

CHAPTER-VI

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CONCLUSIONS AND SUGGESTIONS

CONCLUSIONS :

The improvement of human performance depends on how the personnel department takes care of employees attitudes and health. It is with this attitude in mind that welfare programmes are undertaken, which contribute to the morale of employees. It influences employees attitude towards work and work environment. Such welfare programmes help the management to maintain harmony, and even otherwise, it is an essential human objective of the company to undertake welfare activities. The larger society also believes that the company is normally responsible for the welfare of employees. It has also now almost become an obligation on the management imposed by the Government.

To study the existing labour welfare facilities in the Jamshri Mills Co.Ltd., Solapur, I have taken the personal interview of nearly 100 workers from different departments working in different shifts of the Mill and thereby I have tried to know their views and opinions and also the expectations about the existing labour welfare facilities. The workers were very much co-operative in giving the answers for filling up the questionnaires. It is observed that the workers are more or less satisfied with the majority of the facilities provided by the company. But it is also observed

that these welfare facilities are being provided as a matter of formality and for fulfilling statutory requirements. Necessary information for the completion of this dissertation was being made available on demand. But it is also observed that the information particularly about the financial aspects was not given irrespective of the repeated demands made for it. So I am unable to comment upon the financial backing for labour welfare facilities in the company at present. As a matter of fact, when the organization is a public limited company it should not be conservative and treat such information as confidential.

Facilities available in the Mill :

From the survey conducted, it is noticed that the following labour welfare facilities are made available by the company -

1. Cleanliness
2. Disposal of Waste and effluents
3. Ventilation and temperature
4. Lighting
5. Drinking water
6. Latrines and urinals
7. Spittoons
8. Material handling devices
9. Safety devices
10. First aid appliances
11. Canteen

12. Leave benefits and holidays
13. House rent allowance
14. Conveyance allowance
15. Medical facilities
16. Festival advance
17. Uniform
18. Pension scheme
19. Provident fund
20. Gratuity
21. Service awards
22. Death fund
23. Co-operative credit society
24. Loans and advances
25. Family visits of the workers
26. Scholarships
27. Recreation facilities
28. Rest room
29. Educational facilities
30. Attendance and efficiency awards.

Facilities not available in the Mill :

1. Recreational facilities
2. Consumer's Co-operative stores
3. Educational facilities for children
4. Library and reading room.

It may be concluded that the Labour Welfare facilities in the Janshri Mills Co.Ltd., Solapur are well organised. It

shows that the efforts are made by the company for providing the welfare facilities to the workers as per the statutory provisions. However, it is expected that the company should not only keep it up this in future but also go a step further and be very rational and dynamic and provide all the facilities which will help in increasing the efficiency of the workers.

SUGGESTIONS :

In the light of the information given and views expressed by the workers, in the course of the survey conducted by me, the following suggestions can be made -

1) Canteen :

The quality of the food provided in the canteen should be improved. If necessary with the consent of the trade union, prices of the items can be increased for improvement in the quality. Moreover, in addition to regular items, some more items can be made available. An attempt has to be made to keep the canteen clean.

2) Festival Advance :

For certain festivals in the year, an advance of Rs.100/- is given to the workers which is recovered from them in four monthly equal instalments. I feel that the amount of the advance is very low, which may be increased to Rs.1,000/- which can be recovered in the same manner i.e. in four equal

monthly instalments.

3) Recreation Facilities :

Instead of the company, B.R.Damani Kamgar Kalyan Kendra, Damani Nagar, Solapur provides the recreational facilities to the workers with the help of Government assistance. But there is no regularity in such facilities as these are casually conducted. The company should come forward and try to take interest in the working of Kamgar Kalyan Kendra by making it to increase the frequency and variety of its activities. It will be better if the company starts providing activities like sports, entertainment programmes, etc. which will give an opportunity to the workers to come closer and develop healthy relations with each other and also with the management. It will also provide an opportunity to the worker to develop sense of physical and mental discipline in the form of music, dance, drama, sports and other cultural activities.

4) Rest Room :

The company has provided a rest room for the workers. The existing facilities in the rest room are not upto the mark. The workers are totally unsatisfied with the insufficient drinking water available in the rest room. The management should make it a point to see that the rest room is maintained in a good and clean condition. Sufficient drinking water must be made available in the rest room for

the workers. Moreover, sitting and lunch taking arrangements needs improvement.

5) Educational Facilities for Children :

It is very appreciable that the Jamshri has given substantial donations to educational and charitable institutions and thereby it has observed its responsibility towards the society. It is having educational facilities for the training and developing the workers. But it is very surprising that the company has not given any attention towards the educational facilities for the children of the workers. I feel that the company should come forward in this field also and try to start educational activities directly. This will definitely help the workers in developing their children and add to the goodwill of the company. The company should also motivate the talented and efficient workers to go for further education. It should also encourage the workers to continue with education. Because better qualified and educated workers will be real property of the company.

6) Consumers Co-operative Stores :

The company must encourage the workers to start a consumers stores on co-operative basis for providing essentials at reasonable prices. The co-operative stores can provide to the workers all the articles of daily consumption like food grains, cloths, stationary etc. Basically the workers can have goods of good quality at fair and reasonable

prices which will be definitely lower than the market price.

7) Library and Reading Room :

The company should take initiative in giving a separate room to the workers in the campus as reading room. It should provide newspaper, technical text book, magazines regarding safety, hygiene, first aid, etc. Such a reading facility will definitely develop reading habits among the workers and create a sense of better understanding. The provision for library and reading room is a type of investment on the part of company as it will develop the personalities of the workers in the company.

8) Absence of Women Workers :

It is very surprising to note that the company has not appointed female workers in any one of its departments. The company should review and revise in its own recruitment policy and start recruiting even the female workers in the Jamshri, as it is well convinced that the female workers are equally competent and can take up responsibility of any type.

9) Tour Programmes :

The company should try to arrange tours of various workers to the places of better textile factory, historical and holy places. It will give an opportunity to the workers to mix up with each other which will create team spirit and spirit of co-operation among them which will be definitely

useful to the company in the long run.

10) Sound Promotion Policy :

The company should follow a sound promotion policy which will create a sense of confidence in the minds of ambitious and talented workers, as it will give an opportunity to them to try for better and superior positions. Such a policy will definitely heighten the morale of the workers and make them to work sincerely and honestly for the betterment of the company.

If the company provides all the labour welfare facilities along with the suggested measures, with no doubt it can be said that Jamshri Mills Co.Ltd., Solapur will prosper and help to solve a number of problems of the workers, society and the nation.