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### Impact of Labour Welfare Management in Textile Industry with Reference to Tirupur

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#### Abstract

Labour welfare activity in India was largely influenced by Humanitarian principles and legislation. 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 can't. With the growth of industrialisation and mechanization it has acquired added importance. In our modern industrial society, the concept of labour welfare has seemed significant importance because it is closely

associated with the productivity of Labour turnover absenteeism, morale and other economic, non-economic consideration of labour. Hence, the organization should give cooperation to the employees in order to increase the production and to earn higher profits. Employee benefit constitute a major vehicle for the provision of income and security.

**Keywords:** Labour Welfare Management, Tirupur, Textile Industry

#### Introduction

The research on labour welfare measures will assist the researcher understand the level of employee satisfaction and aid in the economic and social advancement of the workers. This study also provides basic necessities to encourage workers to work more efficiently.

#### Objectives

- Research the various welfare programs offered by the company.
- Determine workers' attitudes toward labour welfare measures.
- Determine the shortcomings and make suggestions for improving the company's existing welfare measures.
- Improve workers' living standards, such as housing, minimum wages, good medical care, education for their children, and other benefits, to create a bonding feeling of satisfaction.

#### Scope of the Study

The purpose of this research is to learn about the labour welfare measures in Tirupur. The study explains how labour welfare facilities are important to employees. As a result, the scope of the study includes employee welfare measures such as medical facilities, educational facilities, canteen facilities, housing facilities, and transportation facilities, innovative programmes by the government for workers through various mechanisms, and how the welfare is implied in the organisation to the employees and their families, which ultimately benefits the organisation in the long run.

#### Limitations of The Study

The management of the company extended all their support and provided a congenial atmosphere to undertake the study, but there is some relationship in this noted below:

- Time is the major constraint in conducting the survey which restricts the sample size to 90.
- The result of the research is confined to AB Exports Tirupur only and is not applicable to any other similar organisation.

#### Review of Literature

Anju (2016)<sup>[1]</sup> within the study recognized to the charge of absence have been abridged to a huge level by knowing that home, physical condition and relatives care, cafeteria, enlightening and guidance capability, and stipulation of benefit activity. He too

affirmed to this opinion intended for winning implementation of employee benefits activities is not anything other than an addition of self-governing standards in a manufacturing civilization.

V. Sumathi & Dr. K. Gunadandari, (2016) <sup>[2]</sup> In their study, "Work-Life Balance of Women Employees in Selective Service Sector concerning Coimbatore District," discovered the current predicament of a big number of well-qualified women who have been laid off owing to different situations must be addressed. The issues they encounter are numerous, but still, the "pause in their professions" is frequently caused by motherhood and home obligations." Work-life policies are most successfully maintained in the organizations which have a clear understanding of their business rationale and that respect the Importance of work life balance for all the employees.

A Saravanakumar & DR.S Akilandeswari (2017) <sup>[6]</sup> in their work- A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Welfare refers to physical, mental and emotional wellbeing of the individual. So, in future, the management can well think of improving the welfare by consulting with employees.

B.R. Manasa & C.N. Krishnanaik (2015) <sup>[7]</sup> in their work entitled- Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the employees' welfare facilities provided by the company were satisfactory and it was commendable.

Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organisation accomplish the organizational goals.

G. Aarthi, & P. Srinivasan (2018) conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results, it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety measure of the organizations.

### Research Methodology

The descriptive approach of research was employed by the researcher in this study. Both primary and secondary data are used in the investigation. On the basis of the objectives, a systematic questionnaire will be created. The questionnaire, which contains closed-end questions that make the task of the respondents and the researcher short and simple, was used to gather the opinions and judgements from the respondents. Each person in the population has an equal and known probability of being selective under the simple random sampling method. In this study, a researcher conducted research from the entire population using straightforward random procedures.

