



# **“ANALYSIS ON WELFARE FACILITIES PROVIDED AT AZLON ARTS PVT. LTD. IN KARUR DISTRICT**

**ASHWIN K, A. MR.S.BALASUBRAMANI, M.SC., M.PHIL**

*<sup>1</sup>UG Student, Department of Computer Applications, Sri Krishna Adithya College of Arts and Science, Coimbatore, India*

*<sup>2</sup>Assistant Professor, Department of Computer Applications, Sri Krishna Adithya College of Arts and Science, Coimbatore, India*

**Abstract: The project work is entitled a "ANALYSIS ON WELFARE FACILITIES PROVIDED AT AZLON PVT.LTD.IN KARUR DISTRICT" with special reference to azlon pvt. ltd. The primary objective of this study is to measure the welfare facilities provided towards the employees in alzon pvt. ltd.**

## **1 INTRODUCTION:**

The term “LABOUR WELFARE” refers to the facilities provided to the workers in and out at the factory premises such as canteens, rest And recreation facilities, housing and all other services that contribute to the wellbeing of workers. Welfare measures are concerned with general wellbeing and efficiency of workers.

In the early stages of industrialization, welfare activities for factory Workers did not receive adequate attention. Employers were not inclined to accept the financial burden of welfare activities. Wherever employers provided for such amenities, it was more with a paternalistic approach to labour rather than recognition of Workers needs.

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. 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 compel 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.

Hence the state had to intervene, in discharge of its welfare responsibility, by using its persuasive powers and/or by enforcing Legislation, where persuasion failed. Compulsory provisions are thus incorporated in the factories act, 1948 with respect to the Health, safety and welfare of workers engaged in the manufacturing process.

## **1.2 OBJECTIVES OF THE STUDY:**

- To know about the labour welfare facilities provide by the Textile industry.
- To find out the overall welfare facilities provided by the organization.

- To examine the satisfaction level of the workers regarding the existing system of labour welfare.
- To study the employee-employer relationship in the organization.

### 1.3 SCOPE OF THE STUDY:

- The research is an outcome of the study carried out on topic study on labour welfare measures provided at Textile Industry.
- The research is aimed at knowing the satisfaction level of the workers regarding the labour welfare schemes existing in the organization.
- The project also brings to right the satisfaction level of the employees regarding the pay structure, working Conditions safety measures etc.
- The data collected were analyzed using statistical tools and results were represented through Tables and charts. Suggestions are also given at the end of the report.

### 1.4 RESEARCH METHODOLOGY:

The purpose of methodology section is to describe the researcher procedure. This includes overall design, the sample unit, method of data collection, data collection instrument tools and analysis.

#### 1.4.1 SAMPLE SIZE:

23 employees in AZLON ARTS PVT. LTD., are selected.

#### 1.4.2 SOURCES OF DATA COLLECTION:

Primary and secondary data were collected for the research study.

#### 1.4.3 ANALYZING TOOLS USED:

The basic tool that is used in the project work is simple percentage, rank method and chi-square test.

### 1.5 STATEMENT OF PROBLEM:

The welfare measures have more relevance in the context of the poor standard of living of the Indian working class. It is, therefore, one major aspect of national programmes towards the promotion of the welfare of the people and is as such designed to create a life and work environment of decent comfort for working class. As stated already, the directive principles of state policy in our constitution have very significantly highlighted the need for securing just and humane conditions of work for this vital segment of the community. The concept of labour welfare measures has been evolved in order to extend a measure of social assistance to the section of workers toiling in various sectors. For this end, separate legislations have been enacted by parliament to setup welfare funds to provide housing, medical, education and recreational facilities to workers employed. Thus, the aspect of labour welfare measures does have its significant role in the promotion of better industrial relations, environment and industrial harmony in the society.

