

A Study on Labour Welfare Measures and Social Security on Selected Engineering Unit of Ahmadabad

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ABSTRACT

Human resource is treated as important factor for any Industry and there is need to maintain healthy relationship among them. Industrial relations help in maintain harmony among employees in Industry. And hence, there is need to provide adequate welfare measures and social security to maintain Industrial relations at working place. Employee welfare and Social Security play vital role to motivate them towards work. The employee's welfare scheme classifies into two categories like Statutory & Non-statutory welfare Scheme. With a view to this fact the present research paper focuses on labour welfare measures and social security. The research is 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 describes the detailed Objectives, Hypothesis, Methodology, and Analysis of Data with the help of tool ANOVA and Generalization of result. Lastly, Major steps are suggested in order to increase standards of Welfare measures and social security.

Key words: Industrial Relations, Non-Statutory Welfare Scheme, Social Security, Statutory Welfare Scheme, Welfare Measures Scheme

Introduction

For survive, prosper at competitive era Industry largely depends upon the capability, efficiency and competency of Human resource that are important resources to increase the productivity of industry hence there is requirement of maintain relationship, to secure co-operation of labour workforces. And it is possible only when they are fully satisfied with their employer and working condition of job. Labour welfare schemes and social security not only benefited to workers but also benefited to industry as Industrial efficiency.

Statutory Welfare Measures

There are various statutory welfare measures which are compulsory to provide in Industry without which the Industry have no right to exist. They have to be provided irrespective of size of establishment, and furthermore subject to the work of a predefined number of individuals.

1. Drinking water: There should be safe hygienic water facility at work place.
2. Facilities for sitting: It includes sitting arrangement at work place.
3. First Aid appliance: First aid appliance should be assessable to employee so that in minor accident initial medical facilities are provided to employee.
4. Lavatory and Urinals: An adequate number of restroom and urinals are to be given in the workplace and production line premises and are likewise to be kept up.
5. Canteen Facilities: It contains clean and nutritious nourishment to the workers.
6. Spittoons: In each work place, for example, distribution centres, store spots and authority premises spittoons are to be given in advantageous spots and at same time it must be keep up in sterile condition.
7. Lighting: Proper and adequate lights are to be accommodated representatives so they can work securely at work put.
8. Washing places: Adequate washing spots, for example, restrooms, wash bowls with tap in work places.

9. Changing rooms: Adequate changing rooms are to be given to labourers to change their material in the plant territory and authority premises. Sufficient lockers are likewise given to the labourers to keep their fabrics and things.

10. Rest rooms: Adequate quantities of restrooms are furnished to specialists with arrangements of water supply, wash bowls, washrooms, toilets and so forth.

Non statutory Welfare Measures

Generally it is not compulsory but provided to workers base on attitude of employer towards the worker welfare. In the case of certain amenities, there are no minimum standard laid down as in the subject of housing, medical treatment, recreation, transport and educational facilities. This is left to the discretion of the employer.

1. Personal healthcare: Their working spot gives the office to wellbeing registration.

2. Flexi-time: Their working calendars are adaptable. Which are started by workers and affirmed by administration to meet business duties while supporting representative's close to home life require.

3. Maternity and Adoption Leave: It incorporates maternity, reception leaves, paternity leave arrangements.

4. Workers Assistance programs: It incorporates different colleague programs like outside advising administration so that representatives or individuals from their close family can get guiding on different matters.

5. Harassment Policy: To shield a representative from provocation of any sort rules are accommodate legitimate activity and furthermore to protect the wronged workers.

6. Medi-claim Insurance Scheme: This protection conspire gives sufficient protection scope of workers if there should arise an occurrence of ailment, sickness or pregnancy or damage or mischance.

7. Employee Referral scheme: In few organizations representative referral plan is executed to urge workers to allude companions and relatives for work in the association.

Social Security

Social security is those which provided to workers against mishaps on which they have a no control. This consists of,

1. Workmen compensation Benefits: Compensation to employee in case of Industrial accident, death, occupational diseases etc.

2. A gratuity Benefit that includes benefit to an employee at time of retirement due to his continues services.

3. Provided fund is one type of saving schemes in which employee must make contribute from his/her salary and at same time employer make contribution for future benefit of employee.

