



# REVIEW OF RESEARCH

ISSN: 2249-894X

IMPACT FACTOR : 5.7631 (UIF)

UGC APPROVED JOURNAL NO. 48514

VOLUME - 8 | ISSUE - 9 | JUNE - 2019



---

---

## SAFETY AND WELFARE MEASURES PROVIDED TO EMPLOYEES IN SMALL AND MEDIUM SCALE INDUSTRIES IN KARNATAKA STATE- "A CASE STUDY OF SELECTED COMPANIES IN VIJAYAPURA DISTRICT"

**Ms. Kavya Ankalkoti<sup>1</sup> and Prof. G. H. Kallimath<sup>2</sup>**

<sup>1</sup>Research Scholar Department of Commerce,

Karnataka State Akkamahadevi Women's University, Vijayapura.

<sup>2</sup> Principal , Associate Professor , Department of Commerce SJMVS, Arts & Commerce College for Women, J.C. Nagar, Hubli-Dharwad.

### ABSTRACT:

*Safety, welfare and Health are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee welfare facilities and its impact on employees efficiency at 21<sup>st</sup> Century, Collection, Pvt, VijayapuraKarnataka. The study show the Employees welfare facilities and its impact on employees efficiency at 21<sup>st</sup> Century, Collection, Pvt, Vijayapuraappear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%).It can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.*



**KEYWORDS:** Employee Welfare Facilities; Employee Efficiency; 21<sup>st</sup> Century, Collection, Pvt, Vijayapura.

Safety and welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and welfare on and off the job within the organization is a vital concern of the employer. Welfare helps to improve employee

retention and creating positive image for longer time period. It helps to motivate and improve morale of the employees. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation.

Providing a safe and healthy environment is a pre-requisite for any productive effort. Employee welfare is an area of social welfare conceptually and operationally. It covers a broad field and connotes a state of well being, happiness, satisfaction, conservation and development of human resources and also helps to motivation of employee.

The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non statutory laws require the employer to extend certain benefits to employees in addition to wages or salaries.

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting , facilities for sitting , changing rooms , first aid appliances, latrines and urinals , washing places, spittoons, rest rooms. Non statutory welfare schemes may include: personal health care, flexi-time, employee assistance programs, harassment policy, employee referral scheme, medi-claim insurance scheme. The non statutory schemes differ from organization to organization and from industry to industry.

### REVIEW OF LITERATURE:

Joseph et.al. (2009) studied in the article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker's conditions.

Sabarirajan et.al.(2010) shows that 15% of the employees are highly satisfied with their welfare measures. 22 % of the employees are satisfied with their welfare measures.39 % of the employees are average with their welfare measures. 16% of them are in highly dissatisfied level. Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salem district.

Satyanarayna and Reddi (2012) stated that the overall satisfaction levels of employees about welfare measures in the organization cover is satisfactory. However, a few are not satisfied with welfare measures provided by the organization. Therefore it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee standard of living and their satisfaction levels.

Srinivas (2013) identified welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. It is found that most of the, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company and most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare.

### Types of Employee Welfare Services:

#### Safety Services:

The costs of accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal costs, in lost time, filling in reports and attending to enquiries, and in spoilage of materials, equipment and tools to management. Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools material and general work environment. Thus, for example, improper lighting, inadequate ventilation, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness.

### Employee Welfare in India

The Directive Principles of State Policy in our Constitution expresses the need for labour welfare thus:

1. The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life.
2. The State shall, in particular, direct its policy towards securing.

3. That the citizens, men and women equally, have the right to an adequate means of livelihood.
4. That the ownership and control of the material resources are so distributed as to sub serve the common good.

➤ **Employee Welfare Officer**

Section 49 of the factories act provides that in every factory wherein 500 or more workers are ordinarily employed the employer shall appoint at least one welfare officer. The welfare officer should possess; (i) a university degree; (ii) degree or diploma in social service or social work or social welfare from a recognized institution; and (iii) adequate knowledge of the language spoken by the majority of the workers in the area where the factory is situated.

