



A STUDY ON THE SATISFACTION LEVEL OF LABOUR WELFARE MEASURES ADOPTED AMONG OIL PALM PLANTATION WORKERS, KOLLAM DISTRICT, KERALA

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Abstract

Human resources is the most important factor of an organization. Labourers get wages in exchange for their services. The inefficiency and weakness of labourers directly affect the productivity of the organization even if all other factors of production are favorable. Labor welfare is an important element of the organization in creating a good environment for work. Welfare measures are important to reduce absenteeism and increase efficiency. Working and living conditions of the workers are greatly increased by providing adequate welfare measures. Welfare measures aim to provide various housing schemes, medical benefits, proper and quality education and recreation facilities to the worker's families. All these measures help the families in raising their standards of living. This makes workers pay more attention to work and thus increase their productivity. The main aim of this study is to collect information about the welfare measures provided to the employees and to assess the opinion of employees on whether they are satisfied with the welfare facilities provided by the organization. The data was collected from 100 workers and percentage, chi square test was applied for analysis.

Keywords: Labour welfare, oil palm plantation workers, satisfaction

INTRODUCTION

There are mainly four M's considered as the factors of production. They are Men, Money, Machines, and Materials. Men are considered an important factor in the production and marketing of goods and services. Skilled and unskilled laborers are essential for every industry. So an adequate wage and working conditions should be provided to them reinforcing the role of welfare measures in an organization. Novnidra (2023) thinks that labor welfare measures include various types of services, facilities, and benefits provided to employees of the organization to ensure a healthy and safe environment to work thereby increasing productivity and satisfaction. Kumuthavalli et al (2022) found that it includes insurance, housing,

transportation, and recreational facilities which directly affect the morale of employees. Welfare measures are necessary for sustainable industrial, economic, and social development. Efficient and effective labor measures are essential to maintain a good relationship between the employees. It will also reduce the absenteeism and turnover of employees (Shivaraj, M. et al 2022). Employee welfare schemes are essential to improve the socio-economic status of workers reducing disputes and help to create a happy environment. (Veeraselvam., 2014)

Oil Palm India Ltd has recognized that the welfare of employees is an important factor in improving their quality of life and their family's well-being. This is in line with the objectives of Oil Palm India Ltd directly and indirectly, thereby increasing and improving production and productivity. This task is carried on ceaselessly by involving employees, workers, representatives, and management. Oil Palm India Ltd is spending lots of money on the employee's welfare. Welfare facilities provided by this organization are unique for all the employees. The only difference is that the top-level officers receive some additional facilities along with routine ones.

The Oil Palm India Ltd provides welfare measures to all of its employees. Free accommodation with water and electricity is provided to the employees. Uniforms, umbrellas, and medical facilities with ambulances are provided for the eligible employees. There is a subsidized canteen service, lump sum grant, awards for meritorious students and school bus are provided for the benefit of the school going children of the employees. In the estates libraries and recreation clubs with televisions are provided. In every year May day is celebrated.

REVIEW OF LITERATURE

Rupinder Kaur (2023) studied the measures adopted for the protection of an existing workforce and summarized that the majority of workers are satisfied with the welfare measures provided by the government, non-government, and trade unions. He found that well-structured welfare measures improve the satisfaction level of workers.

Megha T.M. (2002) found that labor welfare measures in Deshabhimani improve morale, loyalty, goodwill, and public acceptance. Giving importance to welfare schemes improves the reputation within the community.

Laura E Smith (2023) found that additional perks given to employees have a positive impact on their performance.

Tamilmozhi (2022) revealed that benefits like housing, transportation, and health insurance have a positive impact on the commitment of employees toward the organization. Social security measures contribute to the continuity of commitment.

G. Anitha (2022) studied the influence of employee welfare schemes in the IT sector on the quality of work life. She found that it has a positive impact on the QWL.

M. Sivaraj (2022) conducted a study on labor welfare measures at United Breweries Ltd and realized that it has a direct relationship between health, efficiency, and productivity.

N. S.Jayanthi(2019) conducted a study on the awareness and satisfaction towards employee welfare measures and concluded that employees are highly satisfied and it will help the company to flourish.

