A Study on Labour Welfare Facilities in Fishing Net Manufacturing Company, Nagercoil, Kanyakumari District

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Abstract: The importance for welfare arises from a very nature of industrial system, which is characterized by two basic facts: (1) The conditions under which work is carried on are not congenial for health and (2) When labour join organization he has to work in an entire strange atmosphere, creating problems of adjustment. Having a satisfied workforce is very much essential for smooth working of every organization. So this study is conducted to know whether the workers are satisfied with the welfare facilities provided by company. The study conducted to provide suggestion to them for improving the employee's satisfaction is too bright out various drawbacks in the existing system.

Index Terms - Fishing Net Manufacturing Company, Labour Welfare Facilities, Kanyakumari District.

1. Introduction

India has opened its business market to multi-national companies through its liberalization policy. This leads India by 2020, to be the fourth largest economy in the world according to World Bank forecasts. The liberalized economic policy of India has given pressure to domestic company's human resource functions. The economic status of the India can be achieved only if they have a friendly human resource and industrial relations policies in the industry.

Institutional mechanisms exist for ensuring these to workers in the organized sector of the economy. These are being strengthened or expanded to the extent possible. However, workers in this sector are to be studied periodically, whether they are satisfied with the welfare provided by the companies, as welfare schemes are directly dependent on the economy of the companies. Steps need to be taken on a larger scale than before to improve the quality of working life of the workers, including women employees. Classical economics and all microeconomics of labour is one of four factors of production, the others being land, capital and enterprise. It is a measure of the work done by human beings.

2. Statement of the problem

An organistaion is influenced by various human resources factors. The labour welfare measure is one of the factors penetrating in the life of employees those who are working in the small scale sector. The company has to provide the labour welfare facilities pointed out in the labour law. Once the labours are satisfied with the facilities provided to them, automatically the output from the workers will be a tremendous one. This study explores the employees' labour welfare measures of the fishing net manufacturing companies in Nagercoil. It also studies the employee view about the labour welfare measures on the productivity. Another aspect identified in the study is the factors that contribute to improve the standard of labour welfare measures of employees. It covers every dimension of work including economic reward, security, working conditions and interpersonal relationship. Thus, the goal of this study was to gain knowledge about employee's labour facility in fishing net manufacturing companies in Nagercoil. This study suggests suitable recommendations to improve labour welfare measures in small scale sector.

3. Literature Review

Walton (1973) stated that the quality of work life is a phrase that contains vast meaning. It is not merely the limiting working hours in a week, or labour law that protects child labour and equitable pay, but

also the inclusion of the needs and wishes of the employees for a better life of the people within the organization.

Conventions and Recommendations of ILO (1949) sets forth a fundamental principle at its 26th conference held in Philadelphia recommended some of the measures in the area of welfare measures which includes adequate protection for life and health of workers in all occupations, provision for child welfare and maternity protection, provision of adequate nutrition, housing and facilities for recreation and culture, the assurance of equality of educational and vocational opportunity etc. Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc.

4. Objectives of the Study

- To acquire the knowledge about various welfare facilities adopted in fishing net manufacturing companies.
- To study the labours satisfactory level of welfare facilities in fishing net manufacturing companies.
- To make constructive suggestions to improve the welfare facilities.

5. Scope of the Study

The scope of labour welfare and quality of work life can be interpreted in different ways by different countries with varying stages of economic developments, political outlook and social philosophy. The scope therefore cannot be limited to facilities within or near the undertaking, nor cannot be so comprehensive as to embrace the whole range of social welfare or social service. It follows all intramural and extramural welfare activities as well as statutory and non-statutory welfare measures undertaken by the employers, the government, trade unions or voluntary organization falls within the scope of the labour welfare. This research starts with the objective of studying the various welfare measures provided by the fishing net manufacturing companies in Nagercoil and its impact on quality of work life among the employees in Kanyakumari district, Tamil Nadu.

6. Research Design

This study describes the factor that leads to welfare measures for workers in fishing net manufacturing companies in Nagercoil, Kanyakumari District, Tamil Nadu. Here the descriptive research was conducted to find out the information about the factor and to spotlight the areas that need the management's attention. The study used both primary and secondary data.

7. Samples Design

Totally 200 samples were selected by using simple random sampling method. The primary data collected from respondents through questionnaire. The secondary data is collected with the help of various company records, company manual, internet, journal, books etc.

8. Tools for Analysis

The following are the statistical tools used for the study
(i) Simple Percentage Analysis
(ii) Chi-Square Analysis

9. Data Analysis and Interpretation

9.1. Awareness on Statutory Welfare Facilities

The questionnaire that was used to collect the primary data consisted that aimed to explore the awareness on statutory welfare facility in the factories Act, 1948 amongst the sample employees. Each question had 2 responses marked with Nos. 1 to 2 that explain the level of awareness. 'Yes' responses indicate that the level of awareness is adequate. 'No' responses indicate that the level of awareness is inadequate.