- ❖ Supervision
- ❖ Counselling workers
- ❖ Advising management
- ❖ Establishing liaison with workers
- ❖ Working with management and workers to improve productivity.
- ❖ Working with outside public to secure proper enforcement of various acts.

➤ **Health of Employees**

- ✓ Cleanliness-Every factory shall be kept clean by daily sweeping or washing the floors and work rooms and by using disinfectant where necessary.
- ✓ Disposal of wastes and effluents-Effective arrangements shall be made for the disposal of wastes and for making them innocuous.
- ✓ Ventilation and temperature-Effective arrangements shall be made for ventilation and temperature so as to provide comfort to the workers and prevent injury to their health.
- ✓ Dust and fume-Effective measures shall be taken to prevent the inhalation and accumulation of dust and fumes or other impurities at the work place.
- ✓ Artificial humidification-The State Government shall make rules prescribing standard of humidification and methods to be adopted for this purpose.
- ✓ Overcrowding-There shall be in every work room of a factory in existence on the date of commencement of this act at least 9.9 cubic meters and of a factory built after the commencement of this act at least 4.2 cubic meters of space for every employee.
- ✓ Lighting-The State Government may prescribe standards of sufficient and suitable lighting.
- ✓ Drinking Water-There shall be effective arrangement for wholesome drinking water for workers at convenient points.
- ✓ Latrines and Urinals-There shall be sufficient number of latrines and urinals, clean, well-ventilated, conveniently situated and built according to prescribed standards separately for male and female workers.
- ✓ Spittoons-There shall be sufficient number of spittoons placed at convenient places in the factory.

**Features of Labour Welfare Measures:**

1. Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
3. Labour welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
4. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.

5. The purpose of labour welfare is to bring about the development of the whole personality of the workers to make a better workforce.

### OBJECTIVE OF THE STUDY:

1. To find out various welfare facilities provided at the 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka.
2. To understand the various employee welfare measures adopted at 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka.
3. To find out the levels of satisfaction among employees at 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka with respect to various welfare measures.
4. To understand the extent of awareness among employees with various statutory and non-statutory welfare measure.
5. To suggest remedial measures to improve the employee welfare at 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka.

### HYPOTHESIS:

There is a significant impact of Employee Welfare facilities on employee efficiency.

### METHODOLOGY:

With a view to analysing the Employees welfare schemes and its impact on employees efficiency at 21<sup>st</sup> Century, Collection, Pvt, VijayapuraKarnataka.India, the questionnaires distributed among the various cadres of employees. To measure the Employees welfare schemes and its impact on employees efficiency 22 items questionnaire was administrated to the selected respondents. The scoring was analysed on five point scale and score was simplified in percentage as per the formula of Rao (1991) i.e. Percentage score=Mean score - 1x 25

Five categories of gradation were very good, fairly good, good, average and poor.

Employees Welfare Schemes and its Impact on Employees Efficiency at 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka.

The table 1& 2 and fig.1&2 under reference show the item wise mean score and percentage score of 22 items obtained in study of Employees welfare schemes and its impact on employees efficiency at 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka. Some of trend notice are given below The study of Employees welfare schemes and its impact on employees efficiency at 21<sup>st</sup> Century, Collection, Pvt, Vijayapura Karnataka. appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%).

The most important factor contributing fairly good score are: (i) Company provide educational facility to your children (item-3); (ii) Company /management provide travelling facilities to you and your family(item-4); (iii) Company/ management provide canteen facility (item-5); (iv) Revision is done in your payment (item-7); (v) Company /management have taken insurance coverage against accidents on work place (item-10), (vi) There clean and safe drinking water is available in the workplace (item-13); (vii) Primary health care facility is given to you(item-15); (viii) Necessary measure to taken to prevent the accident (item-17); (ix) Satisfied with the proper ventilation & lighting provide by the company at work place (item-22).

