



# **A STUDY ON LABOUR WELFARE MEASURES IN IT SECTORS WITH SPECIAL REFERENCE TO COIMBATORE CITY**

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## **ABSTRACT**

**This study explores the various labour welfare measures implemented across different industries and their impact on the well-being of workers. Labour welfare refers to the efforts made by governments, employers, and organizations to ensure the physical, mental, and social welfare of employees, including benefits such as health care, safety standards, fair wages, work-life balance, and social security. The research investigates the effectiveness of these measures, comparing the outcomes in different sectors, and assessing the extent to which they improve productivity, employee satisfaction, and overall workplace conditions. Additionally, the study examines the role of government policies and corporate social responsibility in promoting labour welfare. Through qualitative and quantitative analysis, this study aims to provide insights into how labour welfare measures contribute to a more equitable and productive workforce, offering recommendations for enhancing existing frameworks.**

**Keywords: Labourwelfare, Workplace Well-being, Work-Life Balance, Health and Safety Measures, Industrial Relations**

## I. INTRODUCTION

Labour welfare measures are essential components of a functioning labour market, aiming to enhance the quality of life and work conditions for employees. These measures encompass a range of policies and programs designed to protect workers' rights, promote their well-being, and ensure equitable treatment in the workplace. The significance of labour welfare measures has grown in tandem with the evolution of labour laws and industrial practices, reflecting broader societal values regarding worker rights and human resource management. This study seeks to explore the various dimensions of labour welfare measures, including their scope, implementation, and impact on both workers and organizations. It will examine historical developments, current practices, and emerging trends in labour welfare, with a focus on understanding how these measures contribute to improved work environments, employee satisfaction, and productivity. By analyzing existing literature, case studies, and empirical data, this research aims to provide insights into the effectiveness of different welfare strategies and identify best practices that can be adopted to enhance labour welfare. Ultimately, the study aspires to contribute to the ongoing dialogue on labour policy and promote a more supportive and equitable work environment.

### 1.1. OBJECTIVES OF THE STUDY

- To identify the various welfare measures provided by the organization.
- To understand how welfare measures improve the motivation of the labourers.
- To find out employee's preferences regarding welfare measures which they like to have in the future.

### 1.2. STATEMENT OF THE PROBLEM

The problem in labour welfare measures lies in the inconsistent implementation and effectiveness of policies aimed at improving workers' well-being. Despite numerous legislations and corporate initiatives, many workers, especially in informal sectors, still face poor working conditions, inadequate healthcare, unsafe work environments, and insufficient social security benefits. The challenge is to identify and address the gaps in existing welfare frameworks, ensuring that all workers, regardless of industry or employment type, benefit from comprehensive welfare measures. Additionally, there is a need to assess the impact of these measures on productivity, job satisfaction, and overall worker morale.

### 1.3. SCOPE OF THE STUDY

- The scope of labour welfare includes work environment conditions, health services, and economic programs.
- Labor welfare is needed due to factors like lack of unions, illiteracy, and poverty. Welfare activities can be intramural, within the workplace, or extramural, outside .

### 1.4. LIMITATIONS OF THE STUDY

- Time is an important limitation. Due to time constraints, the limited population is taken for the study.
- Findings based on this study cannot be used in other organizations.
- There are chances of misrepresentation responses.

- The biased view of the respondent is another cause of the limitation.

## II. REVIEW OF LITERATURE

COPELAND [2009] in research paper on “The Welfare Effects of Incentive Schemes” found that the change in welfare associated with the introduction of incentives. He measured by how much the welfare gains of increased output due to incentives outweigh workers disutility from increased effort. He studied the use of incentives by a firm in the check clearing industry.

GUPTA [2009] conducted research on “A study on employee welfare measures in Aigner Anna Sugar Mills, Tanjore”. In this project the researcher has found the labour welfare measures provided in the Aigner Anna Sugar Mills are satisfactory, He studied the various dimensions of employee welfare measures perceived by the worker and to the perception of the respondents regarding the various labour welfare provided to them and to suggest suitable measures to enhance HRD intervention used to improve the welfare facilities.

KAMDI [2010] conducted research on “Welfare facilities provided to employees by Bank of India” Welfare is a comprehensive term including various services, benefits and facilities offered by the employees through such a generous fringe benefits the employers makes life worth living for employees the welfare amenities extend in addition to normal wages & other economic rewards available to employees as per the legal provision. Employees were highly satisfied with the facilities provided by Bank of India. Finally he concluded in his research that all the routine welfare facilities are availed by all the employees in Bank of India in different proportion.

MEENAKSHI AND YADAV KUMAR (2013) The paper looks at the view of specialists towards labour welfare measures in the changing financial environment. This research aims to ought to give these offices to labourers. It has been because of the increment in mindfulness among labourers. With a specific end goal to keep up better modern relations and solidness in the associations, keeping in the view the impression of specialists towards work welfare measures the corporate division ought to concentrate on these measures in a successful way.

LOGASAKTHI & K. RAJA GOPAL (2013) this researcher things to see the welfare measures were taken in the compounded business, the representative's fulfilment levels and to distinguish the general nature of work life of the workers and employees. The information gathering was finished on the timetable. Now and again the individual meeting was required around then of topping off of questionnaire, to break down, the gathered information the analyst utilized basic rate examination.

