
LABOUR WELFARE MEASURES AT SUPER POWER EQUIPMENTS PVT. LTD., NAVI MUMBAI

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ABSTRACT

Labour welfare is one of the major determinants of industrial relations. The development of community and society depends majorly on the development of labours. The importance of labour welfare is beyond any debate and is recognized as an integral part of industrial tradition in all the countries. It increases the productivity, as well as productive efficiency of the workers and induces in them a new spirit of self-realization and consciousness. That is why the labour welfare scheme are regarded as a wise investment. The Oxford Dictionary defines labour welfare as "efforts to make life worth living of worker". Welfare can be observed, experienced and enjoyed but measuring its effectiveness is difficult as welfare is a corporate attitude or commitment reflected in the expressed care for employees at all level and it largely varies from corporate to corporate. Super Power Equipments Pvt. Ltd., situated in Navi Mumbai, is a NGO, one of the top suppliers of Control Panel Boards, Transformer & Transformer Components in India. For the purpose of study Labour Welfare Measures of Super Power Equipments Pvt. Ltd. were studied. Research type was Descriptive. Both qualitative and quantitative data has been used for the study. Survey method has been used. Data was collected using structured questionnaire. Random sampling has been used. Sample size was 50. Data was analyzed using Excel. It was observed that overall the workers were satisfied with the welfare facilities. Suggestions were made to improve medical benefits, overtime, insurance and public holidays etc.

Key Words: Working Environment, Safety & Security, Allowances, Insurance and Medical Benefits

INTRODUCTION

Labour welfare is a vital part of business organizations and management. The progress of an organization largely depends on its labour force. Employee welfare offers organizational advantages such as attracting good employees, increasing employee morale and reducing labour turnover. The benefits offered to employees often times closely conform to the compensation and welfare philosophy of the organization. Though, many organizations do not get the return on investment they expect because employees often place a minimal value on the welfare facilities they receive. Right implementation of welfare measures requires the co-operation between all the major parties involved with the enterprise: management, employees, trade unions, shareholders and government.

Welfare activities are over and above the statutory provisions as prescribed by the government. The objective of providing welfare amenities is to bring about the development of the whole personality of the worker and to make him a good worker, a good citizen and a good member of the family. Labour Welfare is a very broad term that covers safety, security and other activities like medical benefits, crèches, canteens, recreation, housing, and education, insurance and transport facilities etc. The Labour welfare measures aims at providing such service and amenities that enable the workers employed in industries to perform their work in healthy, congenial surroundings conducive to good and high morale. Welfare measures improve the productive efficiency of workers.

OBJECTIVES OF THE STUDY

- To study the existing welfare measures adopted by the Super Power Equipments Pvt. Ltd., Navi Mumbai
- To explore the workers opinion about various existing labour welfare measures at Super Power Equipments Pvt. Ltd., Navi Mumbai
- To identify the place of deviation in the implementation of welfare measures from the statutory regulation of the Factories Act.
- To suggest strategies to improve labour welfare measures at Super Power Equipments Pvt. Ltd., Navi Mumbai

LITERATURE REVIEW

M. Easter Anburaj & Dr. R. Murugu Pandiyana in their paper titled as "*Study on Labour Welfare Measures Adopted at Soundararaja Spinning Mills, Nedungadu*", published in International Journal of Advanced Scientific Research & Development,(2015) reveals that he medical facility, transportation facility, protective equipment, communication, and other welfare measures are being rated more than satisfactory, Survey methods was used, sample size was 100. Descriptive research was carried out. **Arpit Patel, Archana Gohil and Heli Shah** in their paper titled as "*A Study on Labour Welfare Measures and Social Security on Selected Engineering Unit of Ahmadabad*", published in IBMRD's Journal of Management & Research (2017) explains that the employee's welfare schemes are classified into two categories -Statutory & Non-statutory welfare Scheme. The research was conducted with the objective of identifying the employee's welfare measures and social security and their satisfaction level towards all welfare measures and social security on selected engineering unit of Ahmadabad. This paper specified the detailed Objectives, Hypothesis, Methodology, and Analysis of Data. ANOVA was used for data analysis. Most of respondents are satisfied towards all welfare and social security measures. There is no significant relationship found among the satisfaction level of employees having different age. No significant association was found between satisfaction levels of the respondents belonging to different designation level and welfare measures and social security. **M. Senthil Kumar, Dr. G. Vedanthadesikan**, in their paper titled as "*A Study on Labour Welfare Measures in Tamil Nadu State Transport Corporation, Villupuram Division*", published in International Journal of Humanities and Social Science Invention(2013), analyses the Labour Welfare facilities provided in the State Transport Corporation, Villupuram Division of Tamil Nadu. With the help of the sample respondents from the SETC, the labour welfare measures provided to the employees were analyzed. Researchers suggested that the Government should take a keen interest to fill up the vacancies to share the work among them as the employees felt that the workload is very high. Some of the welfare measures like housing facilities; loan facilities, Rest Room facility, Housing Facilities and Gratuity should be incorporated along with welfare measures in order to satisfied employees and so the job performance can be improved. The corporation should take necessary steps to improve these measures. By doing this the employee can do their job more effectively and efficiently. **M Srinivasa Rao¹ & G. Vidyanath**, in their paper titled as "*A Comparative Study of Effectiveness of Non Statutory Employee Welfare Measures with special reference to Housing Facility in Sugar Mills In*

