

AN EMPIRICAL STUDY ON LABOUR WELFARE MEASURES IN GOLDENROCK RAILWAY WORKSHOPS-TIRUCHIRAPPALLI

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INTRODUCTION

Labour welfare is an important fact of Industrial relations. These give satisfaction to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, labour welfare measures has got fillip. The workers in the Industries cannot cope up with pace of modern life with minimum sustenance amenities. The workers are in need of added stimulus to keep body and together. Labour welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employer provides welfare measures of varying degrees of importance for labour force. The social and economic aspects of life of the workers have direct influence on the social and economic development of nation. There is an imperative need to take extra care of the workers to provide both statutory and non-statutory facilities to them. The welfare facilities help to motivate and retain employees. Most of the welfare facilities are matters of sanitation and hygiene which is not provided dissatisfaction among workers are motivated by providing welfare measures. This ensures employee satisfaction result in increased efficiency. Employee welfare measures may help to minimize social evils like alcoholism, gambling, drug addiction etc. The workers are likely fall into victim because of discontentment or frustration. The welfare facilities induce the workers happy ,cheerful and confident with commitment. The welfare measures and schemes form an integral part of Personal and HR Management in any organization will go a long way in ensuring the desired goals. In turn this will enhance the productivity of the organization. The welfare measures are designed and systematized by the organization through statutory bodies like trade unions. The labour departments of the government insist upon minimum amenities to be implemented in any organization. This will ensure that minimum standards that are required for an employee to carry out the duties and perform functions to the extent of satisfaction. An industrial relations system is made up of certain institutions, which are popularly known as “ three factors “ of the system. In all developed and developing economics, these factors are...workers (employees) and their organization (trade unions), management (employers) and their organizations (employer’s association/federations), the government. These actors jointly determine the output of the system, which largely consists of rules/regulations relating to terms and conditions of employment.

OBJECTIVES OF THE STUDY

1. To know whether labour welfare helps in providing good industrial relations.
2. To study the statutory and non-statutory welfare measures on Southern Railway, Goldenrock Workshops, Tiruchirappalli.
3. To analyse and evaluate the satisfactory level of the employees with respect to various welfare measures provided.
4. To suggest ways and means to improve the existing welfare system with a view to increase their workers satisfaction.

SCOPE OF THE STUDY

It involves an in depth analysis of the operation factors that covers the labour welfare measures. The study is undertaken with reference to various employee's view point, regarding the benefits made for the employees by the management namely medical benefits and sickness benefits. The scope of the study is also made on different welfare measures namely canteen, restroom, uniform and safety. This study did not cover the various labour welfare measures provided by the government.

METHODOLOGY

Both primary and secondary data were collected for the study. The primary data were collected through a well structured questionnaire. This primary data is obtained from the response of 50 employees. The secondary data were collected from books, reports, internet, newspapers, magazines and records of the organization. For the study convenient random sampling method is adopted. In this study the employees are selected in random sample basis. A correlation technique is used to test the hypothesis.

AREA OF THE STUDY

The study on labour welfare measure is taken from the Goldenrock Railway Workshops in Tiruchirappalli District. This workshop is a well designed constructed shop with mixed gauge tracks to carry out repair to both MG and BG rolling stock.

RESEARCH DESIGN

The design of this study is a descriptive design. The study seeks to describe the various welfare measures followed in the organization.

DATA ANALYSIS AND INTERPRETATION

Distribution of the respondents and their personal profile

PARTICULARS	NO.OF RESPONDENTS (n= 50)	PERCENTAGE (100%)
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NAME OF SHOPS

Diesel	10	20.0
Carriage	10	20.0
Wagon Production	10	20.0
Service	10	20.0
Production	10	20.0

AGE

Below 25yrs	6	12.0
26 to 35 yrs	6	12.0
36 to 45 yrs	6	12.0
46 to 55 yrs	9	18.0
	23	46.0

GENDER

Male	45	90.0
Female	5	10.0

EDUCATIONAL QUALIFICATION

Above Matriculation	SSLC	22	44.0
Diploma/Intermediate		11	22.0
Graduation-Technical		5	10.0
Graduation- Technical	Non	1	2.0
Above Graduation and Post Graduation		11	22.0

