

## **A STUDY ON LABOUR WELFARE IN JEYAM AUTOMOBILES, COIMBATORE**

**Dr. P. Mala**

*Assistant Professor, Department of Economics, Government Arts College, Udumaleet, Tirupur, Tamil Nadu, India*

### **ABSTRACT**

*The main aim of providing the welfare measures is to bring the development in the personality of the worker his social, psychological, moral, cultural and intellectual development to make him a good worker a good citizen and a good member of the family. For every company having satisfied force of employees is an asset. Through well employee welfare Program it can be achieved. Those who are highly satisfied are much less ready to switch. As industrial progress largely depends on the welfare at workplace of the organization, the success of the organization depends on the efficient and effective working environment of the organization. The need of the study is to analysis the welfare facilities and opinion of the employee and to creates harmonious industrial relations. The present study has been undertaken to find out the effectiveness of employee welfare, health and safety measures in Jeyam Automobiles, Coimbatore. The practical difficulties involved in welfare measures that can be evaluated through this study. The study tried to bring out the solution for the problem faced by the employees availing the welfare measures. Since health and safety are two important elements essential for improving the productivity of an organisation, a study on the existing health and safety measures would help the organisation to perform better. The existing welfare measures would help the organization perform better. This study would throw light on the perception of the employees regarding safety and welfare. Through the study, company would be able to know the satisfaction level of employee on welfare, health and safety measures.*

**KEYWORDS:** *Labour Welfare, Working Environment, Health and Safety, Productivity, Industrial Relations and Satisfaction Levels*

---

### **Article History**

**Received: 19 May 2023 | Revised: 22 May 2023 | Accepted: 31 May 2023**

---

### **INTRODUCTION**

Employee welfare is an important dimension of industrial relation; employee welfare includes overall welfare facilities designed to take care of well-being of employee's and in order to increase their living standard. It does not generally constitute monetary benefits nor these are provided by employers alone, it can also be provided by government, non-government agencies and trade unions. Industrialization, mechanization and globalization for health, industrial relations and insurance against disease, accident and unemployment must be of use for the workers and their families. Employee welfare entails all those activities of employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries has increased importance of labour welfare in industries.

The importance of labour in Industrialization and economic development has been recognised globally. In global scenario need and importance of labour welfare has been increasingly appreciated.

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.

The word employee means any productive activity. In a broader sense therefore the phrase labour welfare means the adoption of measures to promote the physical, social, psychological and general well-being of the working population. Welfare work in any industry aims at improving the working and living conditions of workers.

### **AIM OF EMPLOYEE WELFARE**

The main aim of providing the welfare measures is to bring the development in the personality of the worker his social, psychological, moral, cultural and intellectual development to make him a good worker a good citizen and a good member of the family.

### **HISTORY OF EMPLOYEE WELFARE**

In India the labour welfare started sometime during the 1st world war (1914-1918). Till then wellbeing of workers in factories was hardly thought by anybody. Since, 1st world war labour welfare has been expanding on voluntary basis. Industrial Labour Organisation has played a very significant role for labour welfare. Much labour legislation has been formed by Indian central government and state governments for welfare of labours in industries.

Government has laid down minimum standards for employment and working conditions in organisations. Besides the government, the employers, trade unions and various social organisations also function as agencies for implementation of labour welfare measures.

An Industrial labour organisation (ILO) is an advisory body so it cannot force any country to introduce any welfare measures. The need of labour welfare was powerfully felt by the Royal Commission of Labour far back in 1931; Indian constitution emphasized this need under its directive principles of state policy.

### **EMPLOYEE WELFARE HAS THE FOLLOWING OBJECTIVES**

1. To provide better life and health to the workers.
2. To make the workers happy and satisfied.
3. To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.

### **FEATURES OF EMPLOYEE WELFARE MEASURES ARE AS FOLLOW**

1. Employee welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
3. Employee welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.

4. Welfare measures may be introduced by the employees, government or by any social or charitable agency.
5. The purpose of employee welfare is to bring about the development of the whole personality of the workers to make a better workforce. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied employee force for the organisation. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

### **THE IMPORTANT BENEFITS OF WELFARE MEASURES CAN BE SUMMARIZED AS FOLLOWS**

They provide better physical and mental health to workers and thus promote a healthy work environment. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity. Employers get stable employee force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.

Employee welfare measures increase the productivity of organisation and promote healthy industrial relations thereby maintaining industrial peace. The social evils prevalent among the employees such as substance abuse, etc. are reduced to a greater extent by the welfare policies.

Organisations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organisation as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organisation to organisation and from industry to industry.

### **STATUTORY WELFARE SCHEMES**

#### **The Statutory Welfare Schemes Include the Following Provisions**

1. Drinking Water: At all the working places safe hygienic drinking water should be provided.
2. Facilities for sitting: In every organisation, especially factories, suitable seating arrangements are to be provided.
3. First aid appliances: First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
4. Latrines and Urinals: A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
5. Canteen facilities: Cafeteria or canteens are to be provided by the employer to the employees.
6. Lighting: Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
7. Washing places: Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
8. Changing rooms: Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their cloths and belongings.

