

A STUDY ON LABOUR WELFARE MEASURES AND ITS IMPACT ON EMPLOYEES' JOB SATISFACTION IN GARMENT INDUSTRIES, TIRUPUR**Mrs. S.Jaishree****Assistant professor in Management****Hindusthan college of arts and science, Coimbatore.****INTRODUCTION OF THE STUDY**

Labour welfare is a state of well-being of the workers by improving their physical, mental, social and cultural conditions of life as well as health, safety security and convenient conditions of work life. "Labour welfare programs ought to improve the work life as well as the social life of the people at work". Labour welfare is an important fact of industrial relations, the extra dimensions; giving satisfaction to the workers in a way which even a good wage cannot be given with the growth of industrialization and importance of the workers, both in industry and agriculture.

STATEMENT OF THE PROBLEM

Efficiency of the work force is directly and indirectly linked with the conditions and environment under which they are required to work. Even the most sincere employee cannot contribute his best if he is uncomfortable on the country his productivity is bound to increase when the employee is comfortable at the work place and he is conscious of the welfare amenities. Provision of adequate welfare facilities will go a long way in the improvement of morale of the workers and consequent increase in their efficiency and reduction in cost. Management uses labour welfare measures as a tool to achieve this aim.

OBJECTIVES OF THE STUDY

1. To study the labour welfare measure initiatives in garment industries Tirupur.
2. To study the socio economic conditions of the workers.
3. To study the level of satisfaction of workers on welfare measures initiated of the Tirupur garment industries.
4. To identify the factors affecting satisfaction level of employees.

LITERATURE REVIEW

Seshadri, ramkumar (2009) clarified that textile industry, provides bread and better to many millions in India, time is ripe in India to expand its textile product basket and develop indigenous base in technical textile that can cater to both the growing domestic and export markets.

Dr G.Sivarama krishnan (2010) in his article on “A Study Of Labour Welfare Measures And Job Satisfaction Of Employees In Automobile Retail Industries In Coimbatore” revealed the working conditions/ ambience, salary, motivation, inter personnel relationship, infrastructure, job security were the major factors that improve job satisfaction and senior officer involvement in problem solving can improve job satisfaction Quality of work life and work environment.

Dr.C.Vijaya Banu and M.J.Ashifa (2011) in the article on “A study on Labour Welfare Measure in Public Sector Transport Corporation” this study throw light on welfare measures followed in Public Sector Transport Corporation. The study analyses the various dimensions of labour welfare measures that are perceived to the labours. It highlights the perception and level of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare schemes in Public Sector Transport Corporation.

Dr. Bhardwaj Ramesh Kumar (2012) a studied the paper is a humble attempt to reflect upon the labour welfare measures in context of India. It also covers briefly the evolution and progress in context of labour welfare in India. The five year plans have been discussed having a bearing on labour welfare measures. It gives in detail the suggestion to further improve the scenario in the field of labour welfare.

Dr G.Sivarama krishnan, S. Pradeep (2012) studied the motivation of employees in plastic industries and identified that notification of the employees could be more improved with such non-monetary measures like good relationship with superior and subordinates effective implementation of given procedures, support of supervisory staff to workers and the like besides monetary incentives.

RESEARCH METHODOLOGY:

- **Research design:** The research is descriptive and analytical based on empirical observations and comprehensive survey.
- **Sampling design:**
 - Population: The research was conducted in the geographic region of Tirupur & the research was conducted among the garment industries Tiruppur.

- Sample size: The researcher has interviewed 357 respondents who are working in garment industries, Tirupur and they were selected on the sample for the study. Segregation of in complete and partially completed questionnaire a final sample 297 was considered for the present study
- Sampling technique: Convenience Sampling, a non-probability sampling method is used.
- **Research Instrument and data collection methods:** The structured questionnaire has been designed and administered to the respondents for collecting primary data by interview method, and questionnaire method the primary data has been directly from the employees and the secondary data has been collected indirectly from company records. The data was collected by the opinion survey method.
- **Analysis tools:** The following statistical tools are used in the study for the purpose of analysis.
 - 1 Simple percentage
 - 2 ANOVA Analysis
 - 3 POST- HOC Test
 - 4 Multiple Correlation
 - 5 Regression