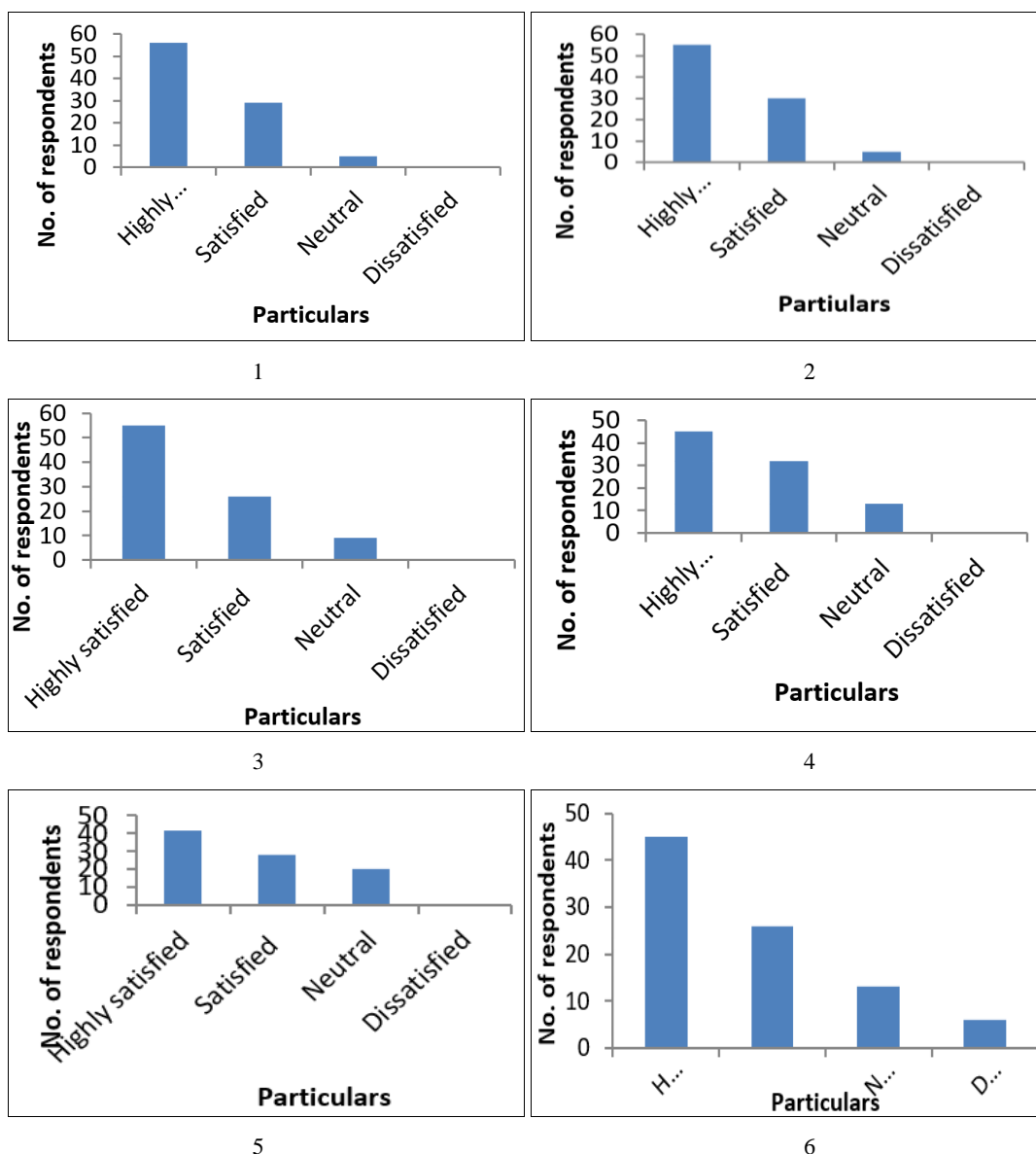
### Analysis and Interpretation

Table 1

Particular	Particular	No. of Respondent	%
Safety Measures & Education	Highly Satisfied	56	62
	Satisfied	29	32
	Neutral	5	6
	Dissatisfied	0	0
Canteen Facilities	Highly Satisfied	55	61
	Satisfied	26	29
	Neutral	9	10
	Dissatisfied	0	0
Lighting Facilities	Highly Satisfied	55	61
	Satisfied	26	29
	Neutral	9	10
	Dissatisfied	0	0
Drinking Water Facilities	Highly Satisfied	45	50
	Satisfied	32	36
	Neutral	13	14
	Dissatisfied	0	0
Medical Facilities	Highly Satisfied	42	47
	Satisfied	28	31
	Neutral	20	22
	Dissatisfied	0	0
Satisfaction of Wages &Salaries	Highly Satisfied	45	50
	Satisfied	26	29
	Neutral	13	14
	Dissatisfied	6	7
Bonus Provided	Highly Satisfied	45	50
	Satisfied	26	29
	Neutral	19	21
	Dissatisfied	0	0
PF & ESI of the Respondents	Highly Satisfied	48	53
	Satisfied	16	18
	Neutral	19	21
	Dissatisfied	7	8

