

CHAPTER - I

- A) INTRODUCTION
- B) AIMS AND OBJECTIVES OF STUDY
- C) RESEARCH DESIGN.

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A) INTRODUCTION :

Industrialisation has contributed not only to economic and scientific development but also to social and psychological distress. However what measures does industries undertake for social welfare of mankind. This welfare approach has become necessary because of the social problem that have emerged as a result of industrialisation in a capitalistic country.

Many social welfare amenities have been provided in the industrial society. For the benefit of the employees in various industrial unit. There are an increasing awareness recognition in developing as well as developed countries to the help for such welfare measure in industrial employment. A Labour welfare has been increasing recognised side by side with the economic development and industrialisation.

Welfare is a convenient term to cover all these aspects or industrial life which contribute to the well-being of the worker. Human side of industry is one of fundamental of sound personal policy. Employer has great responsibility to provided welfare facilities to the workers because worker spend lot of time in factory. His social and moral responsibilities give various amenities for workers. So worker has right to demand that the proper safeguard for life and health.



For this reason State Government imposed certain legal liabilities on the employer at first making him responsible for safe and healthy working condition and supply certain amenities to his employees.

In factories Act 1948 cover in all details such as matter as safety washing facilities first aid, cleanliness, drinking water, canteen, rest-room etc.

In modern days there is full responsibility of management to provide welfare facilities in factory and outside of factory. Government also declared responsibilities that employer must shoulder facilities provided like recreation, education, schools etc. Management may help to build or start welfare activities, they can also encourage active participation in their administration by the people who benefit from them. Therefore, considering the expectation of workers about incentives and environment in the factory premises particularly in relation to Kirloskar Brother Ltd., Kirloskar-wadi, where the management of Kirloskar Brother Ltd. has considered providing well-being facilities to the workers of the factory they have made reasonable contribution towards the well-being and welfare of workers.

The factory has provided the following well-being and welfare of the worker by giving following amenities.

1. Seating facilities.
2. Washing and Bathing
3. Locker

4. Canteen
5. Lunch Room
6. Cold drinking water
7. Safety equipment
8. Uniform
9. First Aid facilities
10. Provident fund
11. Gratuity
12. Bicycle stand
13. Latrines and Urinals
14. Leave facilities
15. Rest room
16. Housing
17. Sports
18. Hospitals
19. Co-operative society
20. Entertainment facilities.

B) AIM AND OBJECTIVES :

The employee benefits and services are dynamic concept, that the welfare of employees was a responsibility of employers. So State Government have passed number of enactment for welfare and social security schemes.

The study of welfare facilities was undertaken in the Kirloskar Brothers Ltd., Kirloskarwadi is one of the biggest organisation unit in Kirloskar Group. And Kirloskar group is one the biggest business house in the top list

in business houses in the country. The title of the research is " Study of the employees welfare benefits and services with special reference to Kirloskar Brothers Ltd., Kirloskarwadi " in my opinion leads to important conclusions because in Sangli District Kirloskar Brothers Ltd. is situated in rural area. This factory has already celebrated its Diamond- Jubilee and its experience in improving the productivity of worker is helpful to similar factories which is situated in semi urban areas. Where most of the labour forces comes from rural area. This factory get all the legal benefits.

This is the study of labour welfare benefits conducted in the area of personnel administration. The object behind this study is to probe in the Labour welfare facilities practised by Kirloskar Brothers Ltd. at Kirloskarwadi. The study also aim to -

- i) Know the awarness and attitudes of the employees towards welfare benefits.
- ii) It means the study is undertaken to know the reaction of the employees about the welfare facilities provided by them.
- iii) Whether the employees are satisfied ? or Is their are any improvement in his working condition or is he become good citizens invlew of the facilities provided by company.
- iv) His economic condition is increased or decreased if increased what is opñon about the facilities

whether they are satisfied ? Then what in extent. If they^{re} opinion in the line of improvement or they justified. So " the Labour Welfare benefits provided by the company is the target of the study " .