Krishna District of Andhra Pradesh”, published in International Journal of Latest Trends in Engineering and Technology . The present research paper covers the three major manufacturers of sugar in Krishna District of Andhra Pradesh. The employee respondents included, both officer and worker, were selected on random basis with stratified multi-stage sample technique. In each mill, one-fourth of total employees were selected on random basis for collecting the required data. Out of total employees of 1,624 in all the three mills, a sample of 406 employees was taken as the sample respondents. Chi-square test was also used for testing the association between the Age of the sample employee respondents and their satisfaction levels with regards to canteen facilities in the sample sugar mills in Kishna District of Andhra Pradesh. It can be inferred that most of the workers were pleased with the welfare actions. The organization should focus on other facilities like crèche service, consistent to increase the employee morale. The staff member spirits was good in the organization.

LIMITATIONS OF THE STUDY

Like any other study, our study was also limited by several constraints that could serve as starting points for further research. The primary data was collected from workers during their little leisure hours and There are chances of misrepresentation of the responses. This study deals with labour welfare measures provided by Super Power Equipments Pvt. Ltd., to its workers. Time is the important limitation. Due to time constraints only limited population was taken for the study. Findings based on this study cannot be used in other organizations

RESEARCH METHODOLOGY

A sample of 50 workers was taken for the study. Simple random probabilistic sampling technique has been used. To achieve the objective of the study a Descriptive Research was conducted to assess where the company stands in the eyes of its workers and what actions are needed to improve welfare measures at rate at Super Power Equipments Pvt. Ltd. For the purpose of the study data was collected from both primary and secondary sources. In this research study, primary data was collected through Survey using Questionnaire as research instrument. The questionnaire consisted of various questions inquiring various factors related to their Welfare measures.

DATA ANALYSIS & INTERPRETATION

Q.1. From how many years you are working with this company?

Table1A & 1B: Years of Working

Years	Respondents	Percentage
0-5 years	22	44
5-10 years	12	24
More than 10 years	16	32
Total	50	100

Sample Standard Deviation, s	5.0332229568472
Variance (Sample Standard), s^2	25.3333333333333
Population Standard Deviation, σ	4.1096093353127
Variance (Population Standard), σ^2	16.8888888888889
Total Numbers, N	3
Sum:	50
Mean (Average):	16.6666666666667
Standard Error of the Mean ($SE_{\bar{x}}$):	2.9059326290271

This above table indicates that 44% of the respondents were working between 0-5 years. 24% of the respondents were working between of 5-10 years. 32% of the respondents were working between more than 10 years. Data reveals that workers' retention is good in the company.

Q.2. Do you get regular salary?

Table 2: Regular & Timely Salary

Satisfaction	Respondents	Percentage
Yes	50	100
No	0	0
Total	50	100

Respondents were of the opinion that they receive their salary on time and regulary. Standard Error of the Mean ($SE_{\bar{x}}$):25

Q3. Does the company offer sufficient number of toilets?

Table 3: Sufficient Number of Toilets

Satisfaction	Respondents	Percentage
Yes	50	100
No	0	0
Total	50	100

Above table reveals that there are sufficient number of toilets in the company. Toilets are hygienic and comfortable.

Q4. Does the company take care of the employees working in night shift?

Table 4: Care during Night Shifts

Satisfaction	Respondents	Percentage
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Yes	48	96
No	2	4
Total	50	100

96% of the respondents are of the opinion that the company takes good care of workers during night shifts but in regular practice there are rare needs of night shift. Standard Error of the Mean ($SE_{\bar{x}}$):46

Q5. Does the company provide you safety measures?

Table 5: Safety Measures

Satisfaction	Respondents	Percentage
Yes	50	100
No	0	0
Total	50	100

All the respondents were of the opinion that the safety measures are provided by the company. They all get the gloves, safety glasses and shoes etc.

Q6. Do you think employee welfare activities of the company give a feeling of safety and improve your performance?

