

CHAPTER I

CHAPTER I

INTRODUCTION AND METHODOLOGY

The title of the selected problem is "A study of Labour Welfare Programmes: A case of Hindustan Latex Limited, Kanagala."

Hindustan Latex Limited, Kanagala recognises employees as its biggest resources and assets. It aims at getting the total co-operation of its work-force. It has provided many labour welfare facilities to its workers.

STATEMENT OF THE PROBLEM:

The establishment of a 'welfare state' is the goal of all efforts of the Government in our country. The ultimate objective of a welfare state is the well-being of the society as a whole but at the sametime it must also be realised that a happy and cosntented labour force is one of the main pillars on which the edifice of large-scale industrialisation should rest. Therefore, the material progress of a country depends largely on the toil and labour of this significant section of the society. Provision of adequate amenities to this class of people in order to enhance the scope and importance of work which may elevate their happiness in increasing production.

The 'Labour Welfare Activities' of the employers in particular and of the State in general are not only conducive to an improvement in the conditions of the working class but are the best kind of investment to employers for promoting industrial efficiency.

Besides, labour welfare has tremendous potentialities for fostering good industrial relations.

Therefore, looking into the significance and importance, Hindustan Latex Limited, Kanagala has been providing labour welfare facilities to its workers.

OBJECTIVES OF THE STUDY

The present study is undertaken with a view to attain the following objectives.

- 1) To examine the extent of the Labour Welfare Programmes of the Hindustan Latex Limited, Kanagala.
- 2) To explore and analyse the effect of those welfare measures on workers' attitudes.
- 3) To suggest suitable administrative measures for adoption.

SCOPE AND LIMITATIONS

The study concerned is an empirical study based on data collected from the workers and the management as well as from the published data. Hindustan Latex Limited, Kanagala is the largest manufacturer of contraceptive condoms in the country. It has two plants, one at Trivandrum and another in Belgaum. The present study has concentrated on Hindustan Latex Limited, Kanagala (in Belgaum District).

The present study is based on sample method. It was not possible to reach every worker in limited time. The sample was selected from different departments of Hindustan Latex Limited, Kanagala. A structured sample of 50 workers was selected from various departments:

viz: (i) compounding section (ii) moulding (iii) vulcanizing (iv) Half-product (v) Inspection (vi) Quality Control (vii) Packing (viii) Mechanical Workshop (ix) Electrical Workshop (x) Boiler house sections with the help of random Number Tables.

The investigator has not taken the opinions of Officers and authorities. The investigator is compelled to depend only on the workers opinions. Interview schedule covers a number of aspects of Welfare activities.

METHODOLOGY;

This is an explorative study. Therefore, the interview schedule was used as tool for gathering data. The interview schedule was prepared in consultation with the executives of the organisation. The survey was conducted with the help of interview schedule, workers from different departments were selected as a sample.

Accordingly tables are prepared the data is analysed, conclusions are drawn on the basis of analysed data, some valuable suggestions are made at the end. Hindustan Latex Limited, Kanagala has following sections/departments.

- 1) Compounding Section
- 2) Moulding Section
- 3) Vulcanising Section
- 4) Half-product Section
- 5) Inspection Section
- 6) Quality Control Section
- 7) Packing Section
- 8) Special Packing Section.

Departments.

- 1) Boiler House
- 2) Mechanical Workshop
- 3) Electrical Workshop
- 4) Substraction.

Primary data was collected from Administrative, Supervisory and Managerial staff, the secondary data was procured through various Administrative Reports and the Official Record Books. Discussions were held with Administrative, Supervisory and the Managerial staff including Labour Welfare and Personnel Officer.

CONCLUSION;

In this Chapter, an attempt is made to project a broad outline of the present work with its objectives and methodology.

CHAPTER SCHEME

The study comprises the following chapters:

I) INTRODUCTION AND METHODOLOGY;

It includes introduction followed by the statement of the problem, objectives of the study, scope and limitations, methodology and conclusions.

II) THEORETICAL BASE OF THE STUDY:

It deals with meaning and definitions of Labour Welfare measures, significance, importance and necessity. It also includes measures and activities undertaken by the state employers, workers associations, Government of India, State Governments and Trade Unions.

III) LABOUR WELFARE PROGRAMMES AT H.L.L.KANAGALA.

This Chapter deals with various statutory, non-statutory and mutual welfare facilities provided to workers by Hindustan Latex

Limited, Kanagala Unit.

IV) PROFILE OF HINDUSTAN LATEX LIMITED, KANAGALA.

The Chapter incorporates the discussion on the establishment, early history, growth and various activities carried out by the Company and Hindustan Latex Limited, Kanagala Unit. It also deals with the planning and provision of Labour Welfare facilities in HLL, Kanagala.

V) DATA PRESENTATION, ANALYSIS AND INTERPRETATION:

VI) CONCLUSIONS AND SUGGESTIONS: