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Workers' Welfare and Safety Measures in Sri Vellingiri Andavar Ceramics, Erode

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Abstract: Worker is considered as an important asset for organizations. Thus it becomes important that every area related with the employees right since their recruitment to resignation is equally taken care of by the management. This study attempt to focus and analyze various workers safety and welfare measures provided at Sri Vellingiri Andavar Ceramics, Erode and to ascertain if they are being implemented effectively. Welfare and safety measures have a way both for satisfaction and motivation among workers. Thus it's important to implement proper security and welfare measures in the organization for ultimate satisfaction of workers. For the purpose of study a structured questionnaire was given to the employees. Percentage analysis, weighted average and chi- square are used to analyze the data collected. It is observed that the safety and welfare measures are being implemented effectively. The safety measures are being implemented effectively in the factory areas and especially while working with machines. Welfare measures also provide build-up stable workers force and promotes better working environment. The workers prefer to have few additions in the list of welfare measures provided by the organization.

Keyword: Welfare, and Safety, Satisfaction, Motivation and Security

I. INTRODUCTION

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical, electrical and radiation hazards and it leads to partial or total disablement. So in recent years, greater attention is given to welfare and safety due to pressure from government, trade unions, labour laws and awareness of employers. The efficiency of workers depends to a great extends on the environment in which the work. Work environment consists of all the factors, which act and react on the body and mind of an workers. The primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries.

Occupational welfare and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

- 1) The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.
- 2) The prevention among workers of adverse effects on welfare caused by their working conditions.
- 3) The protection of workers in their employment from risks resulting from factors adverse to welfare.
- 4) The placing and maintenance of workers in an occupational environment adapted to physical and mental needs.
- 5) The adaptation of work to humans.

Successful occupational welfare and safety practice requires the collaboration and participation of both employers and workers in welfare and safety programmers, and involves the consideration of issues relating to occupational medicine, industrial hygiene, toxicology, education, engineering safety, ergonomics, psychology, etc.

Occupational welfare issues are often given less attention than occupational safety issues because the former are generally more difficult to confront. However, when welfare is addressed, so is safety, because a welfare workplace is by definition also a safe workplace. The converse, though, may not be true - a so-called safe workplace is not necessarily also a welfare workplace. The important point is that issues of both welfare and safety must be addressed in every workplace. Work plays a central role in people's lives, since most workers spend at least eight hours a day in the workplace, whether it is on a plantation, in an office, factory, etc. Therefore, work environments should be safe and welfare. Unfortunately some employers assume little responsibility for the protection of workers' welfare and safety. In fact, some employers do not even know that they have the moral and often legal responsibility to protect workers.

II. OBJECTIVE OF THE STUDY

A. Primary Objective

To ascertain the welfare and safety measures adopted in Sri Vellingiri Andavar Ceramics, Erode.

B. Secondary Objective

- 1) To study the awareness of the workers about welfare and safety in the work place.
- 2) To find the occurrence of accidents happened at the work place.
- 3) To identify the role of management in implementing welfare and safety.
- 4) To find out the satisfaction level of the respondents towards welfare and safety measures.
- 5) To give suggestions to improve the welfare and safety in the organization.

III. REVIEW OF LITERATURE

Dr.T.Priyanga (2016): The author writes that the relationship between labour welfare facilities provided and job satisfaction experienced by workers in organized sectors in India. It will also draw a comparison of the labour welfare facilities provided and the extent of job satisfaction experienced between the Indian and organized sectors. The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace. Labour welfare is, thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. This article paper highlights labour welfare programmes towards organized sectors-a conceptual overview.

Hangarki (2014) revealed the relationship between employee satisfaction level & welfare measures in selected national bank in Hyderabad Karnataka region. It is clear that welfare facilitated employment by bank are not equally satisfactory to all employees. Most of the employees are dissatisfied with the clarity and transparency in communication, training& development, lunch rooms & rest rooms, health checkup camp etc. He recommended some measures but separate lunch room & rest rooms are most important in those amenities because employees are very inconvenient to have their lunch in front of the customers

Mahesh (2014) instated that employees having 5-10 years' experience are highly satisfied welfare measures provided by their companies in SIPCOT industrial area in Tamilnadu. He suggested some recommendations regarding welfare inspector, transfer policies & disciplinary rules for betterment of employees.

Tatareddy M (2014) implied by research work that majority of the respondents of Secunderabad division of railway are satisfied with the welfare measures which they are provided. Employees are satisfied with both Intra-murale.g.medical, canteen, water, washing and bathing, safety measures etc. And extra-mural e.g. housing, recreational, educational, holiday homes, retirement benefits etc.