4. Pension in which some money is provided to employee after his /her retirement.

5. Medical Insurance benefits and unemployment insurance to industrial workers during illness.

6. Group insurance

7. Bonus Benefits

8. Wage Benefits

9. Maternity Benefits are provided to women worker during their pregnancy.

Literature Review

(Swlvan, 2011), in his paper (labour welfare measures-step stone of healthy industrial relations) concentrates on how welfare measures are taken into considers due to sustain in competitive market. To make due in rising condition there is have to get ready and build up their worker to contend in such a situation in aptitudes, productivity and viability. What's more, consequently sufficient welfare measures will make solid relations in the association. (P.Swapna, 2011), Employee/Labour Welfare Measures in Singareni Collieries Company Limited, The reason for review is to enhance the productivity by deducting the wasteful aspects and discovering the strategies to dispose of the causes. At the end of the day, to enhance we should know where alteration is required and why. For this reason, the past execution must be looked into and the present practices must be contrasted and those current. (Ramasatyanarayana, 2012) Labour Welfare measures in cement industries in India, these discussions about fulfilment levels of workers about work welfare

measures in KCP Ltd. And all are happy with the welfare measures which are led by bond businesses. (Prabakar, 2013) Employees satisfaction & welfare measures a case study with special reference to Don Bosco college of Arts & Science, Sogathur, Dharmapuri, in his review, measures the fulfillment level of representatives at Doc Bosco College. There were recognized that a few workers are fulfilled and some are not happy with present welfare measures. (Sumit, 2013) Employee Welfare Measures in Auto sector, in their paper, Associations give welfare offices to their representatives to keep their inspiration levels high. The essential motivation behind worker's welfare is to build up the life of representatives and keep them cheerful and battled. (Yashik, 2014) A study about the Labour welfare and Social Security Measures in India, In his paper they talk that there should be awareness about Labour Welfare and Social Security Measures. Industry owners should treat workers as partners. At the same time workers must think over their roles and responsibilities, duties. (Bhagat S., 2015) Employee Welfares Measures in medium scale industry which concentrate on statutory Welfare Measures in Nashik MIDC, According to their paper, Efficiency of the workforce is directly and indirectly linked with the conditions and environment under which they are required to work.

Scope of the Study

The scope of the study is assessing the perception and satisfaction level of employees towards Labour welfare measures in selected engineering unit of Ahmadabad.

Objectives

1. To study the employee's Welfare Measures and Social Security.
2. To know the employee's level of satisfaction towards the Welfare Measures & Social Security.

Hypothesis

HO: There is no significant relationship between employee's satisfactions with respect to Labour welfare & Social security measures provided by selected engineering unit of Ahmadabad.

H1: There is a significant relationship between employee's satisfactions with respect to Statutory Welfare measures provided by selected engineering unit of Ahmadabad.

H2: There is a significant relationship between employee's satisfactions with respect to Non-Statutory welfare measures provided by selected engineering unit of Ahmadabad.

H3: There is a significant relationship between employee's satisfactions with respect to Social Security measures provided by selected engineering unit of Ahmadabad.

Research Methodology

Data Sources

Primary Data is used through structured Questionnaire and secondary data from secondary source like, Journals, Article, etc.

Data Collection

Data is collected with the help of structured Questionnaire.

Data Analysis and Interpretation

ANOVA is used for Data Analysis and Interpretation to reach at conclusion.

Sample Size

100 employees are taken into consider as sample in selected engineering unit of Ahmadabad.

Data Analysis

Table 1: Data Analysis I

Sr. no	Designation	No. of Respondents	Percentage (%)
1.	Top Level	3	3
2.	Middle Level	64	64
3.	Bottom Level	33	33
Total		100	100

Source: Primary Data

Out of 100 respondents, 3% consists of Top level, 64% consists of Middle level and 33% of at Bottom level.

