A STUDY ON LABOR WELFARE MEASURES WITH REFERENCE TO KALEESUWARI REFINERY PRIVATE LIMITED

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ABSTRACT- *This study has been enriched in Kaleesuwari Refinery Private Limited to identify the level of satisfaction towards welfare measures of employees. Labor welfare referred as providing such service facilities and amenities which enable the workers employed in industries to perform their work. The organization must work to maintain industrial relationship between the employee and employer. The research design is employed for the study was descriptive research design. The descriptive design means the research which is done to know the collected using structured questionnaire. The type of sampling technique used for study was stratified random sampling. Analysis and statistical tools like ANOVA, independent sample, mean analysis and data are presented through tables and charts. The finding of study reveals that respondents have satisfied with welfare measures. The suggestions have been provided based on the responses of employees to maintain industrial peace.*

Keywords: welfare, employee, industrial relationship.

1.INTRODUCTION

Labor Welfare – Labor is the most important factor of industrial production. Management seeks co – operation of labor force by providing welfare in terms of provisions for better working conditions adequate lighting and ventilation etc. Labor welfare work aims at providing such service facilities and amenities which enable the workers employed in industries to perform their work in healthy congenial surrounding conducive to good health and high morale. It helps in maintaining industrial peace. Labor welfare in India has a special significance as the constitution provides for the promotion of welfare of the labor for humane condition of work and securing to all workers leisure, social and cultural opportunities. Labor welfare is measure to promote the efficiency of labor.

2.COMPANY PROFILE

Gold Winner is a sun flower oil brand produced by Kaleesuwari Refinery Pvt Ltd. The history of the company goes back to1970s with a small grocery store started by G.Munuswamy. He bought Kaleesuwari Refinery Private Limited near Chennai in 1993 and has market in India, Singapore, Malaysia, Brunei, Kuwait, UEA, Australia, UK, and Srilanka. The company also sells other products such as vanaspati, soybean oil and groundnut oil cardia life. In 2007, the company signed a memorandum of understanding with U.S. Consultant Robert M.Pierce, Fats & Oils Refining Consultant. Further more expanding our horizons, we introduced adversity of exceptional and affordable products across edible, personal and home-care segments. Head quartered out of Chennai (Tamil Nadu), Kaleesuwari Refinery Private Limited has four modernized manufacturing units in India equipped with cutting edge technology and synchronized processes from Desmet Ballestra, Belgium.

3.NEED FOR THE STUDY

This study is to find out the effectiveness of labor welfare measures with employees. It helps keeping confidence and inspiration of the workers to hold for longer length. To know about the constitutional provisions and to find out the facilities entitled in the organization. This study helps to find whether labor welfare measures help in providing good industrial relations. This research that is done about labor welfare measures and satisfaction towards welfare measures of employees.

4.OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To study about the labor welfare measures in Kaleesuwari Refinery Private Limited Company.

SECONDARY OBJECTIVES

• To study the welfare activities provided and the labor expectations towards welfares schemes.

• To know the various factors contributing for employees with various welfare measures and to provide suggestions to the organization that employee preference and satisfaction level regarding welfare measures.

5.SCOPE OF THE STUDY

This study will help the organization to know the current levels and will enable them to make arrangements of labor measures. This study is conducted to know about the effectiveness of employee welfare measures. It aims to find out the practical difficulties involved in welfare measures and helps to bring out the solution for employee in availing the welfare measures.

6. REVIEW OF LITERATURE

Dhruval Devani "The Study on Impact of Employee Welfare Measures in Dimond Industry" 2020 IJCRT | Volume 8, Issue 4 April 2020 | ISSN: 2320-2882 The study was done with the objective of analysing, safety and welfare measure of the corporate, Knowing the opinion and satisfaction level of employee about health measure, precautions and welfares followed within the company and therefore the measure followed to prevent from accident in the company. The labour health, safety and welfare are the measure of promoting the efficiency of labour.

Dr. Viji R, Dr. Peerzadah Mohammad Oveis "A Study on Employee Welfare Measures and Its Impacts Towards the Satisfaction of Employee" Vol. 11 No. 3 (2020) Companies are valued by the welfare offered to the employees. This raises workers' moral values and gives them a feel that they belong there. It not only increases efficiency but also enhances output quality. Besides regular compensation and other legal and negotiation economic incentives, Social Security programs also are to be accepted by workers.

7. LIMITATIONS OF THE STUDY

o   The study is based on the sample size of 120.
o   The findings of the study are based on the information provided by respondents.
o   The data was collected during the working hours, employees were busy in their work so they were less responsive.

8.DATA ANALYSIS AND RESULTS

Dataset collected constituted the demographic descriptors as described by percentage analysis. The percentage table of age shows that majority of respondents are age group 20 to 25(40) followed by age group 25 to 30 (32), age group 30 to 35 (13) and age group above 35 (15). The percentage table of educational qualification shows that majority of respondents are under other category (60) followed by graduates (33) and post graduates (7). The percentage table of gender shows that majority of respondents are female (60) and male (40). The percentage table of department shows that majority of respondents are packing (52) followed by utility (16), warehouse (14), production (12) and administration (6). The percentage table of income

shows that majority of respondents are 10000 to 15000 (47) followed by 15000 to 20000 (31), 20000 to 25000 (17) and above 30000 (5). The percentage table of designation shows that majority of respondents are helper (53) followed by assistant coordinator (14), assistant operator (13), coordinator (13) and operator (6).

TABLE NO 1 Mean Analysis

Variables	Mean
Working hours	3.27
Yearly bonus	3.23
Insurance	3.35
Overtime allowance	3.08
Welfare scheme	3.27
Working environment	3.36
Canteen	3.81
Medical and First aid facility	3.85
Safety equipment and tool	3.35

Inference:

The variable that had the highest was medical and first aid facility with mean of 3.85.

The variable that had the lowest was overtime allowance with mean of 3.08.

TABLE NO: 2 Independent Sample T Test

Gender	N	Mean	Std deviation	Std Error	F	Sig	t
Male	48	2.65	1.263	.182	35.608	0.00	-6.239
Female	72	3.67	.475	.056			-5.353

Inference:

Since significance is lesser than 0.01, alternative hypothesis is accepted at a significance level of 1%.

Result:

There is significant difference between gender and satisfaction with welfare measure during covid-19 provided by the company.

TABLE NO: 3 One Way Anova

	Sum of squares	Df	Mean square	F	Sig.
Between Groups	64.268	3	21.423	43.81	.000
Within Groups	56.723	116	0.489		
Total	120.992	119			

Inference:

Here the significance level occurs at .000 and it is less than .05. Hence null hypothesis is accepted.

Result:

There is no significant difference between experience and satisfaction with welfare measure during covid-19 provided by the company.

9.SUGGESTIONS

•The employees are not happy with leave policy so the company can focus on providing week off to the employee which can help the employees to balance the work and personal life.
•The company needs to focus on introducing better safety measures for the employees who are working near the machines by providing personal protective equipment which avoids injury.
•The company can focus on improving the overall welfare activities of the company which will be motivate the employees to work better.

10.CONCLUSION

Labor welfare are advocated to maintain a strengthen manpower both physically and mentally. The study it is observe that kaleesuwari refinery private limited is provided various facilities to the employees. The management required to supply good facilities to all or any workers in such way that workers become satisfied about labor welfare facilities. It leads to improve profitability sof the organization. Atlast it can conclude that the employee welfare facilities provided by the company to their employees are satisfied during covid-19, but still of scope is there for further improvement.

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