A STUDY ON EMPLOYEE HEALTH AND SAFETY WELFARE MEASURES WITH SPECIAL REFERENCE TO RBR GARMENTS, TIRUPUR

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ABSTRACT
Indian Textile and Clothing industry which turned to be a sunrise industry in the recent past, its importance lies in the fact that with the market size, it is the 2nd largest industry in India, contributes roughly 20% to the total industrial output and 8% to GDP and about 31% to the country’s export earnings, provide employment to about 40 million persons i.e. 18% of the country’s workforce. Employees’ welfare is very important in the industry implies providing better work conditions, such as proper lighting, heat control, cleanliness, low noise level, toilet and drinking water facilities, canteen and rest rooms, health and safety measures, reasonable hours of work and holidays, and welfare services, such as housing, education, recreation, transportation, and counselling. The primary data regarding the satisfaction level in respect of various aspects were collected from 150 employees directly through interview schedule and pilot study was adopted. The collected data analyzed and interpreted with the help of statistical tools and finally the author suggested suitable measure for improving health and safety measures in the organisation.

Keywords: Employee welfare, Facilities, Satisfaction, Organisation.

1. INTRODUCTION
Welfare in Indian industry implies the provision of medical and educational services, a congenial work atmosphere, etc. The need for providing such services and facilities arises from the social responsibility of industry, a desire for upholding democratic values and a concern for employees. Employees welfare set up by the government of India refer to welfare as a broad concept, a condition of well-being. Employees’ welfare implies providing better work conditions, such as proper lighting, heat control, cleanliness, low noise level, toilet and drinking water facilities, canteen and rest rooms, health and safety measures, reasonable hours of work and holidays, and welfare services, such as housing, education, recreation, transportation, and counselling.

Employee safety is defined as measures or techniques implemented to reduce the risk of injury, loss and danger to persons, property or the environment, in any facility or place involving the manufacturing, producing and processing of goods or merchandise. Employee health is defined as “the aim of industrial hygiene is the promotion and maintenance of the highest degree of the physical, social and mental well being of the employees, the prevention of the factors which are responsible for the ill health in the organisation”.

1.1 TYPES OF WELFARE MEASURES
- Statutory welfare
- Non-statutory welfare
1.1.1 STATUTORY WELFARE

The statutory welfare is those schemes that are compulsory to provide by an organisation as compliance to the laws governing employee health and safety. Some of statutory welfare as follows:

HEALTH

This provides detailed instructions on cleanliness, disposal of wastage, ventilation, control of temperature, dust and fumes, overcrowding, lighting, latrine urinal space etc. (section 11-20). It obligates factories not to spill effluents into open drains, remove dust, dispose of wastage and washing water (section 11-20), to provide adequate ventilation and fresh air a minimum working space of 500sq.ft per worker in a new factory and 350 cm ft of space air in a existing one, sufficient and suitable natural and ordinary light, clean and cool drinking water during summer.

SAFETY

The act provide 20 different sections on obligatory safety measures, e.g., the fencing and covering of dangerous parts of machinery in operation, prohibition of young persons and females from handling cleaning and lubricating machines, provision of suitable striking gear, casting of new machinery, casing and guarding of every set and screw, bolt, spindle, wheel and pinion, periodical examination of appliances such as hoists, lifts, cranes and chains provisions of safety appliances such as goggles, safety hats and gloves, and cautioning against fire, fumes and risk to eyes (sections 21-31, 34-36 and 38).

ANNUAL LEAVE WITH WAGES

An employee who works for 240 days is allowed an annual leave with wages at the rate of one day for every 20 days of work. Annual leave can be accumulated up to 30 days for adults (section 70)

EMPLOYEE STATE INSURANCE SCHEME

This scheme was designed for the benefits which were provided under the workmen compensation act and maternity act. It also covers some of the contingencies act and the maternity act. It also covers some of the contingencies provided by employers through financial agencies. The scheme administered by an autonomous body, the Employees State Insurance Corporation which was set up by act of the Central Government.

The scheme provides the following benefits to the insured persons and their families.

- Sickness benefits
- Maternity benefits
- Disablement benefits
- Dependents benefits
- Funeral benefits

1.1.2 NON-STATUTORY WELFARE

Non statutory welfare concerns those activities which are undertaken voluntarily by employers, e.g. Housing, education, recreation, transportation and cooperatives. It has been perceived to bring allegiance to the organisation that has bestowed facilities to the employees; the assumption generally has been that increased allegiance and loyalty to the organisation will result in high productivity. It also increases workers’ participation and job enrichment. However, non statutory welfare is comprised mainly of hygiene factors and not direct motivated and capacities of these by themselves elicit increased productivity.
Non statutory welfare activities are more difficult budget than salary. They often turn out to be more expensive than visualized. So the management becomes extremely critical of this activity. Above all management has to consider the motivational effect of such activities on work and other productive behaviour.