Table 6: Welfare Activities and Performance

Satisfaction	Respondents	Percentage
Yes	20	40
No	30	60
Total	50	100

Sample Standard Deviation, s	14.142135623731
Variance (Sample Standard), s^2	200
Population Standard Deviation, σ	10
Variance (Population Standard), σ^2	100
Total Numbers, N	2
Sum:	100
Mean (Average):	50
Standard Error of the Mean ($SE_{\bar{x}}$):	10

The above table reveals that though 40% of the respondents feel that Welfare Activities are satisfactory in the company and help them to perform better but 60% of the respondents were not of the opinion that welfare activities of the company are sufficient to improve their overall performance. As per the workers response, they agree with this and there is 100% positive response that the welfare activities of the company give a feeling of safety and improvement in the performance. Standard Error of the Mean ($SE_{\bar{x}}$):10

Q7. How do you rate the Working Environment of the company?**Table 7 A & 7B: Working Environment**

Satisfaction	Respondents	Percentage
Highly Satisfied	30	60
Satisfied	16	32
Moderately Satisfied	4	8
Dissatisfied	0	0
Highly Dissatisfied	0	0
Total	50	100

Sample Standard Deviation, s	12.961481396816
Variance (Sample Standard), s^2	168
Population Standard Deviation, σ	11.593101396952
Variance (Population Standard), σ^2	134.4
Total Numbers, N	5
Sum:	50
Mean (Average):	10
Standard Error of the Mean ($SE_{\bar{x}}$):	5.7965506984758

60% respondents were highly satisfied, 32% were satisfied & 8% were moderately satisfied. None of the respondents were dissatisfied with the existing working environment. Standard Error of the Mean ($SE_{\bar{x}}$):5.79

Q8. How do you rate the medical benefits provided by the company for the employees & their families?**Table 8A & 8B : Medical Benefits**

Satisfaction	Respondents	Percentage
Highly Satisfied	5	10
Satisfied	12	24
Moderately Satisfied	15	30
Dissatisfied	14	28
Highly Dissatisfied	4	8
Total	50	100

Sample Standard Deviation, s	5.1478150704935
Variance (Sample Standard), s^2	26.5
Population Standard Deviation, σ	4.6043457732885
Variance (Population Standard), σ^2	21.2
Total Numbers, N	5
Sum:	50
Mean (Average):	10
Standard Error of the Mean ($SE_{\bar{x}}$):	2.3021728866443

10% respondents were highly satisfied, where in 8 % respondents were highly dissatisfied, with prevailing medical benefits. 24% respondents were satisfied, and where in 28% was dissatisfied. 30 % respondents were moderately satisfied. The above statistics reveals that majority of the workers were not satisfied with medical benefits provided by the company. Standard Error of the Mean ($SE_{\bar{x}}$):2..30

Q9. How do you rate overtime work in the Company?**Table 9: Overtime**

Satisfaction	Respondents	Percentage		
Highly Satisfied	14	28	Sample Standard Deviation, s	6.3245553203368
Satisfied	12	24	Variance (Sample Standard), s^2	40
Moderately Satisfied	8	16	Population Standard Deviation, σ	5.6568542494924
Dissatisfied	16	32	Variance (Population Standard), σ^2	32
Highly Dissatisfied	0	0	Total Numbers, N	5
Total	50	100	Sum:	50
			Mean (Average):	10
			Standard Error of the Mean ($SE_{\bar{x}}$):	2.8284271247462

The above table reveals that 28% respondents were highly satisfied existing overtime, none of the worker was highly dissatisfied with overtime. 24% respondents were satisfied in comparison to 32% were dissatisfied. 16% respondents moderately satisfied with existing overtime patterns. As revealed by few of the respondents the reason for dissatisfaction with existing overtime was that in general there is no policy in place; workers are required to do overtime work for 4 hours whether they have work or not. Even payment of overtime was ambiguous. Standard Error of the Mean ($SE_{\bar{x}}$): 2.82

Q10 How do you rate Conveyance Allowance offered by your company?**Table 10 A & 10 B: Conveyance Allowance**

Satisfaction	Respondents	Percentage		
Highly Satisfied	2	4	Sample Standard Deviation, s	13.638181696986
Satisfied	2	4	Variance (Sample Standard), s^2	186
Moderately Satisfied	4	8	Population Standard Deviation, σ	12.198360545582
Dissatisfied	8	16	Variance (Population Standard), σ^2	148.8
Highly Dissatisfied	34	68	Total Numbers, N	5
Total	50	100	Sum:	50
			Mean (Average):	10
			Standard Error of the Mean ($SE_{\bar{x}}$):	6.0991802727908

The data reveals that only 4% respondents were highly satisfied in comparison to 68% were highly dissatisfied, 4% were satisfied as compare to 16% were dissatisfied. Only 8% were moderately satisfied. Workers revealed during interaction that most of the workers stay near

by the location of the factory so they don't get the conveyance allowance and they lose the benefit of conveyance allowance. Workers were of the opinion that conveyance allowance should be given to them as per law. Standard Error of the Mean ($SE_{\bar{x}}$):6.09

Q11. How do you rate leave policy of the Company?