9. Rest rooms: Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

### **NON STATUTORY WELFARE SCHEMES**

#### **Many Non-Statutory Welfare Schemes may Include the following Schemes**

1. Personal Health Care (Regular medical check-ups): Some of the companies provide the facility for extensive health check-up.
2. Flexi-time: The main objective of the flexitime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs.
3. Employee Assistance Programs: Various assistant programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.
4. Harassment Policy: To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
5. Maternity & Adoption Leave: Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
6. Medi-claim Insurance Scheme: This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
7. Employee Referral Scheme: In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organisation.

### **NEED FOR THE STUDY**

For every company having satisfied force of employees is an asset. Through well employee welfare Program it can be achieved. Those who are highly satisfied are much less ready to switch. As industrial progress largely depends on the welfare at workplace of the organization, the success of the organization depends on the efficient and effective working environment of the organization. The need of the study is to analysis the welfare facilities and opinion of the employee and to creates harmonious industrial relations. Employee welfare helps to reduce the social evils such as addiction of drugs, gambling, alcoholism etc.

### **OBJECTIVES OF THE STUDY**

- To assess the benefits given to the employees at Jeyam Automobiles.
- To study the existing welfare facilities provided to the employees at Jeyam Automobiles.
- To estimate the frequency of accidents occurred at the work place.
- To find out the level of satisfaction of employees on health, safety and welfare facilities.
- To suggest methods to improve health, safety and welfare measures at Jeyam Automobiles.

## **SCOPE OF THE STUDY**

The present study has been undertaken to find out the effectiveness of employee welfare, health and safety measures in JEYAM AUTOMOBILES, COIMBATORE. The practical difficulties involved in welfare measures that can be evaluated through this study. The study tried to bring out the solution for the problem faced by the employees availing the welfare measures. Since health and safety are two important elements essential for improving the productivity of an organisation, a study on the existing health and safety measures would help the organisation to perform better. The existing welfare measures would help the organization perform better. This study would throw light on the perception of the employees regarding safety and welfare. Through the study, company would be able to know the satisfaction level of employee on welfare, health and safety measures.

## **LIMITATIONS OF THE STUDY**

- Time was the major constraint of the project because allotted time was only 30 days.
- The individual perspective appears to be different.
- The data was collected during the working hours; employees were busy in their routine work so they were less responsive.
- This study is confined only to JEYAM AUTOMOBILES, COIMBATORE. So the findings won't be applicable to other companies.
- JAYEM AUTOMOBILES is an independent Automotive R & D Company involved in design, development, testing and manufacturing of a wide range of automotive components, systems and prototypes.
- Jayem has an unrivalled legacy and is sharply focused on its philosophy "From Art to Part". The company has the right resources and expertise to go from concept to part or system design, development and testing. Since inception, it has leveraged its extensive expertise, cutting edge technology and state-of-the-art manufacturing facilities to offer frugal solutions that add value to customers.
- Speed is a defining characteristic of the company's operations.
- VISION
- To be a world class Automotive Technology Developer and Manufacturer.
- MISSION
- Jayem is focused on providing total R&D Solutions from Digital to Physical to enable the manufacture of world class, environment friendly, customer oriented & premium performance automobiles.

## **METHODOLOGY OF THE STUDY**

According to Clifford Woody, Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

## **RESEARCH DESIGN**

### **Descriptive Research**

The study adopted is descriptive research, which includes surveys and fact finding enquiries of different kinds. The major purpose of Descriptive Research is the description of the state of affairs as it's exists at present. The main characteristics of this type of research are that the researcher has no control over the variables. It can only report what has happened or what is happening.

### **Research Instrument**

The research instrument used in this study is structured questionnaire. Structured questionnaire are those in which there are predetermined questions relating to the aspect, for which the researcher collects the data. The questions are presented with exactly the same contents and some order to all respondents.

## **METHOD OF DATA COLLECTION**

Data refers to information or facts. It includes numerical figures, non-numerical figures, descriptive fact and qualitative information. The task of data collection begins after research problem has been decided.

The nature of the data is both primary and secondary data.

### **(i)Primary data**

The primary data are those that are collected through questionnaire. The questionnaire was framed in such a manner to obtain correct information, grade suitability for the study. All the questionnaires were collected from the respondents.

### **(ii)Secondary data**

Secondary data has been collected from the company websites, company documents and magazines.

## **SELECTION OF SAMPLES**

Sampling is a method of scheduling a few items from a particular group to be obtaining relevant data which in drawing conclusions regarding the entire group i.e. population or universe. Hence census survey has been conducted. A complete enumeration of all items in the population is known as census survey. Convenient sampling was used for the study.

- POPULATION SIZE - 500 employees.
- SAMPLE SIZE – 100 employees

## **TOOLS USED FOR ANALYSIS**

### **STATISTICAL TOOLS**

- The tools used here are
- Percentage Analysis.
- Chi-Square Test.