Therefore, the above discussion to study and understand the welfare accomodation provided to labourer, moreover certain other additional objectives also are kept before as below.

- (1) To understand the relationship between framed labour welfare facilities and attitude or the parties towards these labour welfare policies.
- (2) To study the present position or the welfare facilities such as canteen, restroom, health, safety etc.
- (3) To understand the view points of the workers regarding the welfare activities.
- (4) To understand the present position of the welfare facilities.
- (5) To find out adequacy of statutory welfare facilities and what more welfare facilities are to be provided.
- (6) To understand and study how far the welfare amenties are successful it getting with and improvement in productivity.

C) RESEARCH DESIGN :

I have planned Research Design below :-

- 1) Selection of Topic
- 2) Selection of Unit
- 3) Scope of study
- 4) Library work
- 5) Framing up interview schedule
- 6) Data collection
 - a) General observation
 - b) Questionnaire
 - c) Informal discussion
 - i) Sampling
 - ii) Discussion
 - iii) Record and files
- 7) Conclusion
- 8) Report writing.

1) SELECTION OF TOPIC :

I am interested in the study of Labour Well being facilities. I proposed to take a research topic under " Welfare facilities of Labour ". I held a serious discussion with my Research guide more ever from time to time. I went to the library to refer the book suggested by the guide. Thus I have made attempts to make the concept very clear and finalised topic under study and turned to next step.

2) SELECTION OF UNIT :

Secondaly to understand the practice ability of my topic I contracted to training officer of K. B. Ltd. And requested to him to give necessary permission to extend his co-operation

this regards because K. B. Ltd., is important industry in India. Therefore it is worth whole to know the awaneness and attitude of the workers of this factory regarding the provisions of welfare facilities provided.

3) SCOPE OF STUDY RESEARCH :

The scope of the study is confined to K. B. Ltd. The strength of the employee in K.B. Ltd., was above 2000 during period which included employees of different category such as technical staff and non technical staff skilled and semi skilled worker and management of staff.

4) LIBRARY STUDY :

As research inevitable involves the use of the books pamphets, periodicals and documentary materials in library. I gone through number of books and periodicals to the topic covered and prepared a Biblography.

5) FRAMING UP AN INTERVIEW SCHEDULE :

Under a guide of my guide I prepared in interview schedule with special reference to K. B. Ltd. I conducted a few pilot studies and held discussion with factory expert and research guide. Then I got in 75 copies at the stage, I discussed with guide the way and sources of data collection, interview method, and code conduct.

6) DATA COLLECTION :

I have reported to the training officer for data

collection. Then I was introduced with all heads of Departments and also informed them that I have come for data collection regarding welfare facilities and I requested to them convey your subordinate for and giving co-operation to me. I took the list of permanent worker from time officer and decided to select 75 sample of the worker including clerical staff for my study.

1. Data collection by Direct Method :-

The data for the study of the welfare benefits can be collected by Direct Method. This study is done in the following stages:-

(a) Theoretical background :

The study of welfare benefits is broadly divided in to two parts.

- i) Study of the statutory welfare amenities and
- ii) Non - statutory amenities.

The statutory benefits are binding of the company.

So the theoretical background was prepared by studying the statutory welfare amenities and non - statutory benefits which the majority of company are provided.

(b) General Observation :

This study is conducted to know the facilities provided and attitude of the workers towards the welfare facilities. The general observation about all welfare provision are done and noted important factors. The workers and group of

workers were observed in period of working lunch break and tea time and working time.

(c) Questionnaire :

A model questionnaires was prepared for the interview of the workers, and then interview schedule also prepared for the workers. The questionnaires is very easy to understand and answer. With the help of questionnaires interviews become very easy and majority of question are answered by way of 'yes' and 'no' and also typical questions are also asked where they have straight way asked to give their opinion.