Table 1: Awareness on statutory welfare facilities

#	Awareness on statutory welfare facilities	No. of Respondents	Percentage
1	Yes	190	95
2	No	10	5
Total		**200**	**100**

Source: Primary Data

9.1.1. Interpretation

It is witnessed from the above table that 95% of the respondents stated that good awareness about welfare facilities. On the other hand 5% of the respondents stated that poor awareness about statutory welfare facilities. From the analysis, it is concluded that most of the respondents having awareness about statutory welfare facilities.

9.2. Level of satisfaction on storing and drying clothing facility

The questionnaire that was used to collect the primary data consisted that aimed to explore the level of satisfaction on storing and drying clothing facility in the factories Act, 1948 amongst the sample employees. Each question had 3 responses marked with Nos. 1 to 3 that explain the level of satisfaction. 'Good' responses indicate that the level of satisfaction is adequate. 'Satisfactory' responses indicate that the level of satisfaction is doubtful and uncertain. 'Poor' responses indicate that the level of satisfaction is inadequate.

Table 2: Level of satisfaction on storing and drying clothing facility

#	Awareness on level of satisfaction	No. of Respondents	Percentage
1	Good	70	35
2	Satisfactory	120	60
3	Poor	10	5
Total		**200**	**100**

Source: Primary Data

9.2.1. Interpretation

It can be seen from the above table that 60% of the respondents opined that satisfied in storing and drying clothing facility. 5% of respondents opined that poor satisfaction in storing and drying clothing facility. On other hand 35% of the respondents opined that good in storing and drying clothing facility. From the analysis, it was found that 60% of the respondents opined that satisfied in storing and drying clothing facility.

9.3. Classification on housing accommodation facility

The questionnaire that was used to collect the primary data consisted that aimed to explore the classification on housing accommodation facility in the factories Act, 1948 amongst the sample employees. Each question had 2 responses marked with Nos. 1 to 2 that explain the level of classification. 'Yes' responses indicate that the level of classification is adequate. 'No' responses indicate that the level of classification is inadequate.

Table 3: Classification on housing accommodation facility

#	Awareness on level of classification	No. of Respondents	Percentage
1	Yes	50	25
2	No	150	75

Total	200	100

Source: Primary Data

9.3.1. Interpretation:

It is witnessed from the above table that 75% of the respondents expressed that they are not having housing accommodation and 25% of the respondents expressed that they are having house accommodation. From the analysis it is concluded that 75% of the respondents opined that they are not having housing accommodation.

9.4. Sex and level of satisfaction on washing facility

The questionnaire that was used to collect the primary data consisted that aimed to explore the Level of satisfaction on washing facility for male and female in the factories Act, 1948 amongst the sample employees. Each question had 3 responses marked with Nos. 1 to 3 that explain the level of satisfaction. 'High' responses indicate that the level of satisfaction is adequate. 'Medium' responses indicate that the level of satisfaction is doubtful and uncertain. 'Low' responses indicate that the level of satisfaction is inadequate.

Table 4: Sex and level of satisfaction on washing facility

Sex	Level of satisfaction			Total
	High	**Medium**	**Low**	
Male	20 (40%)	60 (47.62%)	20 (83.33%)	100
Female	30 (60%)	66 (52.38%)	4 (16.67%)	100
Total	**50 (100%)**	**126 (100%)**	**24 (100%)**	**200**

Source: Primary Data

9.4.1. Interpretation

It is lime lighted from the above table that the percentage of high level of satisfaction on washing facility in company was the highest (60%) among the female category of the respondents and the same was the lowest (40%) among the male category of the respondents. The percentage of medium level of satisfaction on washing facility in fishing net manufacturing company was the highest (52.389%) among the female category of the respondents and the same was the lowest (47.62%) among the male category of the respondents. On the other hand, the percentage of low level of satisfaction on washing facility in fishing net manufacturing company was the highest (83.33%) among the male category of the respondents and the same was the lowest (16.670%) among the female category of the respondents. In order to find the relationship between sex of the respondents and level of satisfaction of washing facility in fishing net manufacturing company, a chi-square test was employed to test the hypothesis and the result of the test is shown in the following table.

H_0: There is no significant relationship between the sex of the respondents and level of satisfaction on washing facility in fishing net manufacturing company.

H_1: There is a significant relationship between the sex of the respondents and level of satisfaction on washing facility in fishing net manufacturing company.

Table 5: Sex and level of satisfaction on washing facility

(Chi-Square Test)

#	Value	Degree of Freedom	Table value at 5% significant
Pearson Chi-square	0.39	2	5.99

9.4.2. Interpretation

It is witnessed from the above table that the calculated chi-square value is less than the table value and the result is not significant level. Hence, the null hypothesis H_0 is accepted. From the analysis it is concluded that there is no significant relationship between the sex of the respondents and level of satisfaction on washing facility.

