respondents, 47.37% (20 respondents) have their score below average.

There are 46 respondents under the total experience of 6-9 years and their average satisfaction score is 29.52, range from 16-40. Out of 46 respondents, 52.17% (24 respondents) of the respondents have their score above average and remaining 47.83% (23 respondents) have their score below average.

In the survey conducted among the 28 respondents having more than 9 years of experience and their satisfaction score range from 17-40 and their average satisfaction score is 28.93. Out of 28 respondents, 50% (14 respondents) of the respondents have their score above average and remaining 50% (14 respondents) have their score below average.

Hence it indicates that the respondents having 3-6 years of total experience are more satisfied with the working environment of the organization.

**RELATIONSHIP BETWEEN SEX OF THE RESPONDENTS AND SATISFACTIPN OF WELFARE & AMENITIES (WITHIN THE COMPANY)**

SL.NO	SEX	NO OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	Male	90	19.26	12-25
2	Female	60	19.03	11-25
	TOTAL	150	19.17	11-25

Source: Primary Data

The above table indicates that the survey conducted among the 90 male respondents and their satisfaction score range from 12-25 and their average satisfaction score is 19.26. Out of 90 respondents, 60% (54 respondents) of the respondents have their score above average and remaining 40% (46 respondents) have their score below average.

There are 60 female respondents and their average satisfaction score is 19.03, range from 11-25. Out of 60 respondents, 53.33% (32 respondents) of the respondents have their score above average and remaining 46.67% (28 respondents) have their score below average.

Hence it indicates that the male respondents are more satisfied with welfare and amenities provided to them within the company that the female respondents.

**RELATIONSHIP BETWEEN MONTHLY INCOME OF THE RESPONDENTS AND SATISFACTION OF WELFARE & AMENITIES (WITHIN THE COMPANY)**

SL.NO	MONTHLY INCOME	NO OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	Below Rs 5000	50	18.68	11-25
2	Rs5000-Rs10000	46	18.26	11-25
3	Rs10000-Rs15000	38	19.53	14-23
4	Above Rs15000	16	22.50	20-24
	TOTAL	150	19.17	11-25

Source: Primary Data

The above table indicates that the survey conducted among the 50 respondents under the monthly income of below Rs 5000 and their satisfaction score range from 11-25 and their average satisfaction score is 18.68. Out of 50 respondents, 48% (24 respondents) of the respondents have their score above average and remaining 52% (26 respondents) have their score below average.

There are 46 respondents under the monthly income level of Rs5000-Rs10000 and their average satisfaction score is 18.26, range from 11-25. Out of 46 respondents, 43.48% (20 respondents) of the respondents have their score above average and remaining 56.52% (26 respondents) have their score below average.

There are 38 respondents under the monthly income level of Rs10000-Rs15000 and their average satisfaction score is 19.53, range from 14-23. Out of 38 respondents, 68.42% (26 respondents) of the respondents have their score above average and remaining 31.58% (12 respondents) have their score below average.

In the survey conducted among the 16 respondents under the monthly income of above Rs15000 and their satisfaction score range from 20-24 and their average satisfaction score is 22.50. All the respondents have their score above average.

Hence it indicates that the respondents under the monthly income of above Rs15000 are more satisfied with the welfare and amenities provided to them within the company than the other groups of monthly income wise classified of respondents.

**RELATIONSHIP BETWEEN EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND SATISFACTION OF WELFARE & AMENITIES (WITHIN THE COMPANY)**

SL.NO	EDUCATION QUALIFICATION	NO OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	School level	48	18.17	11-22
2	Graduate	38	18.42	11-25
3	Post Graduate	18	22.11	20-24
4	Diploma	18	19.33	14-25
5	Others	28	19.93	11-25
	TOTAL	150	19.17	11-25

Source: Primary Data

The above table indicates that the survey conducted among the 48 respondents under the education qualification of the respondents up to school level and their satisfaction score range from 11-22 and their average satisfaction score is 18.17. Out of 48 respondents, 41.67% (20 respondents) of the respondents have their score above average and remaining 58.33% (28 respondents) have their score below average.

There are 38 respondents under the graduate level qualification and their average satisfaction score is 18.42, range from 11-25. Out of 38 respondents, 52.63% (20 respondents) of the respondents have their above average and remaining 47.37% (18 respondents) have their score below average.

There are 18 respondents having post-graduation level qualification and their average satisfaction score is 22.11, range from 22-24. All the respondents have their score above average.

In the survey conducted among the 18 respondents having diploma qualification and their satisfaction score range from 14-25 and their average satisfaction score is 19.33. Out of 18 respondents, 44.44% (8 respondents) of the respondents have their above average and remaining 55-56% (10 respondents) have their score below average.

In the survey conducted among the 28 respondents having other qualification and their satisfaction score range from 11-25 and their average satisfaction score is 19.93. Out of 28 respondents, 71.43% (20 respondents) of the respondents have their score above average and remaining 28.57% (8 respondents) have their score below average.

Hence it indicates that the respondents having post-graduation are more satisfied with the welfare and amenities provided within the computer then the orders.

**RELATIONSHIP BETWEEN EXPERIENCE OF THE RESPONDENTS AND SATISFACTION OF WELFARE & AMENITIES (WITHIN THE COMPANY)**

SL.NO	EXPERIENCE	NO OF RESPONDENTS	AVERAGE SATISFACTION SCORE	RANGE
1	Below 3 years	38	19.47	11-25
2	3-6 years	38	18.16	12-23
3	6-9 years	46	19.43	11-25
4	Above 9 years	28	19.71	11-25
	TOTAL	150	19.17	11-25

Source: Primary Data

The above table indicates that the survey conducted among the 38 respondents under the total experience of below 3 years and their satisfaction score range from 11-25 and their average satisfaction score is 19.47. Out of 38 respondents, 68.42% (26 respondents) of the respondents have their score above average and remaining 31.58% (12 respondents) have their score below average.

There are 38 respondents who are under the experience of 3-6 years and their average satisfaction score is 18.16, range from 12-23. Out of 38 respondents, 52.63% (20 respondents) of the respondents have their score above average and remaining 47.37% (18 respondents) have their score below average.

There are 46 respondents under the total experience of 6-9 years and their average satisfaction score is 19.43, range from 11-25. Out of 46 respondents, 52.17% (24 respondents) of the respondents have their score above the average and remaining 47.83% (22 respondents) have their score below average.

In the survey conducted among the 28 respondents having more than 9 years of experience and their satisfaction score range from 11-25 and their average satisfaction score is 19.71. Out of 28 respondents, 57.14% (16 respondents) of the respondents have their score above average and remaining 42.86% (12 respondents) have their score below average.

Hence it indicates that the respondents having more than 9 years of total experience are more satisfied with the welfare and amenities provided within the company.

**SUGGESTIONS**

The organization can consider the following suggestions of the researcher.

1. Majority of the respondents partly aware of the medical benefits provided by the organization so the company can make awareness with the employees about the medical benefits.
2. The organization can provide fire extinguisher to the entire working place to protect their employees from fire accident.
3. Transport facility to the interior areas of Tirupur is recommended to the management.
4. Overtime wages can be increased some extent.
5. Employer employee relationship can be made in a better way.

**CONCLUSION**

From this study, it concluded that the role of welfare measures to employees has its greatest influence on job satisfaction. The concepts of labour welfare activities however is flexible and differs from time to time, region to region, industry to industry and country to country depending upon the value system, level of education, social customs, and general standard of socio-economic development of the people. Enterprise can use the labour in proper direction for maximize utilization through their satisfaction which is possible only when the labour is satisfied.