ANALYSIS AND INTERPRETATION

I. ANOVA RESULTS

| ATTRIBUTE \ DIMENSIONS | EDUCATION QUALIFICATION | N | MEAN | STANDARD DIVIATION |
|------------------------|-------------------------|-----|---------|--------------------|
| Job Satisfaction | Below SSLC | 90 | 16.644 | 3.439 |
| | SSLC | 143 | 17.538 | 3.815 |
| | HSC | 64 | 17.890 | 4.205 |
| | TOTAL | 297 | 17.3434 | 3.812 |
| Working Conditions | Below SSLC | 90 | 16.044 | 3.398 |
| | SSLC | 143 | 17.2448 | 3.677 |
| | HSC | 64 | 18.2969 | 4.49 |
| | TOTAL | 297 | 17.1077 | 3.851 |
| Canteen Facility | Below SSLC | 90 | 8.666 | 2.587 |
| | SSLC | 143 | 9.146 | 2.385 |
| | HSC | 64 | 9.859 | 4.120 |
| | TOTAL | 297 | 9.154 | 2.921 |
| Restroom Facility | Below SSLC | 90 | 5.955 | 1.437 |
| | SSLC | 143 | 6.202 | 1.545 |
| | HSC | 64 | 6.515 | 1.999 |
| | TOTAL | 297 | 6.1953 | 1.630 |
| Financial Incentives | Below SSLC | 90 | 9.4889 | 2.477 |
| | SSLC | 143 | 9.5385 | 2.396 |
| | HSC | 64 | 10.5313 | 3.256 |
| | TOTAL | 297 | 9.7374 | 2.651 |

| ATTRIBUTES | | SUM OF SQUARES | DF | MEAN SQUARE | F | SIG | |
|----------------------|---------------|----------------|-----|-------------|-------|-------|----------|
| Job Satisfaction | Between group | 68.575 | 2 | 34.287 | 2.381 | 0.094 | Accepted |
| | Within group | 4234.39 | 294 | 14.403 | | | |
| | Total | 4302.970 | 296 | | | | |
| Working Conditions | Between group | 194.937 | 2 | 97.469 | 6.830 | 0.001 | Rejected |
| | Within group | 4195.61 | 294 | 14.271 | | | |
| | Total | 4390.552 | 296 | | | | |
| Canteen Facility | Between group | 53.225 | 2 | 26.612 | 3.163 | 0.044 | Rejected |
| | Within group | 2473.650 | 294 | 8.414 | | | |
| | Total | 2526.875 | 296 | | | | |
| Restroom Facility | Between group | 11.748 | 2 | 5.874 | 2.229 | 0.110 | Accepted |
| | Within group | 774.925 | 294 | 2.636 | | | |
| | Total | 786.673 | 296 | | | | |
| Financial Incentives | Between group | 51.550 | 2 | 25.775 | 3.733 | 0.025 | Rejected |
| | Within group | 2029.965 | 294 | 6.905 | | | |
| | Total | 2081.515 | 296 | | | | |

II. POST –HOC RESULTS

POST- HOC FOR WORKING CONDITIONS IN THE CASE OF QUALIFICATION

| ATTRIBUTE | QUALIFICATION GROUP | | M.D | SIG | REMAR |
|--------------------|---------------------|------------|------|-------|----------|
| Working Conditions | i | j | 1.20 | 0.040 | Rejected |
| | SSLC | Below SSLC | | | |
| | HSC | | 2.25 | 0.001 | Rejected |
| | | Below SSLC | | | |

POST- HOC FOR CANTEEN FACILITY IN THE CASE OF QUALIFICATION

| ATTRIBUTE | QUALIFICATION GROUP | | M.D | SIG | REMARK |
|------------------|---------------------|------------|------|-------|--------------------|
| Canteen Facility | I | j | 1.20 | 0.033 | <0.005 Rejected |
| | SSLC | Below SSLC | | | |
| | HSC | | | | |

POST- HOC FOR FINANCIAL INCENTIVES IN THE CASE OF QUALIFICATION

| ATTRIBUTE | QUALIFICATION GROUP | | M.D | SIG | REMARK |
|----------------------|---------------------|------------|-------|-------|----------|
| Financial Incentives | I | j | 1.042 | 0.030 | Rejected |
| | SSLC | Below SSLC | | | |
| | HSC | | | | |
| | SSLC | | 0.992 | 0.061 | Accepted |

POST- HOC FOR JOB SATISFACTION IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | EXPERIENCE GROUP | | M.D | SIG | REMARK |
|------------------|------------------|------|--------|------|--------|
| Job Satisfaction | I | j | 1.8311 | 0.00 | <0.005 |
| | >10 | <5 | | | |
| | | 6-10 | | | |

POST- HOC FOR WORKING CONDITION IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | EXPERIENCE | GROUP | M.D | SIG | REMARK |
|----------------------|------------|-------|---------|------|----------|
| Working Condition | | j | 4.96800 | 0.00 | <0.005 |
| | l | | | | |
| | >10 | <5 | 4.06096 | 0.00 | Rejected |
| | | 6-10 | | | |

POST- HOC FOR CANTEEN FACILITY IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | EXPERIENCE | GROUP | M.D | SIG | REMARK |
|------------------|------------|-------|---------|------|----------|
| Canteen Facility | | j | 2.61344 | 0.00 | <0.005 |
| | l | | | | |
| | >10 | <5 | 2.76351 | 0.00 | Rejected |
| | | 6-10 | | | |

