

## Impact of Labour Welfare Activities on Production in Textile cluster

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### Abstract

Human Resource management very important role in the business development. The economic development of country depend upon production of commodities and services. The production is the result of five factors of production viz. land, capital, labor, organization management and entrepreneurship. Out the five factors, the labor it is factor active factor for production. The productivity depend upon its efficiency. In that to develop of employee productivity & efficiency they provide labor welfare activities by employer. The fundamental objective of study on this textile Industry project the impact welfare activities on the outlook of various labor working in core production unit. By solving the problem of labor, the stability in production can be established. Thus, the pressure of finance may get reduced. Keeping these all views in mind, this project is directed towards the labor welfare activities and attempt is made to establish proper welfare activities at Textile Industry. They are provide labor welfare facility in Textile Industry Labor like that Provision under Health Section, Under Safety Provisions, Statutory Provision, Non-Statutory Provision - Bonus, Loan Scheme, Provident Fund (PF) etc.

### I. Introduction

The attention being paid to labor problems at present time is and induction of the working classes in the economy and social structure of modern communicates. They are the means in their economic power and the object of economic and social progress as well. Labor welfare has been defined in several ways and therefore understood in various ways in countries. Broadly speaking measures and activities undertaken by the state employer and association for workers, for the improvement of worker, for the promotion of their economic and social well-being are labeled as "welfare work". Labour welfare facilities provides healthy work environment and develop sense of belongingness about organization among worker. It makes worker more responsible and efficient. Workers welfare should be understood as including such services, amenities and facilities which may be established in or in immediate vicinity of undertaking to enable the person employed in them to perform their work in healthy and peaceful surrounding and to avail of facilities which improve their health and bring high morale. Labor welfare includes such services, facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities arrangement for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as they contributes to improve the condition under which workers are employed. Labor welfare as applied to industrial workers is one which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social custom, the degree of industrializations and the educational development of workers.

### II. Objectives of Labor Welfare Activity

To see the social comfort and intellectual improvement of the employee. To ensure higher standard of working condition apart from those lay down by the Factories Act and provision of the social legislation. This is not a necessity of the industry. To make life worth living for the employees Voluntary effort to improve the existing industrial system and the condition of employment in the factory. To include among the employees a sense of responsibility, dignity, belongingness and make them proud of themselves and the company. To fulfill the future needs and aspiration of the employees. To win over their loyalty. To build stable work force. To reduce absenteeism and labor turnover. To have an atmosphere of goodwill between the employees and the management and thereby improve the company's image in the society. To increase productivity and efficiency of the workplace. To ensure the well-being of the employees and their families. Provide good and healthy working and living conditions. To recognize and reward success. Ensure total employees involvement. To provide guidance whenever needed.

### III. Labor Welfare Provisions

Labour welfare activities may be classified in various ways. Firstly it may classify into following categories.

#### 1) Statutory Provision

The company provides all the statutory labour welfare facility according to the factory Act, 1948. The factory Act was first passed in the year 1948. It was again passed in 1988 after making many amendments. The main object of this Act was to consolidates and amend the laws for regulating labour in the factories in India. This Act is applicable to all the factories there have employing 10 or more worker and using any kind of power.

- (i) Cleanliness (Sec. 11)
- (ii) Disposal of Waste and Effluent (Sec. 12)
- (iii) Ventilation and Tempera True (Sec.13)
- (iv) Lighting (Sec. 18)
- (v) Drinking Water (Sec. 18)
- (vi) Latrines and Urinals (Sec. 19)

(vii) Spittoons

2) Safety Provisions

- (i) Work on OR Ear Machinery Motion (Sec. 22)
- (ii) Hoist and Lift (Sec. 28)
- (iii) Excessive Weight (Sec. 34)
- (iv) Protection of Eyes (Sec. 35)
- (v) Precaution of fire (SEC. 38.1)

3) Provision under Welfare

- (i) Sitting Facility (Sec. 44.1)
- (ii) First –Aid Appliances (Sec. 45)
- (iii) Canteen (Sec. 46)

4) Non-Statutory Provision

- (i) Provident Fund
- (ii) Bonus
- (iii) Doctor Visit
- (iv) Canteen
- (v) Loan Scheme

#### IV. Methods of data collection

The data is collected by two method of collection of primary data secondary data.

##### A) Primary Data

The data is collected by two method of collection of primary data. The important methods that are used in study project are given bellow.

- Observation Method
- Questionnaire Method
- Interview Method
- Survey Method
- Library Method

##### B) Secondary Data

The secondary data are those which have been already collected by some other agency and which have already been processed. Secondary data are the information which has previously been collected by some organization to satisfy its own need but it is being used by the department under reference for an entirely different reason. The secondary data such company documents, business magazine are used as secondary data.