## III. RESEARCH METHODOLOGY

Research methodology is a way of systematically solving the research problems. Research methodology is a systematic method of a process of dealing with identifying problems, collection of facts or data, analyzing these data for the purpose of making the decision. The methodology includes publication research, interviews, surveys and other research techniques, and could include both present and historical information. The methodology

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### 3.1. STATISTICAL TOOL

- Correlation
- Chi square

### 3.2. CHI SQUARE

Chi-square is a statistical test commonly used to compare observed data with data one would expect to obtain according to specific hypothesis. The chi-square test is always testing what scientists call the null hypothesis, between the expected and observed states that there is no significant difference result.

The formula for calculating chi-square =  $(O-E)^2/E$

### 3.3. CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1, if the correlation is 0, the movements of the securities are said to have no correlation, they are completely random.

$$R = \frac{[n(\sum xy) - (\sum x)(\sum y)]}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

## IV. ANALYSIS & INTERPRETATION:

### 4.1. CHI SQUARE ANALYSIS BETWEEN AGE AND WHAT WELFARE

#### MEASURE ARE YOU MOST FAMILIAR

#### Null Hypothesis

Ho: There is no association between age and What welfare measure are you most familiar

#### Alterative Hypothesis

H1: There is no association between age and What welfare measure are you most familiar

	Value	Df	Asymptotic Significance (2sided)
Pearson Chi-Square	16.907 <sup>a</sup>	9	.051
Likelihood Ratio	15.710	9	.073

Linear-by-Linear Association	7.148	1	.008
N of Valid Cases	200		

**CONCLUSION:**

Since the calculated p value (0.051) is less than the x2 value (0.05). Therefore, it is concluded that there is no significant association between age of the respondents and what welfare measure are you most familia. Hence, Null hypothesis is accepted.

#### 4.2. CHI SQUARE ANALYSIS BETWEEN AGE AND WHICH OF THE FOLLOWING IS A COMMON LABOUR WELFARE MEASURE

**Null Hypothesis**

Ho: There is no association between age and Which of the following is a common labour welfare measure

**Alterative Hypothesis**

H1: There is no association between age and Which of the following is a common labour welfare measure

	Value	Df	Asymptotic Significance (2sided)
Pearson Chi-Square	600.000 <sup>a</sup>	9	.000
Likelihood Ratio	531.950	9	.000
Linear-by-Linear Association	199.000	1	.000
N of Valid Cases	200		

**CONCLUSION:**

Since the calculated x2 value (600.000) is less than the table value (531.950). Therefore it is concluded that there is no significant association between age of the respondents and which of the following is a common labor welfare measure. Hence, Null hypothesis is accepted.

#### 4.3.CHI SQUARE ANALYSIS BETWEEN AGE AND WOULD YOU PARTICIPATE IN EMPLOYEE FEEDBACK SESSIONS ABOUT WELFARE MEASURES

**Null Hypothesis**

Ho: There is no association between age and would you participate in employee feedback sessions about welfare measures

**Alterative Hypothesis H1:** There is no association between age and would you participate in employee feedback sessions about welfare measures

	Value	Df	Asymptotic Significance (2sided)
Pearson Chi-Square	25.382 <sup>a</sup>	9	.003
Likelihood Ratio	22.997	9	.006
Linear-by-Linear Association	11.231	1	.001
N of Valid Cases	200		

**CONCLUSION:**

Since the calculated  $\chi^2$  value (25.382) is less than the table value (22.997). Therefore, it is concluded that there is no significant association between age of the respondents and would you participate in employee feedback sessions about welfare measures.

Hence, Null hypothesis is accepted.

**CORRELATION ANALYSIS:**

		Age	Experience
Age	person	1	.332
	Correlation	200	200
	N		
Income	person	.332	1
	Correlation	200	200
	N		

**CONCLUSION:**

There are significant Positive correlation between Age of employees and Income related factors.

( $r = -.069$ )

#### 4.4. FINDINGS:

Since the calculated p value (0.051) is less than the  $\chi^2$  value (0.05). Therefore, it is concluded that there is no significant association between age of the respondents and what welfare measure are you most familiar. Hence, Null hypothesis is accepted.

Since the calculated  $\chi^2$  value (600.000) is less than the table value (531.950). Therefore it is concluded that there is no significant association between age of the respondents and which of the following is a common labor welfare measure. Hence, Null hypothesis is accepted.

Since the calculated  $\chi^2$  value (25.382) is less than the table value (22.997). Therefore, it is concluded that there is no significant association between age of the respondents and would you participate in employee feedback sessions about welfare measures.

Hence, Null hypothesis is accepted.

#### V. CONCLUSION:

After analyzing all we can conclude that a Successful human resource 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 end to uplift the community and humanity. The final outcome of this thesis exhibits employees were more satisfied with their job and some extent aware of labour welfare facilities offered by the organization. It is suggested that management should maintain the same level of amenities and relationship in future also. Certain actions to be taken to enhance the level of awareness of welfare schemes, protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

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