Help of questionnaires the interview schedule are prepared and personnel interviews are arranged at different division of the factory. Some workers from divisions are selected as representative of all and personal interview are taken. Their opinion were noted carefully at the time of interview. The interview of 75 workers taken in factory. A some department or division the group of ten or fifteen are called for interviews and one by one gave their opinion about the welfare facilities. At some division the worker were not ready to give interview because they supposed me as the person of management. But after discussing with them and conceneing them actual fact they become ready to give their opionions.

(d) Informal Discussion :

This is a very effective foot for getting information and free opinion from worker. Generally worker are not responding for formal discussion with free opinion. So formal discussion also done with the group of workers or leader

of the Trade union at the time of lunch brake. This observation were very much helpful for information about the general attitude of the workers towards the welfare amenities.

(e) Sampling :

Selection of interview are done on the division for selection of worker their is full choice for me, but their is limit on the number of workers interview. This study are some important division are concerned. The workers which interviewed from different department i.e. maintance department, C.I. foundry, Steel Alloy foundry, Pattern shop and Division No.1 etc.

Some supervisors and staff member were also interviewed. All the interview did not have the attitude a praising the company. The worker were having their own experience and expressions regarding the amenities and they were hold enough to tell them. Some worker were active members trade union and some were Director of Co-operative society. They help me to know the independant opinion about various welfare facilities provided by company. Some supervisors also help me for interview.

2. Adoption of Sample Method :-

When a small group is selected as represenative on the whole mass. It is known a sample method for collecting the data an industry. I adopted stratified random sampling method keeping in mind nature of factory. I selected the sample accordingly from every stratum. I have selected this method.

Interview :-

I have fixed time i.e. 8 to 12 and 1 to 4.30 p.m. and fixed each departments. I have taken 10 interviews per day. As decided by me I worked out plan and I have finished interviews within 8 days, I have taken 75 interviews of workers.

Office Records and Files :-

With the help of office record and files. I had collected some information related to my subject. I have also collected some prescribed forms under various labour legislation used in the factory.

In this way I have collected the sufficient information from the workers, staff, library and also respondents side. I have also gathered printed material that is annual report.

PROCESSING THE COLLECTED DATA :

1) Verification :

I have verified data and first submitted to research guide then that data is scrutinised for information. This matter had given code number to the interview schedule.

2) Code Book :

All data is codified under the guide and then I prepared the code book and approved it.

3) Master Book :

After codification the whole data prepared for master sheet. Master sheet means whole data are recorded in systematic manner. It is chart which given clear picture of work done and information collected.

4) Tabulation :

With the help of code book and master book, I framed statistical table relevant to the research topic.

5) Interpration :

With discussing of my research guide I started interpration of table. Which importance for problem. I had interperated statistical table which have been drawn.

6) Conclusions :

After interpreting the statistical tables, I get important conclusions and with help of conclusions, I tried to make some suggestions.

Report Writing :-

The report writing is the final stage of the research and its purpose is to convey to interested persons the resulted the study with sufficient details.

THE CHAPTER SCHEME :

- I) (A) Introduction, (B) Aims and Objectives of Study
(C) Research Design.
- II) Therotical background of Labour Welfare amenities.
- III) History and Development of Kirloskar Brother Ltd.,
Kirloskarwadi.
- VI) Welfare facilities provided by company.
- V) Analysis and Interpretation of data.
- VI) Observation, Conclusion and Suggestions

This study is restricted to the employees of Kirloskar Brother Ltd., Kirloskerwadi. No comparison is attempted with the welfare amenities in this organisation with the welfare amenities in any other organisation. The various welfare facilities on which the attitude study is conducted are as follows.

Facilities available in the factory :

- 1) Sitting facilities
- 2) Washing and Bathing
- 3) Locker
- 4) Canteen
- 5) Lunch room
- 6) Cold water
- 7) Safety equipment and uniform
- 8) First aid facilities
- 9) Provident fund
- 10) Gratuity
- 11) Bicycle stand
- 12) Library
- 13) Latrines and Urinals
- 14) Leave facilities
- 15) Working condition
- 16) Rest room
- 17) Housing
- 18) Co-operative credit society
- 19) Hospitals
- 20) Sport & 21) Entertainment facilities.