STATEMENT OF THE PROBLEM

The satisfaction and contentment of the labor force are crucial for the development of any organization. The management plays a vital role in providing adequate employee benefits and services to help achieve the organization's goals. Welfare measures contribute to the general satisfaction of employees, generating a sense of security and high morale, and minimizing internal stress within the organization. Oil Palm India claims to provide all benefits and services to employees, so a study on the labor welfare measures provided by Oil Palm India Ltd and the satisfaction level of employees is being conducted.

NEED AND SIGNIFICANCE

Labor welfare is an important aspect of every organization that enable workers to lead a decent life. Various agencies such as the central government, employer's trade unions, and other social service organizations are involved in labor welfare work.

The primary purpose of labor welfare is to enrich the lives of employees and keep them happy and content. Welfare facilities enable workers to have a richer and more satisfying life, ultimately raising their standard of living and reducing financial burdens.

OBJECTIVES

1. To study the welfare facilities provided to employees by Oil Palm India Ltd.
2. To analyze the satisfaction level of employees with the welfare facilities provided by Oil Palm India Ltd.

METHODOLOGY

The study employs both primary and secondary data. The primary data were collected from 100 workers of Oil Palm India Ltd through a structured interview schedule. Secondary data necessary for the study has been collected from annual reports, journals, the internet, published books, etc. The tools used in this study are percentage analysis, Chi-square test, etc.

RESULTS AND DISCUSSION

TABLE NO.1 DEMOGRAPHIC PROFILE OF RESPONDENTS

Particulars		No. of respondents	Percentage
Gender	Male	60	60
	Female	40	40
Age	Below 25	20	20
	25-35	30	20
	35-45	35	35
	Above 45	15	15
Marital status	Married	88	88
	Unmarried	12	12
Designation	Normal	38	38
	Skilled	62	62
Type of family	Joint	70	70
	Nuclear	30	30
Educational qualification	Below 10 th grade	18	18
	SSLC	52	52
	HSE	25	25
	Graduate	5	5