1.2 SCOPE OF THE STUDY

The study attempts to understand the level of satisfaction regarding welfare activities among the employees in RBR Garments, Tirupur and The study concentrates in areas like
- General welfare activities
- Work environment
- Safety measures
- Health welfare activities
- Social security measures and other miscellaneous factors in order to know about the existing welfare measures and to give suggestions for improvement.

1.3 OBJECTIVES OF THE STUDY

1. The present study has been undertaken to find out effectiveness of Employee Welfare measures in RBR Garments, Tirupur.
2. To study the Satisfaction level of the employee in the organisation with respect to the Employee Welfare measures in the organisation.
3. To study the awareness of various social security schemes among the employees in the organisation.
4. To find out employees preference regarding welfare measures which they like to have in future.
5. To understand how welfare measures improve the motivation of the employees.

1.4 RESEARCH METHODOLOGY

Descriptive research design is used. It describes data and characteristics about the study. The sampling unit for this study is 352 employees of RBR Garments. Sampling size depends upon the natures of the population. Sample size of the study consists of 150 respondents. Primary data is a collection of first hand information collected from the employees of RBR Garments. The primary data regarding the satisfaction level in respect of various aspects were collected from respondents directly through interview schedule and pilot study was adopted. Secondary data are those that are available with the company sources like factory profile, website, journal etc.. The statistical tools are used for prediction and forecasting the collected data. Some tools are used in study are Percentage method, Chi-square test and Weighted average ranking method.

1.5 RESULTS AND DISCUSSIONS

<table>
<thead>
<tr>
<th>S.No.</th>
<th>GENDER</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Male</td>
<td>112</td>
<td>75</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
<td>38</td>
<td>25</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>150</td>
<td>100</td>
</tr>
</tbody>
</table>
From the above table, majority 75% of the respondents are male and 25% of the respondents are female. It is found that the majority of the respondents are males.

### TABLE: 2 - OPINION TOWARDS WORKING CONDITIONS

<table>
<thead>
<tr>
<th>S.No.</th>
<th>OPINION</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Highly satisfied</td>
<td>17</td>
<td>11</td>
</tr>
<tr>
<td>2</td>
<td>Satisfied</td>
<td>100</td>
<td>67</td>
</tr>
<tr>
<td>3</td>
<td>Neutral</td>
<td>28</td>
<td>19</td>
</tr>
<tr>
<td>4</td>
<td>Dissatisfied</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>5</td>
<td>Highly dissatisfied</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>150</td>
<td>100</td>
</tr>
</tbody>
</table>

From the above table, 11% of the respondents are highly satisfied, 67% of the respondents are satisfied, 19% of the respondents are neutral, and 3% of the respondents are dissatisfied with working condition. It is concluded that majority of the respondents are satisfied with working condition.

### TABLE: 3 - WELFARE ACTIVITIES

(WEIGHTED AVERAGE RANKING METHOD)

<table>
<thead>
<tr>
<th>S.No.</th>
<th>WELFARE ACTIVITY</th>
<th>TOTAL SCORE</th>
<th>MEAN SCORE</th>
<th>RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Safety measures</td>
<td>14704</td>
<td>98.03</td>
<td>I</td>
</tr>
<tr>
<td>2</td>
<td>Workers compensation</td>
<td>14589</td>
<td>97.26</td>
<td>II</td>
</tr>
<tr>
<td>3</td>
<td>Health &amp; Insurance benefits</td>
<td>14488</td>
<td>96.58</td>
<td>III</td>
</tr>
<tr>
<td>4</td>
<td>Transport &amp; Housing facilities</td>
<td>14362</td>
<td>95.75</td>
<td>IV</td>
</tr>
<tr>
<td>5</td>
<td>Educational facilities</td>
<td>14311</td>
<td>95.41</td>
<td>V</td>
</tr>
<tr>
<td>6</td>
<td>Recreational facilities</td>
<td>14107</td>
<td>94.05</td>
<td>VI</td>
</tr>
<tr>
<td>7</td>
<td>Crèche facility</td>
<td>14058</td>
<td>93.72</td>
<td>VII</td>
</tr>
</tbody>
</table>

It is clear from the previous table that “Safety measures” was ranked first by the respondents for welfare activity that obtained a total score of 14704 points. It was followed by “Workers compensation” which was ranked second with a total score of 14589 points. “Health & insurance benefits” was given third place with a total score of 14488 points. “Transport & housing facilities” was ranked fourth with a total score of 14362 points. “Educational facilities” was ranked fifth place with a total score of 14311 Points. “Recreational facilities” was ranked sixth with a total score of 14107 points. “Creche facilities” was ranked seventh place with a total score of 14058 points by the Respondents.