POST- HOC FOR REST ROOM FACILITY IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | EXPERIENCE | GROUP | M.D | SIG | REMARK |
|-----------------------|------------|-------|---------|------|----------|
| Rest Room Facility | | j | 1.64758 | 0.00 | <0.005 |
| | l | | | | |
| | >10 | <5 | 1.55770 | 0.00 | Rejected |
| | | 6-10 | | | |

POST- HOC FOR FINANCIAL INCENTIVES IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | EXPERIENCE | GROUP | M.D | SIG | REMARK |
|-------------------------|------------|-------|---------|------|----------|
| Financial Incentives | | j | 1.64758 | 0.00 | <0.005 |
| | l | | | | |
| | >10 | <5 | 1.55770 | 0.00 | Rejected |
| | | 6-10 | | | |

POST- HOC FOR JOB SATIS FACTION IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | INCOME | GROUP | M.D | SIG | REMARK | |
|------------------|--------|-----------|-------|-------|---------|----------|
| Job satisfaction | I | j | | | | |
| | | <3000 | 4.017 | 0.000 | < 0.005 | Rejected |
| | >5000 | 3001-4000 | 2.948 | 0.000 | < 0.005 | Rejected |
| | | 4001-5000 | 3.641 | 0.000 | < 0.005 | Rejected |

POST- HOC FOR WORKING CONDITION IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | INCOME | GROUP | M.D | SIG | REMARK | |
|-------------------|--------|-----------|---------|-------|---------|----------|
| Working Condition | I | j | | | | |
| | | <3000 | 3.85908 | 0.000 | < 0.005 | Rejected |
| | >5000 | 3001-4000 | 3.74576 | 0.000 | < 0.005 | Rejected |
| | | 4001-5000 | 3.36625 | 0.000 | < 0.005 | Rejected |

POST- HOC FOR CANTEEN FACILITY IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | INCOME | GROUP | M.D | SIG | REMARK | |
|------------------|--------|-----------|---------|-------|---------|----------|
| Canteen Facility | I | j | | | | |
| | | <3000 | 2.01474 | 0.010 | < 0.005 | Rejected |
| | >5000 | 3001-4000 | 1.71798 | 0.012 | < 0.005 | Rejected |

POST- HOC FOR RESTROOM FACILITY IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | INCOME GROUP | | M.D | SIG | REMARK | |
|-------------------|--------------|-----------|---------|-------|---------|----------|
| Restroom Facility | I | j | | | | |
| | | <3000 | 1.72759 | 0.000 | < 0.005 | Rejected |
| | >5000 | 3001-4000 | 1.22608 | 0.000 | < 0.005 | Rejected |

POST- HOC FOR FINANCIAL INCENTIVES IN THE CASE OF YEAR OF EXPERIENCE

| ATTRIBUTE | INCOME GROUP | | M.D | SIG | REMARK | |
|----------------------|--------------|-----------|---------|-------|---------|----------|
| Financial Incentives | I | j | | | | |
| | | <3000 | 3.7836 | 0.000 | < 0.005 | Rejected |
| | >5000 | 3001-4000 | 4.3136 | 0.000 | < 0.005 | Rejected |
| | | 4001-5000 | 3.80625 | 0.000 | < 0.005 | Rejected |

III. MULTIPLE CO-RELATION AND REGRESSION

Even all opinion on welfare measures is influenced by factors like on job satisfaction, working conditions, canteen facilities, restroom facility and financial incentives.etc. I.e. even all opinion on welfare measures is depending on job satisfaction, working conditions, canteen facilities, restroom facility and financial incentives to find out which of these job satisfactions, working conditions, canteen facilities, restroom facility and financial incentives has more impact on welfare measures the multiple regressions is applied.

From the analysis it is found that $R = 0.457$; $R^2 = 0.209$ which indicates that welfare measures is positive related with job satisfaction, working conditions, canteen facilities, restroom facility and financial incentives

| MODEL | SS | D.F | MSS | F | SIG |
|-------------|---------|-----|--------|--------|------------------|
| Regressions | 52.873 | 1 | 52.873 | 78.011 | 0.000 < 0.005 |
| residual | 199.942 | 295 | 0.678 | | |
| Total | 252.815 | 296 | | | |

The significance (p) in the ANOVA is less than 0.05 indicates 'R' is significant.

CONCLUSION

The labour welfare practices aims on fair wages, good working conditions and realistic terms and conditions of employment. It is concluded that the labour welfare practices followed in the industries is satisfactory. However, the concerns may improve its practices by following the suggestions. There is a further scope of study that includes professionalism in welfare measures integrated system of manpower planning and influence on welfare measures in improving the relationship between the employer and employee which may be considered for further study.

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