

## **A Study on Workers Perception on Welfare Facilities with Special Reference to Subramaniya Siva Co-Operative Sugar Mills Ltd, In Dharmapuri District**

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### **ABSTRACT**

This study focuses on labour welfare facilities of Subramaniya Siva Co-operative Sugar Mills in Dharmapuri District. Industrial growth in any country depends on a satisfactory workforce. Arranging of adequate employee-welfare facilities involves continuous improvement of employees and improve their capabilities as well as their quality of life. Labour welfare activities are carried out with the aim of developing better relationships with employees. Every mill needs skilled manpower to increase the efficiency and productivity of the entire organization. The descriptive survey was adopted as research design. Simple random sampling techniques was used in selecting the sample size. The interview schedule method was used as a data collection tool. Quantitative statistics were analyzed using descriptive statistics, which included mean, standard deviation, percentage analysis, Analysis of variance t-test and chi-square.

### **Keywords**

Co-operative; Mill; Perception; Sugar; Welfare facilities

### **1. Introduction**

Labour welfare is an essential part of social welfare. Labour has an important role in the industrial production of the country. The personnel management really concerns with the management of the people at work. Management is the art of getting work done by the people. Therefore, it is very necessary to seek the co-operation of the labour force in order to increase the production and to earn higher profits. In almost all the countries of the world, statutory facilities were taken to ensure a minimum living wage and reasonably good amenities. But the modern worker cannot cope with the pace of modern life with minimum sustenance amenities. The bare minimum amenities alone cannot satisfy the labour force and ensure the intellectual, physical, moral and economic betterment of the workers. These non-statutory benefits are denoted as labour welfare facilities and they are of great

importance to the workers. The money spent on this is not a waste but in fact a wise investment. These facilities bring a profitable return in the form of greater efficiency.

Today, employers have generally accepted welfare as a social right. But the degree of importance given by them varies. Therefore, the state also intervenes and introduce legislation from time to time bring about some facilities of uniformity in providing such amenities.

## 2. Review of Literature

**Megala.A (2005)** this study stated that, “the provision of health-care facilities along with other labour welfare facilities cannot only ensure better work with in the work place, but can also ensure peace within the family of the labourers. A good work environment can promote and favour the well being of the worker.”

**Latasri.O.T.V (2006)** concluded in his thesis, a successful management contributes to a powerful labour welfare and smooth industrial relations. This helps an industry to grow successfully in accomplishing its goals and further enter into society in an endeavor to uplift the community and humanity.

**Dr. Tiwari U. (2014)** conducted a study on employee welfare activities and its impact on employee performance and concluded that management should focus on the facilities provided to employees in order to increase productivity, satisfaction, Performance level and profitability of organization.

**Patro (2015)** in a comparative analysis of welfare activities in the public and private sectors found that employee welfare facility is a key dimension for smooth the employer-employee relationship. These welfare facilities improve the morale of the employees and their loyalty to the management, thus increasing their happiness, satisfaction and performance.

**Dr.P. Bhujanga Rao (2017)** in his study is concerned with the well-being of workers by employers, trade unions and governmental and non-governmental organizations, recognizing the worker's unique place in society and doing good to them, retaining and encouraging employees, building social reputation and building the reputation of the company. The study was conducted to inform the management about the areas / causes of dissatisfaction among the workers and to help the management to take necessary steps to avoid such dissatisfaction and to improve their productivity.

## 3. Statement of the Problem

Welfare facilities play a vital role on the productivity of the worker. These include the provision of housing, education, medical, recreation and transport facilities. These facilities are to be provided to the workers sometimes as per the statutory requirements and sometimes purely on voluntary basis depending on the financial soundness of the organization. This study primarily focuses on the labour welfare facilities in Subramaniya Siva Co-operative Sugar Mills in Dharmapuri District. Under a competitive industrial climate, the health of the company is measured in terms of the

industrial relations it maintains with the workers. Necessarily, this warrants the provision of welfare facilities to the workers. The present study aims at answering the following questions regarding the welfare facilities provided by mill.