Table 2: Data Analysis2

Sr. no	Description	Designation				Significance	Remarks
		Top Level	Middle Level	Bottom Level	Total		
Statutory welfare Measures							
1.	Facilities for washing	2.00	1.89	2.00	1.93	0.75	Ho: Accepted
2.	Facilities for storing, drying & clothing	2.00	2.06	2.09	2.07	0.96	Ho: Accepted
3.	Facilities for sitting	2.00	2.07	2.03	2.06	0.92	Ho: Accepted
4.	First aid appliance	2.00	2.15	2.12	2.14	0.91	Ho: Accepted
5.	Canteen	2.00	2.17	2.21	2.18	0.90	Ho: Accepted
6.	Rest and lunch room	2.00	2.09	2.21	2.13	0.67	Ho: Accepted
7.	Occupational health services	2.33	2.08	2.24	2.14	0.42	Ho: Accepted
8.	Crèche	2.33	2.12	2.24	2.17	0.65	Ho: Accepted
9.	Lighting and ventilation	2.00	2.21	2.21	2.21	0.88	Ho: Accepted
10.	Noise , temperature controlling	1.66	2.17	2.18	2.16	0.46	Ho: Accepted
Non-statutory welfare Measures							
11.	Transport facilities for employees	2.33	2.00	2.21	2.08	0.25	Ho: Accepted
12.	Facilities for training and education	2.33	2.06	2.21	2.12	0.52	Ho: Accepted
13.	Loans and advances	2.00	2.25	2.24	2.24	0.86	Ho: Accepted
14.	Leave allowance	2.00	2.29	2.18	2.25	0.63	Ho: Accepted
15.	Recreational facilities	2.33	2.28	2.42	2.33	0.72	Ho: Accepted
16.	Housing facilities	2.00	2.25	2.30	2.26	0.81	Ho: Accepted
17.	Benefits for dependents	1.67	2.21	2.21	2.2	0.48	Ho: Accepted
18.	Incentives and bonus	2.33	2.29	2.18	2.26	0.74	Ho: Accepted
19.	Uniforms facilities	2.00	2.11	2.09	2.10	0.95	Ho: Accepted
20.	Guidance and counselling	2.00	2.11	2.15	2.12	0.93	Ho: Accepted
Social Security Measures							
21.	Workmen compensation benefits(sickness benefits & Disablement benefits)	1.67	2.14	2.24	2.16	0.39	Ho: Accepted
22.	Gratuity benefits	2.00	2.36	2.24	2.31	0.62	Ho: Accepted
23.	Provided fund	2.00	2.34	2.30	2.32	0.75	Ho: Accepted
24.	Pension	2.33	2.33	2.36	2.34	0.98	Ho: Accepted
25.	Medical Insurance benefits	2.67	2.33	2.33	2.34	0.77	Ho: Accepted
26.	Maternity benefits	2.33	2.31	2.33	2.32	0.99	Ho: Accepted
27.	Group insurance	2.33	2.11	2.24	2.16	0.61	Ho: Accepted
28.	Bonus benefits	2.00	2.11	2.30	2.17	0.39	Ho: Accepted
29.	Wages benefits	2.00	2.14	2.36	2.21	0.45	Ho: Accepted
30.	Women Security	2.00	1.92	1.76	1.87	0.54	Ho: Accepted

Source: Primary Data

On asking their fulfilment level towards all Welfare Measures (Including Statutory and Non-statutory welfare Measures) and Social Security Measures, there was total 100 respondents which consist of employees from various designation level (3% of Top Level, 64% of Middle Level & 33% of Bottom Level). Calculated ANOVA value is greater than level of significance. This means that there is no a significant association is found between satisfaction levels of respondents at different level with welfare and social security measures. Therefore Null Hypothesis (H0) is accepted. So we can conclude that satisfaction level of different designated employees towards various welfare measures and social security measures are not significantly related.

Table 3: Data Analysis3

Sr. no	Age	No. of Respondents	Percentage (%)
1.	18-25 Years	07	7
2.	26-35 Years	56	56
3.	36-45 Years	32	32
4.	46-55 years	05	5
5.	56 or Above	00	00
Total		100	100

Source: Primary Data

Out of 100 Respondents 7% are fall under age between 18-25 Years, 56% are fall under age between 26-35 Years, 32% are fall under age between 36-45 Years and there are no respondents who fall under age between 56 or above.

Table 4: Data Analysis

Sr. no	Description	Age(Mean)					Significance	Remarks
		18-25 Years	26-35 Years	36-45 Years	46-55 Years	Total		
Statutory welfare Measures								
1.	Facilities for washing	2.00	1.85	2.00	2.20	1.93	0.62	Ho: Accepted
2.	Facilities for storing, drying& clothing	2.28	2.01	2.09	2.20	2.07	0.71	Ho: Accepted
3.	Facilities for sitting	2.28	1.96	2.15	2.20	2.06	0.32	Ho: Accepted
4.	First aid appliance	2.28	2.05	2.34	1.60	2.14	0.05	Ho: Accepted
5.	Canteen	2.00	2.12	2.40	1.60	2.16	0.12	Ho: Accepted
6.	Rest and lunch room	2.00	2.12	2.28	1.40	2.13	0.43	Ho: Accepted
7.	Occupational-health services	2.14	2.11	2.21	2.00	2.14	0.83	Ho: Accepted
8.	Crèche	2.28	2.12	2.21	2.20	2.17	0.89	Ho: Accepted
9.	Lighting and ventilation	2.42	2.11	2.19	2.20	2.16	0.65	Ho: Accepted
10.	Noise , temperature controlling	2.11	2.11	2.19	2.20	2.16	0.70	Ho: Accepted