### TABLE: 4 - AGE AND LEVEL OF SATISFACTION

(Chi-Square Test)

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>CALCULATED X² VALUE</th>
<th>TABLE VALUE</th>
<th>D.F</th>
<th>REMARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>6.87</td>
<td>5.991</td>
<td>2</td>
<td>Significant at 5% level</td>
</tr>
</tbody>
</table>
H₀ - There is no significant relationship between respondent’s age and their level of satisfaction perceived on various aspects of welfare activity.
H₁ - There is a significant relationship between respondent’s age and their level of satisfaction perceived on various aspects of welfare activity.

It is noted from the above table that the calculated Chi-square value is greater than the table value and the result is significant at 5% level. Hence, the null hypothesis is rejected and the alternative hypothesis is accepted. From the analysis, it is found that there is a close relationship between the respondent’s age and their level of satisfaction perceived on various aspects of welfare activity.

### TABLE: 5
GENDER AND LEVEL OF SATISFACTION (CHI-SQUARE TEST)

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>CALCULATED X² VALUE</th>
<th>TABLE VALUE</th>
<th>D.F</th>
<th>REMARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>10.585</td>
<td>12.592</td>
<td>6</td>
<td>Not significant at 5% level</td>
</tr>
</tbody>
</table>

It is noted from the above table that the calculated Chi-square value is less than the table value and the result is not significant. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. From the analysis, it is found that there is no close relationship between the respondent’s gender and their level of satisfaction perceived on various aspects of welfare activity.

### TABLE: 6
MARITAL STATUS AND LEVEL OF SATISFACTION (CHI-SQUARE TEST)

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>CALCULATED X² VALUE</th>
<th>TABLE VALUE</th>
<th>D.F</th>
<th>REMARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marital Status</td>
<td>4.822</td>
<td>12.592</td>
<td>6</td>
<td>Not significant at 5% level</td>
</tr>
</tbody>
</table>

It is noted from the above table that the calculated Chi-square value is less than the table value and the result is not significant. Hence, the null hypothesis was accepted and the alternative
hypothesis was rejected. From the analysis, it is found that there is no close relationship between the respondent’s marital status and their level of satisfaction perceived on various aspects of welfare activity

1.6 FINDINGS

- Majority (71%) of the respondents are between 20 - 30 years of age, Majority (75%) of the respondents are male and Majority (58%) of the respondents are married.
- (43%) of the respondents feel the workload is satisfied in the organisation.
- Majority (48%) of the respondents are dissatisfied towards the quality level of food in canteen. Majority (59%) of the respondents says that hygienic condition is mostly maintained in workplace.
- Majority (89%) of the respondents are aware of the health and safety training provided by the company to increase the morale of the employees.
- Majority (70%) of the respondents are using mediclaim facility as health & safety provision provided by the company.
- Majority (62%) of the respondents feel that accident compensation provided by the organisation is satisfied.
- Majority (90%) of the respondents are not satisfied with trade union activities.
- Majority (93%) of the respondents are motivated by the organisation.
- Majority (84%) of the respondents are satisfied with available facilities and they feel no need for additional facility.
- From the analysis of the welfare measures, the respondents ranked “safety measures” as first and it is followed by workers compensation, health & insurance benefits, transport & housing facilities, educational facilities, recreational facilities and crèche facility.
- It is found from the analysis that, there is a close relationship between the respondent’s age and their level of satisfaction perceived on various aspects of the welfare activities provided by the organisation.
- It is found from the analysis that, there is no close relationship between the respondent’s gender and their level of satisfaction perceived on various aspects of the welfare activities provided by the organisation.
- It is found from the analysis that, there is no close relationship between the respondent’s marital status and their level of satisfaction perceived on various aspects of the welfare activities provided by the organisation.

1.7 CONCLUSION

The study had helped to know about the health and safety welfare measures in RBR Garments, TIRUPUR. This study has brought out certain limitations and short comings in the organisation. The overall satisfaction level of employees about welfare measures in the organisation is satisfied. However, a few are not satisfied with welfare measures provided by the organisation. A few suggestions have been offered to improve the existing welfare measures in the organisation. Such welfare measures enrich the employee’s satisfaction level and increases its productivity thereby making the organisation a grand success.
REFERENCES