## **PERCENTAGE ANALYSIS**

One of the simplest methods of analysis is the percentage method. It is one of the traditional statistical tools. Through the use of percentage, the data are reduced in the standard form with the base equal to 100, which facilitates comparison.

- The formula used to compute Percentage Analysis is
- Number of respondents
- Percentage of respondents =  $X / 100$
- Total number of respondents

## **CHI-SQUARE TEST**

It is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. It is often used to judge the significance at population variance.

- It was introduced by Karl Pearson in 1890.
- The following formula was used in the testing of hypothesis
- $X^2 = \sum (O - E)^2 / E$
- O=Observed frequency
- E=Expected frequency

### **The Expected Frequency can be Calculated as Follows**

$$E = \text{Row Total} * \text{Column Total} / \text{Grand Total}$$

## **FINDINGS OF THE STUDY**

- 100% of the respondents are aware of welfare measures provided by the organisation.
- 76% of the respondents are motivated by the welfare measures provided by the organisation.
- 81% of the respondents are satisfied with the overall welfare measures.
- 85% of the respondents are aware of health and safety measures adopted by the organisation.
- 55% of the respondents felt that the organization can give health and safety training yearly once.
- 78% of the respondents rated that the latrines and urinals are cleaned and maintained properly.
- 32% of the respondents felt that the organization can provide health checkup half yearly.
- 74% of the respondents rated that the machines are maintained properly.
- 100% of the respondents rated that the organisation provides personal productive equipment.
- 94% of the respondents rated that they utilizing the personal productive equipment in an effective way.
- 74% of the respondents are aware of safety committee that is formed in the organisation.

- 32% of the respondents rated that the organisation can do safety inspections daily.
- 44% of the respondents rated that the role of management in implementing health and safety measure is good.
- 66% of the respondents are satisfied with the overall health and safety measures adopted by the organization.

### CHI-SQUARE TEST

- The relationship between welfare facilities and employee ranking is good.
- The relationship between medical facilities and employee satisfaction is good.
- The relationship between intramural facilities and employee ranking is good.

### SUGGESTIONS

Most of the respondents are well known about the welfare facilities provided by the organisation. But 1/4<sup>th</sup> of the respondents felt that the welfare measures provided by the organisation does not motivate them, so the organisation can take further steps to improve welfare facilities so that all the employees will be motivated and can bring better results.

The organisation can try to create awareness regarding the health and safety measures to improve the knowledge about their life and also the employees felt that they need frequent health checkup.

Though the organisation provides personal productive equipment for work only 3/4<sup>th</sup> of the respondents are utilizing it properly remaining 1/4<sup>th</sup> of them are not utilizing it properly so the organisation can take steps for the proper utilization of the personal productive equipment.

By having proper utilization of the personal productive equipment and by having proper maintenance of machines the organisation can minimize the happening of accidents at work place.

Organisation should take some steps to know about the safety committee that is formed in the organisation between the employees and their activities and also can monitor their activities.

### CONCLUSIONS

The welfare facilities provided in the organisation are canteen, transportation, medical etc. All the employees are aware of welfare measures adopted by the organisation and most of te employees are satisfied with the welfare facilities.

Welfare helps in keeping the morale and motivation of the employees high so to retain the employees for longer duration. The welfare measures need not be in monetary terms only but it can be any forms. Labour 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.

Organization frame many approaches to ensure health and safety of their employees. But not all of the approaches focus on contribution of both work design and employee behavior to safety. An organisation approach to safety is effective only when both the work design and employee behavior work in coordination towards it. By having proper health and safety measures the accidents can also be reduced. Many organizational and individual issues emerge in management of employee health and safety. No nation can flourish without literacy, universal education and particularly without technical education. Since there is always a room for improvement, new ideas, fresh knowledge and above all the wish for continuous research to ponder over the mysteries of nature The present effort is also a ring of this claim.



**REFERENCES**

1. *Ruddar Dutt and Sundaram, Indian Economy, Sultan chand publications, New Delhi.*
2. *R.R. Barthwal, New Age publications, New Delhi*
3. *Gary Dessler, "Human Resource Management" seventh edition, prentice-hall of India Pvt.Ltd.Person.*
4. *C.R.Kothari, "Research Methodology" of Vishwa Prakeshan publication, Chennai-17, 2001.*
5. *VSP Rao, "Human Resource Management" text and cases, first edition, excel books, New Delhi, 2000.*
6. *www.jeyamautomotives.com*
7. *www.my.safaribooksonline.com*
8. *www.managementparadise.com*
9. *www.labour.pondicherry.gov.in*
10. *www.ijmrr.com/admin/upload\_data/journal\_srinivasa%2017.pdf*
11. *www.ijbmi.org/papers/Vol(2)3/Version-1/J236674.pdf*
12. *www.vsrjournals.com*
13. *www.theglobaljournals.com*
14. *www.newunionism.net*
15. *www.indianjournals.com*
16. [www.emeraldinsight.com/journals.htm](http://www.emeraldinsight.com/journals.htm)