9.5. Income and level of satisfaction on canteen facility

The questionnaire that was used to collect the primary data consisted that aimed to explore the Level of Satisfaction on Canteen Facility depend upon Income in the Factories Act, 1948 amongst the sample employees. Each question had 3 responses marked with Nos. 1 to 3 that explain the Level of Satisfaction. 'Good' responses indicate that the Level of Satisfaction is Adequate. 'Satisfactory' responses indicate that the Level of Satisfaction is doubtful and uncertain. 'Poor' responses indicate that the Level of Satisfaction is Inadequate.

Table 6: Income and level of satisfaction on canteen facility

Income	Level of Satisfaction			Total
	Good	Satisfactory	Low	
Up to 6,000	50 (78.13%)	50 (45.45%)	13 (50.00%)	113
6,001 – 8,000	5 (7.81%)	10 (9.09%)	4 (15.38%)	19
8,001 and above	9 (14.06%)	50 (45.45%)	9 (34.62%)	68
Total	**64 (100%)**	**110 (100%)**	**26 (100%)**	**200**

Source: Primary Data

9.5.1. Interpretation

The above table highlights that the percentage of high level of satisfaction on canteen facility in fishing net manufacturing company was the highest (78.13%) among the respondents earning up to Rs.6,000 per month and the same was the lowest (7.81%) among the respondents earning 6,000-8,000 per month. The percentage of medium level of satisfaction on canteen facility in fishing net manufacturing company was highest (45.45%) among the respondents earning Rs.6,000-8,000 and above and the same was the lowest (9.09%) among the respondents earning below Rs.8,000 per month.

On the other hand the percentage of low level of satisfaction on canteen facility in fishing net manufacturing company was the highest (50.00%) among the respondents earning Rs.6,000 per month and the same was the lowest among the respondents earning between Rs.6,000-8,000 per month. While analysis of income of the respondents, it is inferred that the respondents income up to Rs.6,000 per month is highly satisfied with canteen facility when compared with other categories. It is proved with the help of chi-square test that there is a close relationship between the income of the respondents and the level of satisfaction on canteen facility

In order to find the relationship between the respondents' income and the level of satisfaction on canteen facility in fishing net manufacturing company, a chi-square test is shown in the following table.

H_0: There is no significant relationship between the respondents' income and their level of satisfaction on canteen facility in fishing net manufacturing company.

H_1: There is a significant relationship between respondents' income and their level of satisfaction on canteen facility in fishing net manufacturing company.

Table 7: Income and level of satisfaction on canteen facility
(Chi-Square Test)

#	Value	Degree of Freedom	Table value at 5% significant
Pearson Chi-square	10.41	4	9.49

9.5.2. Interpretation

It is identified from the above table that the calculated chi-square value is greater than the table value and the result is significant. Hence, the null hypothesis H_0 is rejected and the alternative hypothesis H_1 is accepted. From the analysis, it is concluded that there is a close relationship between the respondents' monthly income and their level of satisfaction on canteen facility.

10. Findings

- The statutory welfare facilities were studied and it is found that majority of respondents are aware of statutory welfare facilities.
- The storing and drying, clothing facility were studied and it is found that majority of the respondents (58%) are satisfied with storing and drying, clothing facility.
- The analysis of the housing accommodation, reveals that majority (58%) of the respondents are not received the housing accommodation.
- It is proved with the help of chi-square test there is no significant relationship between the sex of the respondents and the level of satisfaction on washing facilities.
- It is proved with the help of chi-square test there is a close relationship between the income of the respondents and the level of satisfaction on canteen facilities.

11. Suggestions

1. Manufacturing company can think of formation of a problem solving committee with representation from workmen and management for improving the welfare activities. This committee can conduct hearings from the employees or conduct surprise visits to the work spot, for understanding and solving problems.
2. Modifications shall be initiated in the field of grievance handling, rest room facilities, uniform and footwear, service awards and other motivational factors.
3. Improvements or modifications are required in the field of recreation facilities leave facilities, safety equipment, overtime payments, compensatory arrangements on medical grounds and promotion.
4. Betterment is required in the work of welfare inspector, placement for dependents on compassionate grounds, transfer policies, disciplinary and appeal rule proceedings.

12. Conclusion

The main objective of this paper is to determine the satisfactory level of welfare facilities in fishing net manufacturing company. This paper has also attempted to study relationship between the sex of the respondents and washing facilities and between the income of the respondents and the level of satisfaction on canteen facilities. The outcome of the study may help the organization to differentiate the satisfying factors from dissatisfying, effective steps to improve the labour welfare facilities provided will lead to increase their work effectively.

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