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Study of Labour Welfare and Safety Measures and it's Effect on Quality of Work Life

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Abstract

The industry's plays a vital role in human life. Industries are one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labor intensive industry it needs to concentrate more in the area of employee welfare. In this study, It is measured that quality of work life will have direct and indirect relationship with the economic and social well-being of large portion of population which lies beyond the domain of Industry. This article highlights the various welfare measures and quality of work life among the workers towards industries and to analyze the satisfaction level of the employees working in the company towards the welfare measurement provided by the company for its employees.

Keywords: Various Welfare Measures, Quality of Work Life (QWL), Employees, Organizations, Quality Circles, Training Developing, Motivating.

Introduction

Labour welfare has been defined in various ways, though unfortunately no single definition has found universal acceptance. The Oxford Dictionary defines labour welfare as "efforts to make life worth living for worker"

The ILO report refers to labour welfare as "such services, facilities, and amenities, which may be established in, or in the vicinity of undertakings to enable persons employed therein to perform their work in healthy and congenial surroundings and provided with amenities conducive to good health and high morale".

Features

On the basis of the various definitions, the basic characteristics of labour welfare work may be noted thus:

1. It is the work which is usually undertaken within the premises or in the vicinity of the undertakings for the benefit of the employees and the members of their families.
2. The work generally includes those items of welfare which are over and above what the employees expect as a result of the contract of service from the employers.
3. The purpose of providing welfare amenities is to bring about development of the whole personality of the worker - his social, psychological, economic, moral, cultural and intellectual development to make him a good worker, a good citizen and a good member of the family.
4. These facilities may be provided voluntarily by progressive and enlightened entrepreneurs at their own accord out of their realization of social responsibility towards labour, or statutory provisions may complete them to make these facilities available; or these may be undertaken by the government or trade unions, if they have the necessary funds for the purpose.
5. Labour welfare is a very broad term, covering social security and such other activities as medical aid, crèches, canteens, recreation, housing, adult education, arrangements for the transport of labour to and from the work place.
6. It may be noted that not only intra-mural but also extra-mural, statutory as well as non-statutory activities, undertaken by any of the three agencies - the employers, trade unions or the government - for the physical and mental development of the worker both as a compensation for wear and tear that he undergoes as a part of the production process and also to enable him to sustain and improve upon the basic capacity of contribution to the processes of production, "which are all the species of the longer family encompassed by the term 'labour welfare'".

Objectives of the Study

1. To understand the effect of Labour Welfare and Safety Measures with respect to the effect it has on the employee's work life.

Sampling Unit: Laborers.

Sample Size: 50

Sampling Procedure: Simple Random Sampling (probability sampling)

Data Analysis and Interpretations

1. How will you rate the health provision in your organization?

Findings:

Outstanding	17
Good	23
Average	06
Poor	04

Title: Health Provision

- It is seen from the chart above that out of the 50 people 23 labourers have opted for good.
- **Analysis:** According to my study conducted and as the chart states above it is seen that out of 50 labourers who have been surveyed only 04 labourers are not happy with the facility. So it can be assumed that the health provision that the company is providing to its labourers is good.

2. How will you rate the safety provision in your organization?

Findings:

Outstanding	14
Good	23
Average	12
Poor	01

- It is seen from the chart above that out of the 50 people 23 labourers have opted for good.

Analysis: According to my study conducted and as the chart states above it is seen that out of 50 people who have been surveyed only 01 labor is not happy with the facility. So it can be assumed that the safety provisions that the company is providing to its labourers is good.

3. Do you feel Training programs provided by company help in increasing the skill of Workers?

Findings:

Strongly Agree	25
Agree	13
Satisfactory	10

Disagree	02
Strongly Disagree	00

- It is seen from the chart above that out of the 50 people 25 people have opted for Strongly Agree.
- **Analysis:** According to my study conducted and as the chart states above it is seen that out of 50 people who have been surveyed only 02 labourers are disagree. So it can be assumed that this facility will prove good for both the company and the employees.

4. Do you feel the working environment motivates the workers?

Findings:

Strongly Agree	23
Agree	20
Satisfactory	05
Disagree	01

- It is seen from the chart above that out of the 50 people 23 labourers have opted for Strongly Agree.
- **Analysis:** According to my study conducted and as the chart states above it is seen that out of 50 people who have been surveyed only 01 labourer disagree. So it can be assumed that this facility will prove good for both the company and the employees.

5. Do you feel Health facilities improve the efficiency of the workers?

Findings:

Strongly Agree	34
Agree	08
Satisfactory	08
Disagree	00
Strongly Disagree	00

- It is seen from the chart above that out of the 50 people 34 people have opted for Strongly Agree.
- **Analysis:** According to my study conducted and as the chart states above it is seen that out of 50 people who have been surveyed none of the labourers disagree. So it can be assumed that this facility will prove good for both the company and the employees.

5. Do you feel Housing facility helps in retaining workers in the organization?

Findings:

Strongly Agree	22
Agree	18
Satisfactory	07
Disagree	03

- It is seen from the chart above that out of the 50 people 22 people have opted for Strongly Agree.

Analysis: According to my study conducted and as the chart states above it is seen that out of 50 people who have been surveyed only 03 labourers disagree. So it can be assumed that this facility will prove good for both the company and the employees.

6. Do you feel Canteen facilities is must for good health of workers?

Findings:

Strongly Agree	26
Agree	12
Satisfactory	10
Disagree	02
Strongly Disagree	00

It is seen from the chart above that out of the 50 people 26 people have opted for Strongly Agree.

- Analysis:** According to my study conducted and as the chart states above it is seen that out of 50 people who have been surveyed only 02 labourers disagree. So it can be assumed that this facility will prove good for both the company and the employees.

Conclusion

From the study, it was found that most of the labourers were satisfied with the facilities given by the company. The effect of the labour welfare and safety measures and its effect on the quality of work life of the employees is good. Good labour welfare and safety measures if provided by the company have a positive reaction with respect to the quality of work life of any employee for various reasons.

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