

# A Study on Employees Satisfaction Towards Labour Welfare Measures.

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## ABSTRACT

The study entitled "**A STUDY ON EMPLOYEES' SATISFACTION TOWARDS LABOUR WELFARE MEASURES AT KOTHARI SUGARS AND CHEMICALSLIMITED, KATTUR**".

This study is attempted to analyse the employee satisfaction towards labour welfare measures at Kothari sugars and chemicals limited, Kattur. The study is fully based on both primary and secondary data. This study has been organized into five chapters. This first chapter includes four categories. The first one is introduction about the study, need & scope of the study and review of literature. The introduction part explains the meaning and definitions of labour welfare. The final category is review of literature. The second chapter is industry profile and company profile. The third chapter deals with research methodology which includes the objectives, limitation of the study. The fourth chapter deals with analysis & interpretation which includes tools such as Simple percentage analysis, chi- square and correlation analysis. The fifth chapter includes the findings, suggestions and conclusion of this study. After that it includes reference which is used in this project

## INTRODUCTION

### LABOUR WELFARE

The economic development of a country depends upon the production of commodities and services, the production is the result of five factors of production viz, land, labour, capita organization or management and entrepreneurship. Out of these five factors, the labour is the active factor of production. The productivity of labour has gained the greatest attention or industrial psychologists and researchers in the field of economics and management. The productivity of labour depends upon its Efficiency. Quality of labour depends primarily upon its health and nutrition, literacy and social values and customs. Poor diets, unhygienic condition, inadequate disease preventive measures and lack of medicines and medical care have an adverse bearing on their efficiency. The happiness and the efficiency of workers are the mirror of the prosperity of an industry.

This prosperity of an industry is the end result of productivity. To neglect the labour class is to neglect the productivity. So, labour welfare measures become crucial because of the reasons like low level of wages, irregular working hours, inability of trade union

to undertake welfare work, to build up a stable labour force for creating a genuine welfare state, to create good psychological feelings and to create good moral habits. Under such conditions labour welfare can be only relief to labouring class.

The concept of "labour welfare is necessarily flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general socio-economic development of the people and the political ideologies prevailing at a particular time. it is also moulded according to the Age-group. sex socio-cultural background, marital and economic status and educational level of the workers in various industries. Accordingly, the concept cannot be very precisely defined.

A series of sharply diverse opinions exists on the motives and merits of labour welfare as well. In its widest sense, it is more or less synonymous with labour conditions and as a whole, including labour legislation and social insurance. Another focus of interpretation centres round the voluntary or statutory nature of welfare for working class.

## **OBJECTIVES OF THE STUDY PRIMARY**

### **OBJECTIVE**

A Study on Employee Satisfaction Towards Labour Welfare Measures at Kothari Sugars and Chemicals Limited, Kattur.

### **SECONDARY OBJECTIVES**

To Measure the satisfaction level of the employees towards welfare measures. To test the significant relationship between demographic & likert scale factor. To offer suggestion for increase welfare measures towards employees.

## **REVIEW OF LITERATURE**

### **3.1 INTRODUCTION OF RESEARCH**

Research is a process of investigation into specific problem or issue that needs to new or improved knowledge, on the other words, research is a process through which have attempt to achieve systematically and with the attempt of data the answers to a question, the resolution of a problem, or a greater understanding of phenomenon.

## **METHODOLOGY INTRODUCTION**

Research methodology is way systematically solving the research problem. Research methodology deals with the objectives of a research study, the method of research problem, type of hypothesis formulated the type of data collected, methods used for collecting and analysing the data etc.,

## **HYPOTHESIS FINDINGS CHI-SQUARE**

### **FINDINGS**

It is inferred that the Sig. Value (0.000) is less than level of significance (0.05). Null Hypothesis is rejected. Hence there is a significant association between experience and regular increment. Contingency coefficient has been used by the researcher because number of rows is equal to number of columns. Contingency coefficient value is 0.761, which lies between 0.4 to 0.8 therefore this means that there is a moderate positive association between experience and regular increment.

It is inferred that the Sig. Value (0.000) is less than level of significance (0.05). Null Hypothesis is rejected. Hence there is a significant association between gender and working hours. Cramer's has been used by the researcher because...

## **SUGGESTIONS**

Drinking water facilities have to be improved as it is statutory requirements in Kothari Sugars and Chemicals Limited.

First aid facilities have to be improved. The required number of first aid boxes and the contents has to be taken care of Kothari Sugars and Chemicals Limited.

Rest room has to be improved with sufficient facilities and in a clean condition in Kothari Sugars and Chemicals Limited.

The overall opinion about sufficient space and lighting facilities in Kothari Sugars and Chemicals Limited has to be improved.

Quality of food provided in the canteen is to be improved because minimum percent of the respondents, have felt that it is neutral in Kothari Sugars and Chemicals Limited.

Quarter's facility has to be improved in Kothari sugars and chemicals limited.

## **CONCLUSION**

As per the study which was undertaken regarding the labour welfare measures provided in Kothari Sugars and Chemicals Limited, Kattur. The labour welfare programmes are undertaken sincerely and the employers are mostly satisfied with some of the facilities provided by the Kothari Sugars and Chemicals Limited. Thus, from the brief study it can be concluded that the labour welfare measures are always a boon to the company and the employees, so the management should provide adequate and timely welfare facilities that are provided to them.

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