- What is the various welfare facilities provided to the employees?
- What are the relationship between labour welfare facilities and industrial growth?

#### **4. Objectives of the Study**

The study has undertaken with the following objectives:

1. To know the demographic factors and employability profile of Subramaniya Siva co-operative sugar mill.
2. To examine the various welfare facilities provided to the employees.
3. To analyse relationship between employee welfare facilities and industrial growth.
4. To suggest improving measures with regard to welfare facilities provided to the employees of the sugar mill.

#### **5. Hypothesis**

1. Designation does not influence the factors inducing Welfare Facilities.
2. Factors inducing Welfare Facilities between male and female are same.

#### **6. Research Methodology**

This chapter represents the research methodological aspects of the study. Primary and secondary data were collected to cover each aspect of the study. Primary data are related to employees behavior and response. The secondary data were collected from various books, journals, periodicals, magazines, newsletters, newspapers and earlier research works. The sample for this study was the employees of Subramania Siva Cooperative Sugar Mills. Random Sampling Technique was used to select the respondents for the research. Sample size was restricted to 57 respondents. The interview method was followed which is of great value to researchers to draw meaningful conclusions from a large system of quality data. The researcher adopted the following statistical tools to analyze the collected data and to achieve the objective of the research. This study used Microsoft Excel and Statistical Package for Social Sciences (SPSS) computer software for analyzing the primary data. These tools have been used to generate statistical analysis results and suitable tables and figures. Statistical instruments used for analysis are Percentage method, t-test, mean, standard deviation, Analysis of variance and chi-square test.

#### **7. Limitations of the Study**

- The sample respondents are restricted to 57 only.
- The study is restricted to workers perception on welfare facilities of the employees only.
- The main obstacle to the study of the availability of time and cost.

## 8. Analysis and Interpretation

The results from the statistical analysis and corresponding interpretations of the socio-economic characteristics of the respondents and the objective-wise analysis of the study are presented in this chapter.

### 8.1 Analysis of demographic factors and employability profile of the respondents of Subramaniya Siva Co-operative Sugar Mills

Tables 1 expound the demographic factors and employability profile of the respondents of Subramaniya Siva Co-operative Sugar Mills in Dharmapuri District.

**Table 1**

**Demographic factors and employability profile of the respondents**

S.No	Demographic Factors and Employability Profile of the Respondents		Frequency	Percent	Cumulative Percent	Total
1	Gender	Male	43	75.4	75.4	57
		Female	14	24.6	100.0	
2	Age in Years	Below 25 years	9	15.8	15.8	57
		25 to 35 years	23	40.4	56.1	
		Above 35 years	25	43.9	100.0	
3	Educational Qualification	Upto School Level	34	59.6	59.6	57
		UG Degree	9	15.8	75.4	
		PG Degree	6	10.5	86.0	
		Others	8	14.0	100.0	
5	Designation	Workmen	39	68.4	68.4	57
		Supervisory Staff	11	19.3	87.7	
		Management Executive	7	12.3	100.0	
6	Monthly Income	Below Rs. 20,000	12	21.1	21.1	57
		Rs. 20,000-25000	11	19.3	40.4	
		25000-30000	21	36.8	77.2	
		Above 30000	13	22.8	100.0	
7	Length of Experience	Below 5 years	10	17.5	17.5	57
		5-10 years	26	45.6	63.2	
		Above 10 years	21	36.8	100.0	
8	Residential Area	Rural	43	75.4	75.4	57
		Urban	14	24.6	100.0	
9	Marital Status	Married	49	86.0	86.0	

		Unmarried	8	14.0	100.0	57
10	Family Type	Nuclear Family	39	68.4	68.4	57
		Joint Family	18	31.6	100.0	

It is evident from Table 1 that, the majority (75.4%) of the respondents are male, 43.9% of the respondents are above 35 years of age group, 59.6% of the respondents completed upto School Level, 68.4% of the respondents belong to Workmen category, 36.8% of the respondents earned between Rs. 25000-30000, 45.6% of the respondents are working between 5-10 years, 86.0% of the respondents are Married and 68.4% of the respondents live in Nuclear Family.