Sr. no	Description	Age(Mean)					Significance	Remarks
		18-25 Years	26-35 Years	36-45 Years	46-55 Years	Total		
Non-statutory welfare Measures								
11.	Transport facilities for employees	1.86	2.11	2.12	1.80	2.08	0.57	Ho: Accepted
12.	Facilities for training and education	2.00	2.21	2.09	1.40	2.12	0.07	Ho: Accepted
13.	Loans and advances	2.28	2.30	2.25	1.40	2.24	0.09	Ho: Accepted
14.	Leave allowance	2.42	2.26	2.28	1.60	2.25	0.20	Ho: Accepted
15.	Recreational facilities	2.28	2.27	2.50	2.00	2.33	0.47	Ho: Accepted
16.	Housing facilities	2.00	2.22	2.43	1.80	2.26	0.24	Ho: Accepted
17.	Benefits for dependents	2.28	2.21	2.15	2.20	2.20	0.97	Ho: Accepted
18.	Incentives and bonus	2.43	2.23	2.31	2.00	2.26	0.72	Ho: Accepted
19.	Uniforms facilities	2.00	2.14	2.06	2.00	2.10	0.87	Ho: Accepted
20.	Guidance and counselling	2.14	2.12	2.19	1.60	2.12	0.44	Ho: Accepted
Social security Measures								
21.	Workmen compensation benefits(sickness benefits and Disablement benefits)	1.86	2.16	2.31	1.60	2.16	0.12	Ho: Accepted
22.	Gratuity benefits	2.14	2.44	2.18	1.80	2.31	0.18	Ho: Accepted
23.	Provided fund	1.85	2.35	2.37	2.20	2.32	0.41	Ho: Accepted
24.	Pension	2.00	2.39	2.34	2.20	2.34	0.60	Ho: Accepted
25.	Medical Insurance benefits	1.65	2.39	2.31	2.60	2.34	0.33	Ho: Accepted
26.	Maternity benefits	2.28	2.33	2.31	2.20	2.32	0.98	Ho: Accepted
27.	Group insurance	1.85	2.16	2.25	2.00	2.16	0.54	Ho: Accepted
28.	Bonus benefits	2.28	2.16	2.25	1.60	2.17	0.28	Ho: Accepted
29.	Wages benefits	2.14	2.26	2.22	1.60	2.21	0.43	Ho: Accepted
30.	Women Security	1.85	1.94	1.78	1.60	1.87	0.62	Ho: Accepted

Source: Primary Data

There were total 100 respondents from which 56% dominated by employees having age between 26-35 years. Calculated ANOVA value is greater than level of significance. This means that no significant association is found between satisfaction levels of respondents at different Age structure. Therefore Null Hypothesis (H₀) is accepted. So we can conclude that satisfaction level of different age employees towards various welfare measures and social security measures are not significant allied.

Findings

1. Majority Respondents are male.
2. Out of 100 Respondents majority of them dominated by middle level employee (64%).
3. Out of 100 Respondents, there are more employees having age between 26-35 Years, it is 56%.
4. Most of respondents are satisfied towards all welfare and social security measures.
5. There is no significant relationship found among the satisfaction level of employees having different age.
6. No significant association is found between satisfaction levels of the respondents belonging to different designation level and welfare measures and social security.

Limitations of Study

1. As, Labour welfare measures consists of wide measures but we have considered selected measures like Statutory welfare measures, Non- statutory welfare measures and Social security.
2. Only 100 employees have been taken as sample from selected engineering unit of Ahmadabad.
3. There is only selected engineering unit of Ahmadabad.
4. Data got from the respondents neither may not be exact. So they got data won't give a genuine and reasonable perspective of the real position.
5. There may be bias in information which given by employees, due to their hesitated to express their feeling and opinion.

Conclusion

Industrial relation is maintaining relationship among employee for purposes of production, efficient production, and human well being and industrial growth. In current scenario there is need to maintain Industrial relationship among stake holders of organisation to prosper in the market. There must be various welfare measures and social security which are considered to maintain harmony among employees and employers. In current era Human are considered as investment not expense, and due to such an Investment behind them will add value on Industrial growth. There should be more emphasis on employees' welfare and it must be in continuing manner, such measures will motivate employees and also increased their involvement in job due to which Industrial growth will possible. According to studies, it has been founded that there is no significant relationship between satisfaction level of employee having different Age and designation level with welfare measures. By directing this review we could gather that the greater parts of representatives working in designing unit are happy with compelling and sufficient welfare measures and government managed savings.

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