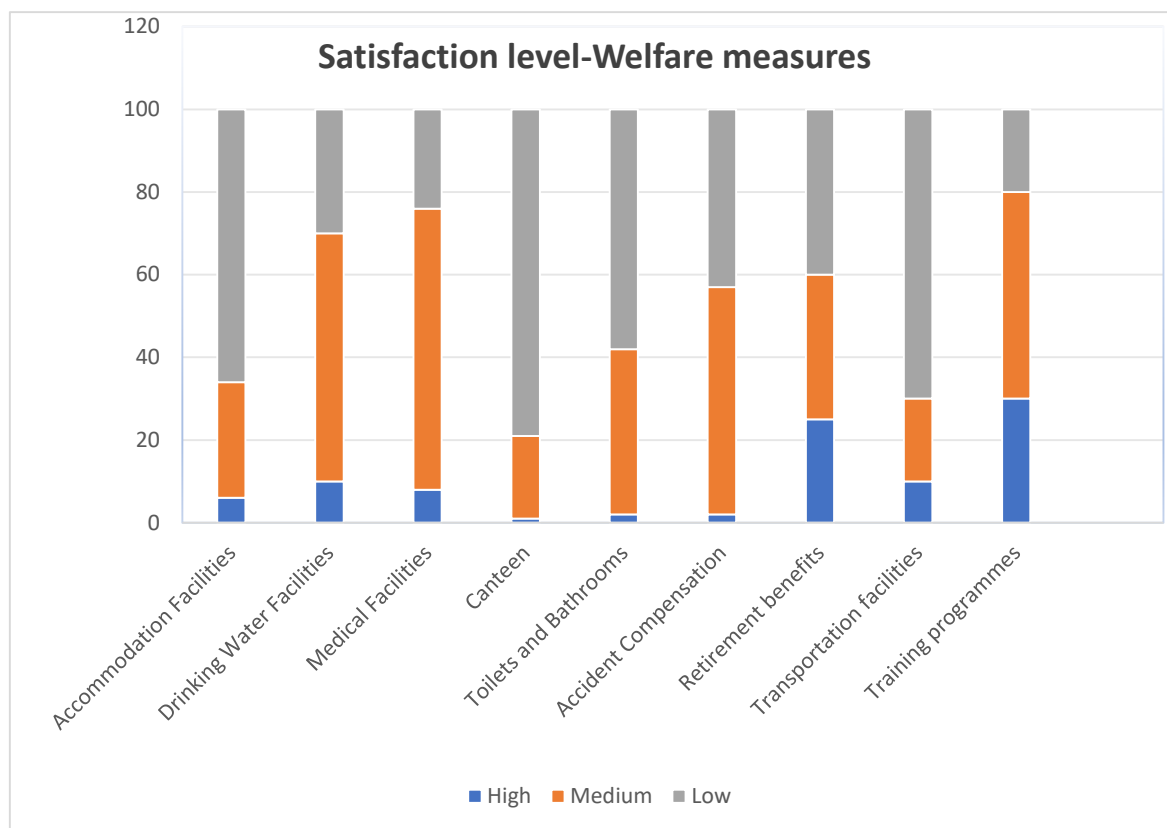
Source: Primary data

In this study majority of the respondents are male (60%).35% of the respondents are in the age group 35-45 years. Majority (88%) of the respondents are married.62% of the workers are skilled.70% of the workers live in joint families.52% of the respondents have passed SSLC.

TABLE NO.2 LABOUR WELFARE MEASURES AND SATISFACTION LEVEL

Labour Welfare Measures	High	Medium	Low
Accommodation Facilities	6	28	66
Drinking Water Facilities	10	60	30
Medical Facilities	8	68	24
Canteen	1	20	79
Toilets and Bathrooms	2	40	58
Accident Compensation	2	55	43
Retirement benefits	25	35	40
Transportation facilities	10	20	70
Training programmes	30	50	20

Source : Primary data



HYPOTHESIS 1

Null hypothesis(H0)-There is no significant difference between in satisfaction levels between genders

Alternative hypothesis(H1)-There is a significant difference in satisfaction levels between genders.

TESTING OF HYPOTHESIS

SUMMARY

Groups	Count	Sum	Average	Variance
Male	60	1398	23.3	25.84067797
female	40	1006	25.15	15.0025641

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	82.14	1	82.14	3.815575674	0.05362987	3.938111078
Within Groups	2109.7	98	21.52755102			
Total	2191.8	99				

The analysis revealed that while there was a noticeable variance between the Male and Female groups (82.14), the variability within each group was substantially higher (2109.7). The calculated F-statistic (3.816) indicated a moderate level of difference between the groups, but the p-value (0.0536) was slightly above the conventional significance level of 0.05.

So, conclude that there is no statistically significant difference between the mean values of the Male and Female groups at the .05 significance level.

HYPOTHESIS No.2

Null hypothesis(H₀)- There is no significant difference between age and satisfaction level.

Alternative hypothesis(H₁)-There is no significant difference between age and satisfaction level.

Anova: Single Factor

SUMMARY

Groups	Count	Sum	Average	Variance
below 25	20	516	25.8	12.37895
25-35	30	691	23.03333	21.20575
35-45	35	768	21.94286	22.46723
above 45	15	419	27.93333	13.06667

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	472.6543	3	157.5514	8.416838	5.06E-05	2.699393
Within Groups	1796.986	96	18.7186			
Total	2269.64	99				

Since the p-value (0.0000506) is much smaller than the commonly used significance level of 0.05, we reject the null hypothesis. This indicates that there is sufficient evidence to conclude that there is a significant difference in satisfaction levels across different age groups.

Additionally, the F-statistic being relatively large supports this conclusion.

In summary, based on the results of the ANOVA test, there is a significant difference between age and satisfaction level.

SUGGESTIONS

1. The company should try to improve the functioning of the welfare department and employee counseling facility.
2. The company should adopt innovative strategies to improve the transportation facilities for employees.
3. The company should provide more medical facilities and maternity benefits to women employees.
4. The company should provide more incentives to workers.

CONCLUSION

Labor welfare means activities designed for the upliftment of the economic, social, and cultural well-being of the employees. It includes both statutory as well as non statutory activities undertaken by employers, trade unions, central and state governments. Labour welfare promotes a sense of belonging among the workers, preventing them from resorting to unhealthy practices like absenteeism, labor unrest, strikes, etc. helping in improving the relation between employers and employees. Oil Palm India Ltd should improve the labor welfare practices to create a satisfied employee as he is considered to be the most important factor of production.

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