## 8.2 Socio-economic characteristics on the perception of Designation, results obtained by Chi Square analysis

Tables 2 elucidate that the Socio-economic characteristics on the perception of Designation of the respondents of Subramaniya Siva Co-operative Sugar Mills in Dharmapuri District.

**Table 2**

### **Chi Square values – Socio-Economic Characteristics on the Perception of Designation**

S.No	Socio-Economic Characteristics	Chi-square Value	P values	Significant/ Not Significant
1	Gender	43.262	.000	S
2	Age	33.674	.000	S
3	Educational Qualification	87.578	.000	S
4	Monthly Income	45.643	.000	S
5	Length of Experience	45.099	.000	S
6	Residential Area	43.262	.000	S
6	Marital status	49.465	.000	S
7	Family Type	57.000	.000	S

S – Significant at 5% level (p value $\leq$  0.05); NS – Not Significant at 5% level (p value $>$ 0.05)

It is found from Table 2 that the hypothesis is rejected (Significant) in entire cases. It is concluded that the demographic units such as Gender, Age, Educational Qualification, Length of Experience, Residential Area, Marital status, Family Type have significant influence on the designation for the study of Employees welfare facilities of Subramaniya Siva Co-operative Sugar Mills in Dharmapuri District.

### 8.3 Demographic Profile (Designation) on Welfare Facilities, Results obtained by One-way ANOVA

Table 3 reports that the output of One-way ANOVA on the basis of Demographic Profile (Designation) and Welfare Facilities

**Hypothesis:** Designation does not influence the factors inducing Welfare Facilities.

**Table 3**  
**One-way ANOVA – Demographic Profile (Designation) on Welfare Facilities**

S.No	Welfare Facilities	F Value	P values	Significant/ Not Significant
1	First Aid Equipment	28.946	.000	S
2	Canteen Facilities	43.888	.000	S
3	Shelter, Leisure and Lunch room	69.841	.000	S
4	Drinking Water	76.986	.000	S
5	Medical Facilities	38.841	.000	S
6	Transport Facilities	27.469	.000	S
7	Education Facilities for Children	46.810	.000	S
8	Loans and Advances	32.826	.000	S
9	Leave Travel Allowance	25.582	.000	S
10	Sports and Recreational Facilities	55.147	.000	S
11	Incentives and Bonus	50.222	.000	S
12	House Rent Allowance	56.088	.000	S

S – Significant at 5% level (p value $\leq$  0.05); NS – Not Significant at 5% level (p value $>$ 0.05)

From the above Table 3, it is concluded that almost entire variables are significantly influencing on the designation for the study of Employees welfare facilities for Subramaniya Siva Co-Operative Sugar Mills in Dharmapuri District.

### 8.4 Demographic Profile (Gender) on factors inducing Welfare Facilities

Table 4 portrays that the output of t-test for the basis of Demographic Profile (Gender) on factors inducing welfare facilities

**Hypothesis:** Factors inducing Welfare Facilities between male and female are same.

**Table 4**  
**Relationship between factors inducing Welfare Facilities and Gender**

Welfare Facilities	Gender	N	Mean	Std. Deviation	T	Sig. (2 tailed)	Relationship
First Aid Equipment	Male	43	3.488	.703	6.492	.000	Significant
	Female	14	2.071	.730			
Canteen Facilities	Male	43	3.395	.695	8.714	.000	Significant