Other important factor resulting good score are (i) Company provides accommodation facilities (item-2); (ii) Company/ management provide the health care facility (item-6); (iii) Satisfied with the payment, bonus, allowances etc. (item-8); (iv) There clean urinals provide for you by management (Item-12); (v) Dustbin available in the workplace (item-14); (vi) Whether the canteen food is hygienic or not (item-20).

The factor resulting average score are: (i) Voluntary benefits (Housing and Educational loans) provided by company (item-1); (ii) Voluntary benefits provided by company (item-9); (iii) Company /management provide any other facilities (item-11); (iv) Satisfied with recreational facilities (item-16); (v) Interest of organization regarding welfare of the employees (Item-18); (vi) Management welcomes

suggestion on the welfare activities (item-19); (vii) Shelter & rest rooms provided by the company (Item-21).

**Table 1. Item wise mean score, percentage score and categories of Employees Welfare schemes and its Impact on employee's efficiency at 21st Century, Collection, Pvt, Vijayapura Karnataka .India**

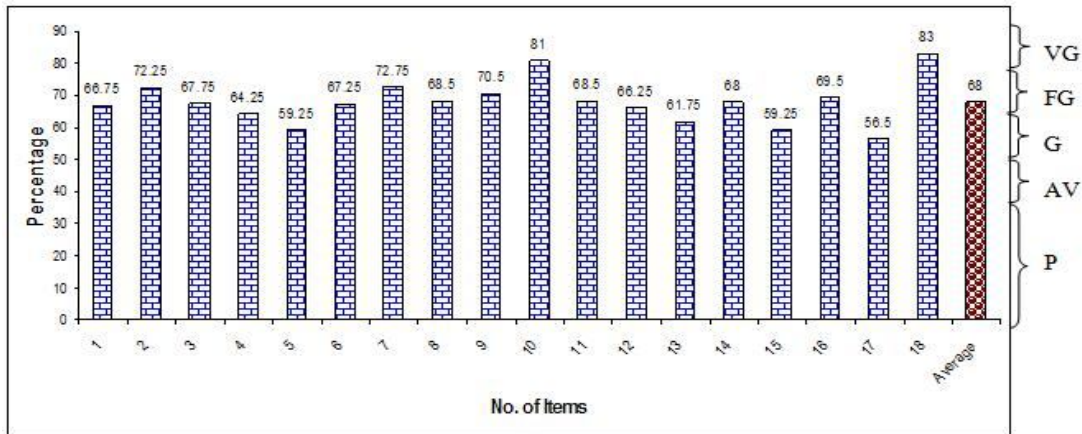
Statement	MS	%	CAG
Voluntary benefits (Housing and Educational loans) provided by company.	3.21	55.25	AV
Company provides accommodation facilities.	3.46	61.50	G
Company provides educational facility to your children.	3.87	71.75	FG
Company /management provide travelling facilities to you and your family	4.12	78.00	FG
Company/ management provide canteen facility.	3.98	74.50	FG
Company/ management provide the health care facility.	3.78	69.50	G
Revision is done in your payment.	4.07	76.75	FG
Satisfied with the payment, bonus, allowances etc.	3.56	64.00	G
Voluntary benefits provided by company	3.35	58.75	AV
Company /management have taken insurance coverage against accidents on work place.	3.85	71.25	FG
Company /management provide any other facilities.	3.32	58.00	AV
There clean urinals provide for you by management.	3.68	67.00	G
There clean and safe drinking water is available in the workplace.	3.85	71.25	FG

**Table 1. Item wise mean score, percentage score and categories of Employees Welfare schemes and its Impact on employee's efficiency at 21st Century, Collection, Pvt, Vijayapura Karnataka India (Contd....)**

