

A PERCEPTUAL STUDY ON LABOUR WELFARE AND SOCIAL SECURITY FACILITIES WITH SPECIAL REFERENCE TO A TEXTILE COMPANY

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ABSTRACT

Labour plays an important role in the success of any organisation. Welfare and social security policies were also important and play a significant role in workers' productivity. Welfare includes services such as canteen, relaxation, recreational facilities, sanitary and medical facilities, arrangements for travel to and from and for the lodging of people employed at a distance from their homes, security facilities, and social centres, that contribute to situations in which workers were hired. If businesses did not prioritise employee wellbeing and safe working conditions, productivity will suffer as well as morale. Organizations must provide adequate labour welfare and safety aspects that inspire and enhance productivity. This study focused on the welfare and social security facilities provided by the Siva Textile Company at Tiruppur, Tamil Nadu. The study found that most of the workers were not highly satisfied with the facilities provided by the organisation. An examination of labour welfare and social safety characteristics, with a specific relationship to the textile agency, provides new insight into the working environment in Industry.

KEYWORDS

Labour welfare, Social safety, working conditions, Productivity.

INTRODUCTION

Over and above the earnings or salaries paid inside the agency, labour welfare is an intellectual or social enhancement of the labour force. It facilitates the provision of numerous services and amenities to the labour for the improvement of living conditions. The purpose of labour welfare is to improve the lives of workers while also improving society as a whole. It encourages and allows employees to work in a safe and healthy atmosphere. Employee welfare increases employee performance inside the company builds precise relationships and brings productivity and morale closer together. It instils a sense of responsibility to focus on realizing one's dreams. The concept of labour welfare is dynamic in the context of economic system reform. Various facilities are offered to employees in recognition of the lack of labour welfare centres in manufacturing or service sectors, including housing, scientific, nutrition, centres for relaxation and exercise, cooperative societies, day nurseries and creches, insurance schemes, and so on. It instils a more positive image of the company in the minds of employees. It builds a loyal, pleased group of workers in the firm by providing several benefit programmes to

employees. It makes it possible for people to live simply.

Occupational welfare includes facilities, services, and services provided to employees to improve their fitness, efficiency, financial improvement, and social popularity. This includes a variety of financial benefits that workers are eligible to receive. Occupational health and safety measures are applied by employers, governments, or socio-economic enterprises. Health and safety measures ensure an improvement in the overall personality of the employee. There are various ancillary benefits and services such as pensions, funded funds and insurance. The prices of these benefits are far from borderline. The organization must ensure that employees actively participate in the planning, operation, and implementation of blessings along the way for the benefit of their employees. Based on staff feedback, you should regularly evaluate the blessings offered to staff for the timely development required.

Labour Welfare and Social Security: Social protection is one of the pillars underpinning the form of welfare. Social security aims to keep all

the workers at a high level of regulation where no one is allowed to fall. It is the security that an organisation provides through appropriate institutions against the enormous danger to which an individual is exposed (ILO, 1942). Social security gadgets include health and unemployment insurance, family allowances, support funds, pensions and bonuses, and widows and bereaved family allowances. An essential feature of the social security system is its compulsory and contributing nature. Individuals must initially be part of a fund, from which they can profit later. But welfare is a way of giving poor people the blessings of responding to a given situation through the path from government private property.

LITERATURE REVIEW

(Mukherjee, Vyas 2020) Employers have largely adopted the idea of employee welfare. Industrial workers need a labour health policy because they are subjected to excessive physical and mental stress during the manufacturing process. Staff in the manufacturing industry often play an important role in the country's development. (Yanti, 2017) The quality of employees can be improved by paying attention to the quality of knowledge and skills or from the side of their careers and welfare levels. Employees can improve their performance by giving all their abilities to achieve the goals of the organization. (Sumit, 2013) employee welfare measures in the car manufacturing industry, provide welfare workplaces to their representatives to maintain their concept levels excessive. The critical motivation at the back of employees' welfare is to build up the life of representatives and maintain them happy and battled. (Yashik, 2014) This study found that there should be more focus on labour welfare and social safety features. Enterprise owners must treat people as

The concept of labour welfare is bendy and elastic and differs considerably with time, area, enterprise, social values and customs, and degree of industrialization. It's far moreover moulded in accordance to the age agencies, socio-cultural ancient past, marital and financial reputes and educational level of the personnel in diverse industries. Labour welfare is an extension of the term welfare and its labour application. At some point in the industrialization device, the stress on labour productiveness accelerated; and brought approximately changes inside the wondering on labour welfare.

companions. At the same time, employees must assume their roles and responsibilities.