### 1.6 LIMITATIONS OF THE STUDY:

- The study is limited in Textile industry only and hence the findings of the study cannot be extended to other areas.
- The sample size might not give a correct representation of the entire population.
- The time available for the study is very limited.

Some laborers are not ready to express their views frankly.

## CHAPTER 2

### REVIEW OF LITERATURE:

1. **Joshi (2022)** defined labour welfare in terms of "all the efforts that employers make for the benefit of their employees over and above the minimum standards of working conditions fixed by the Factories Act and over and above the social legislation providing against accidents, old age, unemployment and sickness". Above definition talks about that employer should provide a better working condition for the benefit of the workers as per the Factories Act, 1948 and social security as per the different social security labour legislation. Trade Union plays an important role in social security to the workers.
2. **Joshi (2021)** in his book, "Trade Union Movement in India" wrote that workers' welfare includes all possible efforts by the employer to improve the condition of workers. In his book entitled, "Trade Union Movement in India" he pointed out that labour welfare work covers all the benefits to the employees from the employer as fixed under the Factories Act, 1948. He concentrated that employees should get all the facilities as per the factories, i.e. health provisions, safety provisions, welfare provisions, protections from calamities etc. Royal Commission recommended there should be proper welfare facilities to the workers.
3. **Chamberlin (2020)** in his article, he stated that workers want maximum monetary and non-monetary benefits with minimum hard work. Furthermore, Chamberlin mentioned labour expect both monetary and non-monetary benefits from the employer like transportation facility, recreation facility etc.

## CHAPTER 3

### COMPANY PROFILE

#### 3.1 ABOUT:

- Azlon Arts was founded by the chairman Mr. A.Kumaravadivelu.
- This is a family run business since 1989.
- We focus on the quality and services to our customers.
- We are exporting to Europe, Australia and USA.
- We have been certified as an Export House by the Govt. of India.
- We are situated in Karur, Tamilnadu which is a Tex Hub for Home textiles.

#### 3.2 MISSIONS:

- To be able to provide the best services to our customers
- To be known as high end fashion in the Textile industry.
- To be responsible and contribute to the society and to the employee of the company.

#### 3.3 OUR SERVICES:

1. **Merchandising** – Personal care is taken to each customer to make sure that they are well informed of their products and other details required by them.
2. **Procurement** – Only the best raw materials are bought so as to provide with the best quality to our customers.
3. **Production** – Our team consists of highly experienced professionals who are on the constant run to ensure the quality and timely delivery to our customers.

4. **Stitching** – We have an in-housing stitching unit to ensure the best quality given to our customers.

### 3.4 QUALITY ASSURANCE:

- We are pledged to provide high quality products.
- Our professional team is always on the watch to meet out the parameters of our customers.
- Our stringent quality guarantees the best outcome of the products.

### 3.5 PRODUCTRANGE:

- Table Linen – Tablecloths, Runners, Place Mats, Napkins, Fabric Baskets.
- Kitchen Linen – Apron, Mitten, Double Oven Gloves, Potholders, Kitchen Towels.
- Other Products – Shopping Bags, Door Stoppers, Curtains & Cushions.
- Outdoor – Fouta Beach Towels, Chaise Lounge.

### 3.6 CERTIFICATIONS:

- An ISO 9001:2015 certified company which helps us to maintain the system and quality parameters.
- We are SA 8000:2014 certified, as we care for our employee's safety and health.
- We produce for certain of our clients Organic Cotton products as we are GOTS certified.
- We are OekoTex certified company, which ensure that harmful chemicals are not used.
- We are CTPAT certified to ensure proper security in the premises and ensure that the qualified persons are authorized in packing of the goods.

## CHAPTER 4

### EXBIHIT THAT THE RESPONDENTS LEVEL OF SATISFICATION TOWARDS THE BENEFITS OF THE COMPANY

**SOURCE :** PRIMARY DATA

### INTERPRETATION:

The above table depicts that the level of employee satisfaction the loyalty towards the work with the higher rank, second rank toward promote healthy industrial relationship, third rank towards the improves physical & mental health, fourth rank toward increase the standard of living and fifth rank towards creates efficiency towards work.