IV. RESEARCH METHODOLOGY

A. Meaning

Research methodology is a process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interviews, surveys, and other research techniques, and could include both present and historical information.

B. Research Design

A Research design is an arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure in fact, the research design is the conceptual structure with in which research is conducted. It constitutes the blue print for the collection, measurement and analysis of the data. The research has used descriptive research for this study.

C. Descriptive Research Design

Descriptive research designs are these which are connected with describing the characteristics of the particular individuals or of a group. Descriptive research is connected with specific prediction, with narration of facts and characteristics concerning individual, group of situation.

D. Data Collection Research Instrument

Questionnaire: A questionnaire is a research instrument consisting of a series of questions and others prompt for the purpose of gathering information from respondents. It is a device for securing answers to questions by using a from fill in the researcher after getting information from them.

E. Statistical Tool for Analysis

The following statistical tools are used by the researcher for data analysis and interpretation.

- 1) Uni – variate Percentage Analysis
- 2) Chi –Square Analysis
- 3) Weighted Average Analysis

V. PERCENTAGE ANALYSIS

PARTICULARS		NO OF RESPONDENTS	PERCENTAGE %
AGE	Below 25	0	0
	26 - 30	107	30
	31 -35	202	30
	36 - 40	56	55
	Above 40	0	0
WORKING EXPERIENCES	0 – 5years	57	16
	5 - 10 years	202	55
	10 – 15 years	56	15
	More than 15 years	50	14
INCOME	Below Rs 5000	77	22
	Rs 5000-10000	202	55
	Rs10000 - 15000	56	15
	Above Rs15000	30	8
OVERALL SATISFACTION WORKER SAFETY AND WELFARE	Highly satisfied	120	33
	Satisfied	190	52
	Neutral	55	15
	Dissatisfied	0	0
ATTENDING IN A SAFETY MEETING	Yes	340	93
	No	25	7
ROLE OF MANAGEMENTING WELFARE AND SAFETY	Excellent	75	20
	Best	120	33
	Better	80	22
	Good	90	25
	Poor	0	0
FACTORS INFLUENCING SAFETY MEASURES	Highly satisfied	75	21
	Satisfied	190	52
	Neutral	100	27
	Dissatisfied	0	0
	Highly dissatisfied	0	0
THE SAFETY OF THE PHYSICAL FACILITES IN YOUR WORKPLACE (MACHINERY,EQUIP MENT,etc)	Higly satisfied	175	48
	Satisfied	190	52
	Dissatisfied	0	0
	Highly dissatisfied	0	0

VI. CHI-SQUARE ANALYSIS

A. *Table Overall Satisfaction of Workers Welfare and Safety Measures in your Organization*

- 1) *Null Hypothesis:* This is no significant relationship between experiences and overall satisfaction of worker welfare and safety measures in the organization.
- 2) *Alternative Hypothesis:* There is significant relationship experience and overall satisfaction of workers welfare and safety measures in the organization.

Overall Welfare Facilities Satisfaction	Less Than 10 Year	10-15 Years	15-20 Years	Above 20 Years	Grand Total
Highly Satisfied	15	55	22	28	120
Satisfied	25	40	30	95	190
Neutral	18	22	10	5	55
Dissatisfied	0	0	0	0	0
Highly Dissatisfied	0	0	0	0	0
Column Total	58	117	62	128	365

Source: Primary Data

Table No 3.2.1 Chi – Square result

Particulars	Value	DF	Asymp. Sig(2-sided)
Pearson Chi-Square	21.03	5	.074
Likelihood Ratio	20.43	4	.065
Linear-by-Linear Association	4.229	1	.468
N of Valid Cases	365		

Interpretation: The result of the chi-square test reveals that the calculated chi-square value is less than the table chi-square value at 5% level of significance, hence Null hypotheses rejected. There is a significant relationship between work experience and overall welfare satisfaction.

B. *Chi - Square Analysis*

The result of the chi-square test reveals that the calculated chi-square value is less than the table chi-square value at 5% level of significance, hence Null hypotheses rejected. There is a significant relationship between work experience and overall welfare satisfaction.

VII. CONCLUSION

This project entitled that, “WORKERS’ WELFARE AND SAFETY MEASURES IN SRI VELLINGIRI ANDAVAR CERAMICS IN ERODE”. From the study on workers’ welfare and safety measures; it was found that the organization has provided sufficient welfare and safety measures. But certain point have been indentified that some workers are satisfied and some are not satisfied with the present welfare measures. The organization takes steps to change the provision regarding the transport, rewards for results and canteen facilities as general wellbeing of the workers improvement. 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.



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