#### V. Experimental Analysis

Out of 125 employees 40 employees is taken as sample size. Undertaken this was entirely focused on the labour welfare activities in Textile Industry. The limitations of the study are as below. One of the most important function of HRD in labour welfare activities although, the merely 60 days was certainly found too less to study it thoroughly in a Textile Industry. As the study was perused in Textile Company, the challenge was attaining the co-operation of illiterate workers very few workers in this factory were found aware of labour welfare activities, so the main task was to make them aware of the rights of the welfare activities & then get the feedback of welfare activities provide by their organization. It found time consuming & less accurate in form of proper feedback. The mgt. was fully engaged in various tasks that the time allotted to this project was not really enough to focus on the practical activities actually conducted by them. Thus only the official list of labour welfare activities come in to focus & later was demurred with the labour. Again it as found more time consuming & lengthy. As the work in Textile Industry in performed seasonally the project was undertaken while the season was at the end stage of it. Hence the project got boundaries of the duration of 58 days & daily 4 hours actual interaction with few concerns out of devoted 8-9 hours.

##### Leave Policy

In the company after 17 day 1 day leave is sanction, by this rule 21 days leave is obtain to both temporary and permanent worker

For Permanent Worker	21 Days
For Temporary Worker	21 Days

One week half is given to both temporary and permanent Worker.

### Salaries

The wages are paid to the workers according to their type i.e. permanent and temporary.

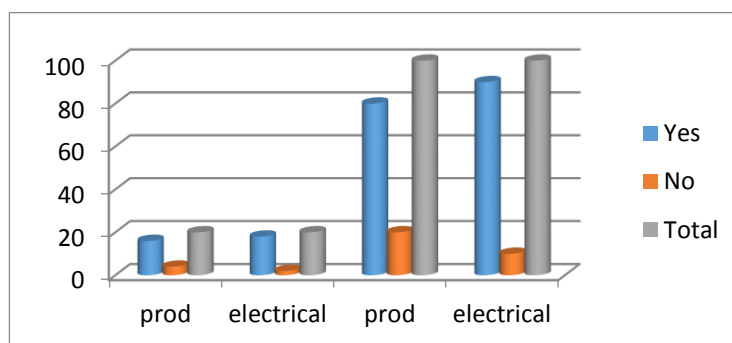
For Permanent Worker	280Rs/Day
For Temporary Worker	250Rs/Day

### Q. Are you satisfied with these welfare facilities?

Inclusive satisfaction ratio in particular following only two department

Particular	Workers		Percentage	
	Prod.	Electrical	Prod.	Electrical
Yes	16	18	80	90
No	4	2	20	10
<b>Total</b>	20	20	100	100

Sources – Primary Data



The above table and graph shows the satisfaction rate of these facilities made available. All most above 80% of the worker are happy with these facilities. The remaining 20% of employees are unhappy because of lower wages and lengthy permanent process. The welfare activities are non-monitory or indirect means of the return to the labour, it is equally important as the direct monitory return which the employee receives as salary from employer. The employer expects that high moral and high motivation results in getting an equal percentage of output as the input.

### VI. Effects of Labor Welfare Activities on Production

When employer provides all necessary facilities to the worker, they develop awe -feeling and feeling of belongingness towards the organization, so that the workers try to work hard and put in the almost efficiency for the development of the organization. Thus making the Textile Industry as one of the top Indian factory in their category. Due to various welfare schemes workers are not tensed and worried at the time of difficulty. They are mentally undisturbed which results into less accident, which in turn result into quality production. Almost all employees are pleased due to care taken by the personal department of labor welfare activities. The employee is happy about the facilities provided to them so they do not think of shifting to some other company. Thus the labour turnover is minimized, which result in less production cost, low wastage, these all things add to an increase in production.100% of labour happy about the internal working condition and the welfare facilities offered by organization. Almost 90% safety precaution instrument are made available for the workers who are in

production section. Approximately every employee is getting motivated because of the proper welfare activities provided in Textile Industry. The bonus facility not properly available to temporary worker

### **VII. Conclusion**

The company Provide appropriate training to less efficient workers. It attains the belief of the employees and stabilizes their morale. It accomplishes the organizational goal by satisfying the employee need. It helps employees to overcome the problem faced by them. The study done in this project states the welfare activities formulated in Textile Industry, in all aspect that relate to the labour welfare activities. The study can be summarized as follows. All statutory welfare activities are provided like health and safety provision. The extramural facilities provided are provident-fund, bonus, pension and canteen. Almost all employee are satisfied due to welfare facility undertaken Textile Industry at Dhule District. According to the nature work size of the organization and contributes in overall market production, the welfare activity undertaken by Textile Industry are fine enough to motivate its employees and utilize their optimum capacity. The training and development program should be undertaken for all level of employees. The PCO facilities should be made available at factory. Bonus facility should be made available to temporary worker also. Out of the total employees, 70% of employees are motivated in the company but if the wages are increased then percentage of motivated employees will also increase, which will lead to increase in production.

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