## CHAPTER 5

BENIFITS	LEVEL					TOTAL	RANK
	5	4	3	2	1		
CREATES EFFICIENCY TOWARDS WORK	8	5	6	2	2	54	5
IMPROVES PHYSICAL & MENTAL HEALTH	6	6	4	5	2	60	3
INCREASE THE STANDARD OF LIVING	5	8	7	2	1	55	4
LOYALTY TOWARDS THE WORK	2	8	8	5	0	62	1
PROMOTE HEALTHY INDUSTRIAL RELATIONSHIP	7	6	3	2	5	61	2

### 5.1 FINDINGS:

1. The majority of the respondents are male with 52%.
2. The majority of age respondents were 21-25 age (26%)
3. The majority of the respondents are workers (74%).
4. The majority of the respondents monthly income is Below 15,000 (70%).
5. The majority of the respondents lies under the 3 to 5 family member category.
6. The majority of the respondents are married
7. The majority of the respondents are belongs to semi-urban type of area.
8. The majority of the respondents are nuclear family (74%) .
9. The majority of the respondents are aware of all welfare measure taken by the company.
10. The majority of the respondents are satisfied with the medical facilities provided.
11. The majority 91% of respondents say yes.
12. The majority of the respondents say no.
13. The majority of the respondents say no.
14. The majority of respondents are away below 5 kms.
15. The majority of respondents say yes for the benefits provided.
16. The majority of the respondents says that feedback are collected occasionally.
17. The majority of 56% are determine welfare through performance
18. The majority of the respondents say yes.



## 5.2 SUGGESTIONS:

1. The Management should be providing Better Cash Facility, Emergency Loan. So that it improves the satisfaction of the employees.
2. The company has to provide proper medical facility to the Labour.
3. The company has to improve the Transport Facility.
4. The company has to provide on the Job Training to the work recording the use of safety.
5. The company has to improve the job satisfaction level of labour by providing health atmosphere, good working condition, Etc.,
6. Productivity measurements should be conducted as a regular study and the evaluation of productivity and performance, productivity indices, weightage factors may be incorporated for realistic evaluation.
7. Productivity cost Difference (PCD) model also suggests measures for controlling wages against a standard mill and thereby enhancing profits.
8. Work assignments based on scientific assessment is a focus area in line with the productivity linked wage concepts which may be attempted in all mills.
9. Wage systems in textile mills require more simplification due to wide variations. Hence productivity linked wage concepts may be utilised to arrive at basic wages other than common industry accepted benefits.

## 5.3 CONCLUSION:

The present study is an attempt to evaluate the attitude of employees of Azlon Arts Pvt. Ltd towards the welfare measures available to them. The study highlights the attitude of employees, manager, HR, and other employees towards the welfare measures offered by their company. It is based on primary and secondary data collected through an investigation of sample employees. The findings of the study will evoke the managements and government to enhance the welfare facilities to their employees to maintain a good industrial relations, so that increase the production and enhances the morale and motivation of the employees. The present study will pave the way for formulating proper policies to highlight the need for better welfare facilities as a social responsibility of the corporate sector.

1. Current textile industry crisis require a good focus and attention on productivity studies in mills. This study will help the mills to improve their performance by following the norms and guidelines.
2. Occupational category differences may be minimised by following scientific assessment methods and wage fixation.
3. Productivity linked wage systems are the future scope for the Textile industry to meet increasing market challenges and growing demand from workers for higher wages.
4. Comparison of costs and profits suggest measures to control wage cost and other costs in order to be more profitable (PCD model).
5. Comparative views and ideas from textile mill workers, managements, Trade unionist and consultants also strengthen the objective of evolving the productivity linked wage model

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