MARITAL STATUS

Married	45	90.0
unmarried	5	10.0

WORKING EXPERIENCE

3 to 5 yrs	6	12.0
6 to 8 yrs	4	8.0
9 to 12 yrs	7	14.0
13 to 16 yrs	14	28.0
17 yrs & above	19	38.0

OVERALL WELFARE MEASURES

Low	23	46.0
High	27	54.0
Min: 37/Max:72/Median:61.50/Mean:61.02/S.D:7.455		

Source: Primary data

The above table shows about the personal profile of the respondents. Each 20 percent of the respondents were selected from Diesel, Carriage, Production, Wagon Production and Services. Nearly half (46 percent) of the respondents were in 59 years and above age group, 18 percent of the respondents were 46 to 55 years and remaining each 12 percent of the respondents were below 45 years. Vast majority (90 percent) of the respondents were male and remaining 10 percent of the respondents were female. Nearly half (44 percent) of the respondents were above SSLC/Matriculation qualification, 22 percent of the respondents were diploma/intermediate, graduation and post graduation. 10 percent of the respondents were graduates/technical and remaining 2 percent of the respondents graduation-Non technical.

One third (38 percent) of the respondents were 17 years and above of working experience, 28 percent of the respondents were 13 to 16 years, 14 percent of the respondents were 9 to 12 years, 12 percent of the respondents were 3 to 5 years and remaining 8 percent of the respondents were 6 to 8 years. Vast majority (90 percent) of the respondents were married and remaining 10 percent of the respondents were unmarried. More than half (54 percent) of the respondents have high level opinion about overall welfare measures and remaining 46 percent of the respondents were low level.

Oneway ANOVA difference between name of shops, working experience of the respondents and their overall welfare measures

Null hypothesis (H_0): There is no significant difference between name of shops, working experience of the respondents and their overall welfare measures.

Research hypothesis : (H_1): There is a significant difference between name of shops, working experience of the respondents and their overall welfare measures.

Overall welfare measures	Mean	S.D	SS	Df	MS	Statistical inference
Name of shops						
Between groups			278.680	4	69.670	f=1.283 .291>0.05 Not Significant
Diesel (n=10)	59.60	7.471				
Carriage (n=10)	63.70	4.945				
Production (n=10)	59.90	9.255				
Wagon production (n=10)	63.90	5.527				
Services (n=10)	58.00	8.667				
Within Groups			2444.300	45	54.318	
Working Experience						
Between Groups			470.363	4	117.591	f=2.349 .069>0.05 Not Significant
3to5yrs(n=6)	61.17	8.704				
6to8yrs(n=4)	67.75	2.363				
9to12yrs (n=7)	64.00	5.802				
13to16yrs(n=14)	62.07	5.106				
17yrs & above(n=19)	57.68	8.551				
Within Groups			2252.617	45	50.058s	

Statistical test: Oneway ANOVA ‘f’ test was used in the above table

INFERENCE:

The above table indicates that there is no significant difference between name of the shops, working experience of the respondents and their overall welfare measures. Hence, the calculated value greater than table value ($p > 0.05$). So null hypothesis (H_0) is accepted and the research hypothesis (H_1) is rejected.

LIMITATIONS OF THE STUDY

- ❖ The findings based on this study cannot be used in other organizations.
- ❖ There are chances of misrepresentation responses.
- ❖ The samples collected from 50 respondents with the help of convenient random sampling may not reveal the full picture of the workshop.
- ❖ The biased view of the respondent is another cause of the limitation.

SUGGESTIONS

- The necessary steps should be taken to improve the pension and retirement facilities to the employees.
- Adequate number of first aid appliances has to be provided.
- Necessary steps should be taken to improve the quality of the canteen facilities to the employees.
- Restroom facility has to be sufficiently provided.
- The necessary steps can be taken to improve the housing facilities.

CONCLUSION

Employees welfare measures are advocated to strengthen the manpower physically and mentally. As per the study which was undertaken regarding the labour welfare measures provided in Goldenrock workshops, Tiruchirappalli. The labour welfare programmes are undertaken sincerely and the employees are mostly satisfied with all the facilities provided by the workshop. Thus certain improvement in working conditions is suggested to improve the effectiveness of the employee welfare measures which in turn would build the morale and increase the productivity of employees. In brief it can be concluded that the labour welfare measures are always a boon to the company as well as to the employees, so the management should provide adequate and timely welfare facilities to their employees.

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