Loan Facilities	Highly Satisfied	49	55
	Satisfied	30	33
	Neutral	11	12
	Dissatisfied	0	0
Working Hours	Highly Satisfied	39	44
	Satisfied	29	32
	Neutral	12	13
	Dissatisfied	10	11
Leave Facilities	Highly Satisfied	38	42
	Satisfied	31	35
	Neutral	11	12
	Dissatisfied	10	11
Reaction of Grievance	Highly Satisfied	49	55
	Satisfied	29	32
	Neutral	12	13
	Dissatisfied	0	0
Training & Development Programs	Highly Satisfied	51	57
	Satisfied	24	27
	Neutral	15	16
	Dissatisfied	0	0
Overall Working Facilities	Highly Satisfied	53	59
	Satisfied	30	33
	Neutral	7	8
	Dissatisfied	0	0

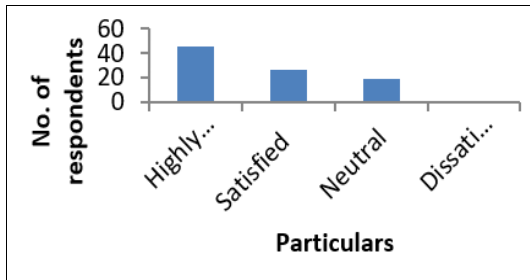
**Charts & Interpretation**



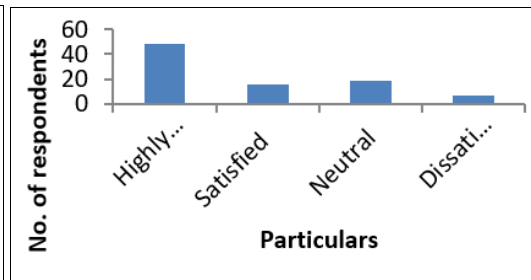
**Interpretation:**

1. The table indicates that out of 90 sample respondents, 56 respondents are highly satisfied, 29 respondents are satisfied, 5 respondents are neutral and 0 respondents are dissatisfied.
2. The table indicates that out of 90 sample respondents, 55 respondents are highly satisfied, 30 respondents are satisfied, 5 respondents are neutral and 0 respondents are dissatisfied.
3. The table indicates that out of 90 sample respondents, 55 respondents are highly satisfied, 26 respondents are satisfied, 9 respondents are neutral and 0 respondents are dissatisfied.

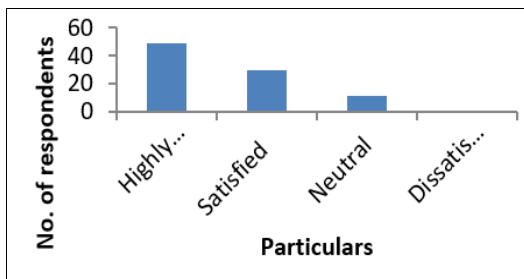
4. The table indicates that out of 90 sample respondents, 45 respondents are highly satisfied, 32 respondents are satisfied, 13 respondents are neutral and 0 respondents are dissatisfied.
5. The table indicates that out of 90 sample respondents, 42 respondents are highly satisfied, 28 respondents are satisfied, 20 respondents are neutral and 0 respondents are dissatisfied.
6. The table indicates that out of 90 sample respondents, 45 respondents are highly satisfied, 26 respondents are satisfied, 13 respondents are neutral and 0 respondents are dissatisfied.



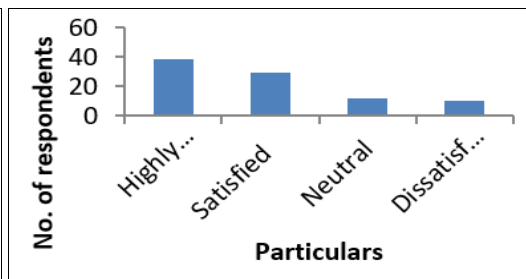
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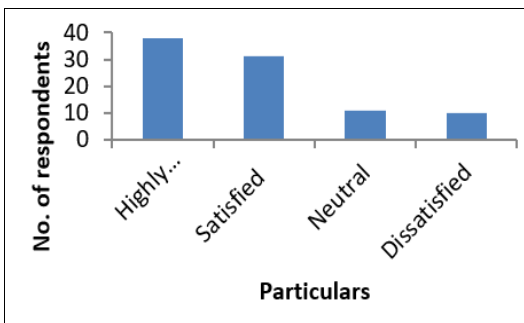
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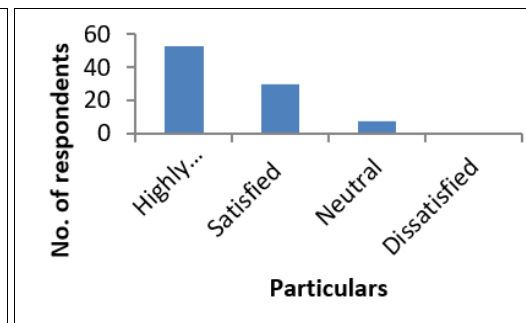
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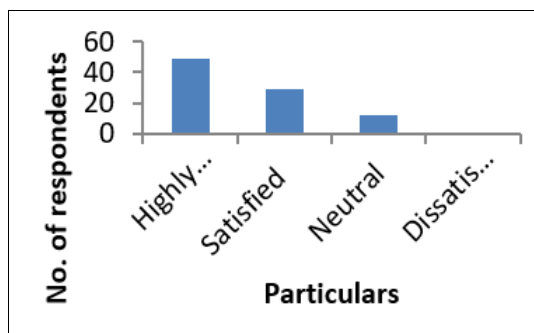