(S. Jaishree, 2015) the study explored an ergonomic-based improvement on the wok moulding station which can be done by considering various aspects. The appropriate approach which can be applied to solve the problems thoroughly in the ergonomic sector is known as the total ergonomic approach. This approach consists of two concepts; Systemic, Holistic, Interdisciplinary, and Participatory (SHIP) by applying Proper Technology (TTG) which is conducted consequently and continuously. This research was conducted to increase work comfort and productivity. (Bhagat S., 2015) employee Welfares Measures in medium-scale enterprises which concentrate on statutory welfare measures in Nashik MIDC, according to their paper, the efficiency of the staff is directly and circuitously related to the conditions and surroundings underneath which they are required to paintings.

STATEMENT OF THE PROBLEM AND OBJECTIVE

Worker welfare and social safety features specialize in providing employees with centres to enhance the fitness, safety and properly-being of

personnel in the companies. Employee welfare and safety features include the facilities inside and out of doors the companies which include

paintings environment, health offerings and other welfare facilities which contribute toward better work and quality of lifestyle. It's far essential to understand the practices of the welfare facilities provided to the personnel and subsequently, this takes a look at focuses on numerous labour

welfare and social safety features. Therefore, the study aims to evaluate the practices of worker welfare and social security facilities in the textile organisation Tiruppur. they are required to paintings.

METHODOLOGY

THE STUDY, TOOL AND SAMPLE

This study is descriptive and based on primary data. The structured questionnaire has been developed and collected the data from the worker of the Textile organization, Tiruppur. Descriptive analysis and percentage analysis have been applied to evaluate the collected data.

SAMPLE SIZE AND TECHNIQUE

Questionnaires were distributed to many workers, out of the most effective one hundred samples were shortlisted for this study. To collect the data simple random sampling method was adopted.

RESULT

DESCRIPTIVE STATISTICS

39% of the respondents belonged to the 26-35 years of age group whereas other respondents belong to above the 35-years of age group. 96% of the respondents were female and only males responded at 4%. 59% of the respondents were HSC qualified and 37% of the respondents were working experience.

the medical health insurance facility. This study also explored that 75% of the respondents were satisfied with the restroom's facilities. 80% of the respondents were satisfied with sentiment security. 80% of the respondents were satisfied with the work welfare services and 66% of the respondents were satisfied with the painting's vicinity.

RESULT

The study found that only 39% of the respondents agreed that the organization's operating environment is good. Only 37% of the respondents agreed that the fitness benefits provided by the company are excellent. 81% of the female respondents agreed that maternity benefits provided by the company are proper. 37% of the respondents were highly satisfied with the operating hours of the company. 42% of the respondents are satisfied with the sitting route of motion. 52% of the respondents were satisfied with the conveyance allowance whereas, 41% of the respondents were also satisfied with the overtime stipend. Further, the study found that

The study further explored the worker's satisfaction during the working hours of the organisation. The study found that almost all the male respondents were not satisfied with the working hours of the organisation. Although, male workers' percentage was very low in total responses as well as in the organisation. The study found that approximately 65% of female workers were either satisfied or highly satisfied with the working hours of the organisation. Approximately 35% of female workers were not satisfied with the working hours of the organisation.

42% of the respondents were pretty satisfied with the departing technique. Whereas only 34% of the respondents are highly satisfied with

CONCLUSION

From the above results, it can be concluded that workers' welfare and social security facilities were not highly satisfactory in the textile industry, especially in Tiruppur. Organizations need to pay more attention to workers to improve their fitness, safety and welfare facilities. organizations must take the necessary steps to offer various prizes, staff-appropriate allowances and other gadget

bonuses. It is advisable to provide delivery facilities and blessings, and competition bonuses to boost the working conditions of workers. organizations also need to provide incentives to immediately and indirectly encourage workers to achieve better productivity, job performance, and profitability.

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