Table 11: Leave Policy

Satisfaction	Respon dents	Percent age	Sample Standard Deviation, s	6.3245553203368
Highly Satisfied	14	28	Variance (Sample Standard), s^2	40
Satisfied	8	16	Population Standard Deviation, σ	5.6568542494924
Moderately Satisfied	16	32	Variance (Population Standard), σ^2	32
Dissatisfied	12	24	Total Numbers, N	5
Highly Dissatisfied	0	0	Sum:	50
Total	50	100	Mean (Average):	10
			Standard Error of the Mean ($SE_{\bar{x}}$):	2.8284271247462

This table reveals about that to what extent worker are satisfied with the leave policy of the company. As per the workers response, 28% were highly satisfied and no one was highly dissatisfied, 16% workers were satisfied as compare to 24% is dissatisfied. 32% were moderately satisfied. Workers get weekly off on Friday and other all days are working so they were happy with the leaves but they don't get some of the public holidays and this was the reason for dissatisfaction. Standard Error of the Mean ($SE_{\bar{x}}$):2.82

Q12. Rate the canteen services provided by the company.

Table 12: Canteen Services

Satisfaction	Respon dents	Percent age	Sample Standard Deviation, s	12
Highly Satisfied	22	44	Variance (Sample Standard), s^2	144
Satisfied	24	48	Population Standard Deviation, σ	10.733126291 999
Moderately Satisfied	4	8	Variance (Population Standard), σ^2	115.2
Dissatisfied	0	0	Total Numbers, N	5
Highly Dissatisfied	0	0	Sum:	50
Total	50	100	Mean (Average):	10
			Standard Error of the Mean ($SE_{\bar{x}}$):	5.3665631459 995

Data reveals that workers are overall satisfied with canteen service and its hygiene level. 44% workers were highly satisfied, 48% were satisfied, and only 8% were moderately satisfied. None of the worker was dissatisfied or highly dissatisfied with canteen services. Workers also revealed that they are satisfied with drinking water facility too. Standard Error of the Mean ($SE_{\bar{x}}$):5.36

Q13. How do you rate Reward System?

Table 13: Reward System

Satisfaction	Respon dents	Percen tage
Highly Satisfied	24	48
Satisfied	10	20
Moderately Satisfied	0	0
Dissatisfied	0	0
Highly Dissatisfied	16	32
Total	50	100

Sample Standard Deviation, s	10.3923048454 13
Variance (Sample Standard), s^2	108
Population Standard Deviation, σ	9.29516003089 78
Variance (Population Standard), σ^2	86.4
Total Numbers, N	5
Sum:	50
Mean (Average):	10
Standard Error of the Mean ($SE_{\bar{x}}$):	4.64758001544 89

As per the workers response, 48% respondents were highly satisfied as compare to 32% were highly dissatisfied, 20% were satisfied. None of the worker was dissatisfied. The permanent workers get the reward i.e. double bonus in every 6 months but the contract workers don't receive any reward, this was the reason for dissatisfaction among few workers. Standard Error of the Mean ($SE_{\bar{x}}$):4. 64

Key Findings

- Overall worker were found satisfied with prevailing labour welfare measures.
- Worker's retention was observed good.
- Workers get regular salary.
- During night shifts workers are being taken care properly.
- Ventilation, cleanliness, health & safety, drinking water and canteen facilities were found satisfactory.
- Workers were found dissatisfied with medical benefits given to them and their family.
- Workers reveled that at time they are forced to do overtime work for 4 hours irrespective of work requirements. Even payment calculation for overtime was ambiguous.

- Permanent workers receive double bonus in six months but there is no reward system in place for contract workers.
- It was also observed that there was no insurance policy for workers in place.

CONCLUSIONS

Industrial Relation is an art of living together for the purposes of production, productive efficiency, human wellbeing and industrial progress. In general, labour welfare measures are recreational, medical, educational, housing, sanitation etc. Every company provides the statutory welfare measures but few companies provide some more welfare facilities to the employees so that they can retain their employees. This research study reveals that overall workers were satisfied with the existing welfare measures in Super Power Equipments Pvt. Ltd. Few areas where dissatisfaction was observed were public holidays, overtime, medical benefits, insurance facilities and reward system.

SUGGESTIONS

The company should take necessary steps to improve the medical facilities. Overtime should not be mandatory, if the workload is there then only overtime should be considered. There should be proper manpower planning and overtime policy. Public holidays should be given to all workers. Reward system need be established and communicated to all the workers well in advance to all the workers-permanent as well as contractual workers. Researchers suggested that if all the above points are taken into consideration welfare measures of the company will be best in the industry.

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