Statement	MS	%	CAG
Dustbin available in the workplace.	3.65	66.25	G
Primary health care facility is given to you.	3.89	72.25	FG
Satisfied with recreational facilities.	3.18	54.50	AV
Necessary measure to taken to prevent the accident.	3.88	72.00	FG
Interest of organization regarding welfare of the employees.	3.38	59.50	AV
Management welcomes suggestion on the welfare activities.	3.1	52.50	AV
Whether the canteen food is hygienic or not.	3.68	67.00	G
Shelter & rest rooms provided by the company.	3.31	57.75	AV
Satisfied with the proper ventilation & lighting provide by the company at work place.	3.95	73.75	FG
<b>Average</b>	<b>3.64</b>	<b>66.00</b>	<b>Good</b>

**Table 2. Categories wise items of Employees welfare schemes and its Impact on employee's efficiency at 21st Century, Collection, Pvt, Vijayapura Karnataka**

S.No.	Statement	Percentage (Range)	Item No.	Total No. of Item.
1.	Very Good.	80 and above.	Nil	Nil
2.	Fairly Good	70 and above.	3,4,5,7,10,13,15,17,22	09
3.	Good	60 and above.	2,6,8,12,14,20	06
4.	Average	50 and above.	1,9,11,16,18,19, 21	07
5.	Poor	Less than 40.	Nil	Nil



**Fig. 1. Item wise percentage score and categories of Employee Morale and its impact on efficiency at 21st Century, Collection, Pvt, Vijayapura. Karnataka**

### CONCLUSION:

The study of Employees welfare schemes and its impact on employees efficiency at 21st Century, Collection, Pvt, Vijayapura Karnataka appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%). As per the study it is observe that 21st Century, Collection, Pvt, Vijayapura Karnatakais provided various facilities to the employees and also follow the rules and regulation of state and Indian Government.

The management required to provide good facilities to all employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favourable effects of profitability and products of the organization. At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

### SUGGESTION:

1. Following are the suggestions for effectiveness of the Employee welfare
2. Recreation facilities should be provided to the employees to boost their morale and bring littlediversion from their continuous routine work and to retard stress of the workers.
3. Complete medical facilities should be given so as to minimize the absenteeism and to keep theemployees more immunized and fit enough.
4. Company should be more committed to promote welfare facilities as it creates moreproductivity which in turn benefits the company.

5. Health check-up, employee counselling, various health camps, hospitalization facilities should be much more improved by conducting the health camps at least once in a month.
6. The number of medical practitioners or physicians should be increased.
7. Better working environment should be provided

#### REFERENCES:

1. Babu K.V.S.N Jawahar, Valli S. Kalesha Masthan and Bhupathi C. (2012): Recent trends in factories welfare measures, *Academisia: An International Multidisciplinary Research Journal*, 2(12), 252-261.
2. Joseph B.; Joseph I. and Varghese R. (2009): Labour Welfare in India, *Journal of Workplace Behavioural Health*, Vol. 24 (1&2) pp: 221-242.
3. Logasakthi K. and Rajagopal K. (2013): A study on employee health, safety and welfare measures of chemical industry in the view of Sleam region, TamilNadu (India). *International Jour. of Research in Business Management*, Vol. 1 (1) pp 1 - 10.
4. Mohan Reenu and Panwar J.S. (2013) : Current trends in employee welfare schemes in Udaipur Retial Sector. *International Jour. of Scientific Research Review (IJSRR)* 2 (2) PP. 45-54.
5. Nanda N. and Panda J.K.: (2013): Challenges and effectiveness of industrial relation environment in Indian Industries study on Rourkela Steel Plant. Raurkela Odisha. India. *International Jour. of Financial Services and management Research* Vol. 2 (6) 2013 pp. 163-174.
6. Rao T.V. (1991): *Reading in Human Resource Development*. Oxford & IBH Publication New Delhi
7. Resma S. and Basavraju M.J. (2013) : Employee welfare measure in mining Industry - A study with reference to statutory welfare measures. in NMDC, Donimalai Iron ore, Mine Bellari district Karnatanka. *Excel International Jour. of Multidisciplinary Management Studies (EIJMMS)* Vol. 3 (7) PP. 157-164.
8. Sabarirajan A., Meharajan T., Arun B. (2010): A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District, Tamil Nadu, India. *Asian Jour. of Management Research*. Pp. 15-24.