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**Interpretation:**

7. The table indicates that out of 90 sample respondents, 45 respondents are highly satisfied, 26 respondents are satisfied, 19 respondents are neutral and 0 respondents are dissatisfied.
8. The table indicates that out of 90 sample respondents, 48 respondents are highly satisfied, 16 respondents are satisfied, 19 respondents are neutral and 7 respondents are dissatisfied.
9. The table indicates that out of 90 sample respondents, 49 respondents are highly satisfied, 30 respondents are satisfied, 11 respondents are neutral and 0 respondents are dissatisfied.

10. The table indicates that out of 90 sample respondents, 39 respondents are highly satisfied, 29 respondents are satisfied, 12 respondents are neutral and 10 respondents are dissatisfied.
11. The table indicates that out of 90 sample respondents, 38 respondents are highly satisfied, 31 respondents are satisfied, 11 respondents are neutral and 10 respondents are dissatisfied.
12. The table indicates that out of 90 sample respondents, 53 respondents are highly satisfied, 30 respondents are satisfied, 7 respondents are neutral and 0 respondents are dissatisfied.



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### Intrepretation:

13. The table indicates that out of 90 sample respondents, 49 respondents are highly satisfied, 29 respondents are satisfied, 12 respondents are neutral and 0 respondents are dissatisfied.

14. The table indicates that out of 90 sample respondents, 51 respondents are highly satisfied, 24 respondents are satisfied, 15 respondents are neutral and 0 respondents are dissatisfied.

### Findings

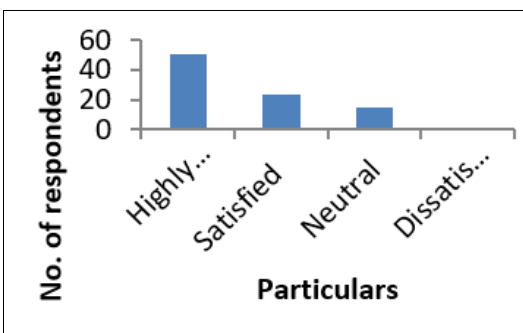
Very content with workplace safety education and practices like fire prevention and first aid, 62% of those surveyed stated, according to 61% of respondents, the canteen amenities are well regarded. Most of the respondents (61%) are very satisfied with the lighting infrastructure. 50% of the respondents gave the organization's drinking water facilities high ratings. Data shows that 47% of respondents are extremely satisfied with the healthcare services the company provides, and Most respondents (50%) are highly satisfied with the compensation and perks offered by the company. 50% of the respondents were favourable about the company's reward. The employees' State Insurance (ESI) and pension fund of the respondents are highly valued by 53% of the respondents. The majority of respondents - 55% - are very satisfied with the credit facilities offered by the organization., The vacation and holiday services provided by the organization are highly valued by 2% of the respondents, The majority of the respondents, 59 %, are very satisfied with the working conditions of the company, The data shows that 55% of the respondents are very satisfied with the company's response to their complaints, the data shows that 57% of the respondents are very satisfied with the company training and development projects.

### Suggestions

The company must provide employees with adequate transportation options. The company must take care of the canteen and the quality of the food served in the canteen. The company must provide its employees with adequate credit facilities. The company should encourage employees to work on General change. The company must provide its employees with well-organized training and development programs.

### Conclusion

The study reveals that almost all the Employees are satisfied with the welfare facilities provided by the textile industry in Tirupur. But it can be rectified through the proper implementation job satisfaction is a variable in the area of



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organisation behaviour research and practice that has held ground for a rather long period of the view of its pressure positive contribution towards the outcome variable of organisation relevance, such as productivity, absenteeism and turnover. If the industry implement's the suggestions given in the report will improve the morale of the employees and thus improve their efficiencies and production.

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