



## A STUDY ON LABOUR WELFARE AND SOCIAL SECURITY MEASURES WITH SPECIAL REFERENCE TO LUCAS –TVS CHENNAI, TAMILNADU INDIA

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### **Abstract**

A happy and contented work force is an asset for the industrial prosperity of any nation.' Labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee health and attitudes. In other words, it contributes to the maintenance of employee morale. Labour Welfare” and “Social Security” measures can be classified as “Fringe benefits” offered to the employees. The term “Fringe benefits” refer to various extra benefits provided to employees in addition to the compensation paid in the form of wage or salary. Some employers provide these services over and above the legal requirements to make effective use of the work force; some restrict themselves only to those benefits, which are legally required. Labour Welfare is an important fact of industrial relations, the extra dimension giving satisfaction to the worker in a way, which even a good wage cannot. The study mainly focuses on labour welfare and social security measures of employees working in Lucas-TVS in Padi area Chennai, Tamil Nadu, India. The learning strategies required to understand labour welfare and social security measures are complying with the legal and international standards.

**Keyword: Labour Welfare, Social Security, Fringe Benefits, Industrial Relations.**

### **1. INTRODUCTION**

Balcher defines these benefits as “any wage cost not-directly connected with the employees’ productive effort, performance, service or sacrifice.” Labour Welfare is an important fact of industrial relations, the extra dimension giving satisfaction to the worker in a way, which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. Social security forms an important part of labour welfare providing the ‘Security’ which is of great importance to the worker’s and his family’s well-being.

### **2. NEED FOR THE STUDY**

This study covered 200 Technical operators in the Padi factory of Lucas-TVS. All the respondents were male as there were no female employees in this category. More time required for collecting information by the Questionnaire method. This is because interviews can be held only at the convenience of the employee.

### **3. OBJECTIVES OF THE STUDY**

- a. To study on Labour welfare and Social Security Measures in Lucas –TVS Ltd.
- b. To study the statutory and non-statutory welfare and social security measures.
- c. To suggest policy measures to improve the functioning of the welfare and social security measures.

### **4. RESEARCH METHODOLOGY**

#### **4.1 Sources of Data**

Accurate data is necessary to achieve useful results. Based on the Research study, the necessary primary and secondary data were collected. The source open to a researcher in this type of research is both:

- 1) **Primary Data:** The data was collected from the employees of the company through the personal interview and questionnaire method.
- 2) **Secondary Data:** The process of gathering information from an already existing source is called as the secondary data. Textbooks, Magazines. Journals and other published materials related to the subject were made use for secondary data.

**4.2 Sample Size:**For this research 200 employees of the company is taken as the sample size.

**4.3 Sampling Method:**Convenience sampling technique was followed for this study.

#### **4.4 Statistical Tools used**

1. Chi square test
2. Weighted average method
3. Analysis of variance (one-way)

## 5. LIMITATIONS OF THE STUDY

1. Since this study was conducted in the Padi factory of Lucas-TVS the findings are applicable only to this factory.
2. The production process is a continuous one and the workers were very quality conscious, filling up the questionnaires was difficult as the researcher had to interrupt the workers.
3. Some of the respondents were not in a position to give complete information, so the research had to proceed with incomplete data.
4. A part from the above limitations and full and incomplete information are also factors, which limit the analysis and the study in general.

## 6. FINDINGS

1. As per chi-square test - There is significant relationship between number of years' experience in the organization and medical satisfaction level.
2. As per weighted average ranking method- The employees primary preference to availability of healthy drinking water within organization (Rank 1), followed by toilet facilities and sickness benefit (Rank 2), first aid facility and family benefit (Rank 3), facilities for sitting and pension benefit (Rank 4), restroom and maternity benefit (Rank 5) and (Rank 6) for Canteen facilities.
3. As per analysis of variance-one way- There is significant relationship between number of years' experience in the organization and opinion of VRS scheme.
4. Majority of the respondents were in the age group of 41-50.
5. Majority of the respondents are SSLC (4)
6. It is found that all the employees are male the company does not recruit female employees in the technical operators level.
7. Majority of the respondents are in the income level between Rs.15, 001- Rs.20, 000.
8. Majority of the respondents fall into the experience category between 20-30 years of experience.
9. All the regular employees are provided with basic welfare measures and social measures.
10. 98% of the employees have stated that they have been provided with a safe working place.
11. Employees are provided with safe working place in addition they are provided with basic welfare amenities. The quality of these amenities is of a high standard much above the legally prescribed minimum standards.
12. Majority of the respondents are satisfied with the medical facilities provided by the Organization.
13. A small percentage (11%) was dissatisfied with the present loan facilities as sanctioned by the employer.
14. 93% of the respondents stated that they were satisfied with the present canteen services; however 7% of the respondents stated that they were dissatisfied with the same.
15. 91% of the respondents stated that there is co-operation among the employees in the work place.
16. 86% of the respondents had stated that the welfare Officer pays more attention for redressal of employee grievance, however remaining 14% of the respondents had stated that the welfare officer does not pay more attention for redressal of employee grievance.
17. 100% of the respondents have stated that they are proud to be working in the organization.

## 7. SUGGESTIONS

1. The facilities available in the canteen may be examined as Small percentages (7%) of the respondents have expressed dissatisfaction with the same. Suggestions and feedback may be asked for from the employees and suitable action initiated.
2. A small percentage (11%) of the respondents has expressed some dissatisfaction with the loan facilities. The causes for this may be ascertained and suitable action initiated.
3. A small percentage (13%) of the respondents is dissatisfied, as complete information is not provided about leave facilities. The staff of the HR Department may provide booklets containing the details of leave facilities to the employees.
4. Small percentages (10%) of the respondents have stated that they are not able to understand the details of the various components in the salary; the deductions and the net take home salary. The staff of the HR Department may provide booklets containing the details of salary to the employees.
5. Certain percentage of the respondents stated that the welfare officer does not pay sufficient attention to redressal of employee grievances. This aspect may be examined and corrective action initiated.
6. A small percentage (8%) of the respondents stated that the welfare officer does not counsel them when they approach him with problems having emotional content. The causes for this may be ascertained and suitable action taken.



## **8. CONCLUSION**

As the educational standard of the people has increased, they are not ready to accept anything without a proper reason. This shows that the employees of LUCAS-TVS (Padi) are very much satisfied with the Labour welfare and social security measures provided to them. Still there is a lot of scope for improvement as suggested in this study.

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