	Female	14	1.643	.497			
Shelter, Leisure and Lunch Room	Male	43	3.651	.870	9.029	.000	Significant
	Female	14	1.429	.513			
Drinking Water	Male	43	3.721	.797	10.425	.000	Significant
	Female	14	1.357	.497			
Medical Facilities	Male	43	3.698	.708	6.985	.000	Significant
	Female	14	2.143	.770			
Transport Facilities	Male	43	2.744	1.177	9.717	.000	Significant
	Female	14	1.000	.000			
Education Facilities for Children	Male	43	4.209	.888	6.991	.000	Significant
	Female	14	2.286	.914			
Loans and Advances	Male	43	2.558	.983	10.391	.000	Significant
	Female	14	1.000	.000			
Leave Travel Allowance	Male	43	2.977	1.371	9.453	.000	Significant
	Female	14	1.000	.000			
Sports and Recreational Facilities	Male	43	3.814	.795	10.880	.000	Significant
	Female	14	1.286	.611			
Incentives and Bonus	Male	43	3.465	.631	7.541	.000	Significant
	Female	14	1.857	.864			
House Rent Allowance	Male	43	3.721	.984	11.274	.000	Significant
	Female	14	1.429	.514			

The above table reveals that P values of the entire variables are found to be highly significant at 1% level of significance. Hence the null hypothesis is rejected and it is inferred that there is highly significant difference between mean scores of these factors of Welfare Facilities and Gender.

## 9. Findings

- Majority (75.4%) of the respondents are male.
- Most (43.9%) of the respondents are above 35 years of age group.
- Majority (59.6%) of the respondents completed upto School Level.
- Majority (68.4%) of the respondents belong to Workmen category.
- Most (36.8%) of the respondents earned between Rs. 25000-30000.
- Most (45.6%) of the respondents are working in the sugar mill for about 5-10 years.
- Majority (86%) of the respondents are married.
- Majority (68.4%) of the respondents live in Nuclear Family.
- First Aid Equipment, Canteen Facilities, Shelter, Leisure and Lunch Room, Drinking Water, Medical Facilities, Transport Facilities, Education Facilities for Children, Loans and Advances, Leave Travel Allowance, Sports and Recreational Facilities, Incentives and Bonus and House Rent Allowance are found to be highly significant variables to the co-operative sugar mills.

## 10. Suggestions

These are intended to improve the comfort level of workers while at work and include the following:

- Establishing and conducting consultations with the aim of maintaining a harmonious relationship between factory management and workers.
- To bring the notice of the factory management the grievances of workers, individuals as well as collective with a view to secure expeditious redress and to act as liaison officer between the management and employee.
- Promoting the formation of workers and co-operative production committee, co-operative societies and welfare organizations and overseeing their work
- Recreational facilities should be providing to the workers to develop their sense of physical and mental discipline in the form of music, dance, drama, games, sports etc. These facilities also provide an opportunity for all type of workers to come into interact with others.

## 11. Conclusion

Although there has been a growing awareness of the fact that labour welfare has tremendous potential for fostering good industrial relations in India, there are yet wide variations in the nature and quality of welfare amenities provided in different industrial units and regions. Many employers still plea that welfare activities are unnecessary and waste of money. Labour Welfare Measures prove to be an important factor when compared to the other factors in the organization. When these measures are not provided to the fullest extent the worker's self-interest and motivation decreases and their dedication to the work may declines. So, the task of the Personnel Manager becomes challenging and it imposes him to introduce the various employee welfare measures in the organization.

Welfare facilities and services for employees are increasingly becoming vital in an organization. Employees are a major determinant of the success of any organization and hence, a company's success is not only measured by the profits earned, but also by the state of well-being of the workers. Thus this article accentuates the importance of implementation of welfare schemes and the consequences for failure of implementation. Thus it focuses on the welfare services to the workforce and the need for an organization to ensure that they provide statutory and Non-statutory welfare schemes for their employees.

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