

I N T R O D U C T I O N

The clue to the success of personnel management lies very much in its liberal extension of welfare amenities to the workforce. These welfare amenities help the company to move on an even keel, ensure harmony between the employer and employees and pave the way for industrial peace and progress.

" The amenities of the employees must be one of the first cares of every employer. Any betterment of their conditions must proceed more from the employer down ward rather than be forced up by demands from below, since labour contented, well-housed, well-fed, well-looked after, is not only an asset to the employer, but serves to raise the standards of industry and labour in the country ". This statement was made in 1917 by Dorab Tata when the industrial revolution had just taken roots in this country and brought in its wake some exploitation of workers.

Welfare amenities are an useful adjunct to motivational approach and help in maintaining high morale, healthy climate and positive attitudes towards the job and the organisation. Moreover, the purpose of providing the amenities is to facilitate development of the total personality of the working class by escalating the facilities for physical, mental, cultural, social, economic and intellectual development.

Though our Sovereign Republic aimed at welfare amenities in general, the importance for labour amenities is given in recent years considering the contributions made by the working class in the social and economic growth of our country. Moreover priorities are given to better the life-style of working community providing increased variety of welfare amenities so that they can enjoy a healthy and decent living.

There are a variety of services offered by the company to the employees, mainly with a view to improving worker's morale and welfare as well as to maintain and increase the efficiency of the workforce. These company services are usually referred to in our country as welfare amenities.

The welfare amenities are broadly classified into two categories i.e. statutory and non-statutory. Statutory welfare provisions, as per the Factories Act 1948 are medical aids, appliances, washing facilities, facilities for storing and drying clothing, shelters, rest rooms, lunch rooms, canteen, creches lifts etc. The non-statutory facilities are provided to the workers by keeping in mind the worker's tastes, socio-cultural behaviour, their mental and physical work and the real environment in the premises of factory as a whole. Such amenities include bonus to workers, educational facilities, financial facilities,

housing, transport and recreational facilities etc. Thus Statutory facilities are non-obligatory on the part of organisation.

Bagalkot (Cement) Udyog Limited, Bagalkot District Bijapur, Karnataka State is 35 years old in its business and has earned good name in Southern India within a short span for its better quality cement. The management of the company has considered " providing well being amenities to the workers of the factory " as one of its very important duties, It is claimed to have made a reasonal contribution towards the welfare of the workers.

In this context this researcher has attempted here to make a systimatic study of the amenities in relation to employee morale in Bagalkot Udyog Limited, Bagalkot.

AIMS AND OBJECTIVES OF THE STUDY

Since independence, India has taken to the path of rapid industrialization and economic growth. Consequently, This has resulted in the rise of great number of industries, a large workforce and a new industrial society. All these factors have considerable bearing on the growth of the labour welfare movement in our country. The idea of a welfare state has added new dimensions to the labour welfare philosophy. Now there is an imperative need, as never before, to develop proper activity areas of labour welfare services for their proper understanding and appreciation.

The industrial worker in India, to day, constitute functionally a very significant and vulnerable element of the countrie's population. They also contribute substantially to the nations economy.

The necessity and importance of labour welfare as far as Indian industries are concerned can be understood when we look at the conditions of the working classes. They face certain unique problems in their work-life, living conditions, and uncogential factory environment. In India, industrial workers are almost mignated from rural areas. They fall an easy prey to various evils. The high rate of labour absenteeism in Indian industries is indicative of the lack of commitment on the part of workers. Absenteeism can be reduced to a great extent by providing good housing, health and family care, canteen, education and training facilities. Provision of welfare amenities enables the

workers to live a richer and contented life with high morale that contributes to the productivity of labour and efficiency of the enterprise and helps in maintaining industrial peace and progress.

Therefore, the above situation has compelled the attention of this researcher to make a systematic study of welfare amenities provided in Bagalkot Udyog Limited, Bagalkot and the impact of welfare amenities on the employee morale. In addition the research study has following objectives :-

- 1) To study in detail the difference between the theory and applicability of labour welfare amenities in the Bagalkot Udyog Limited, Bagalkot.
- 2) To study the relationship between framed labour welfare amenities and the attitude of the parties towards these labour welfare policies.
- 3) To study the extent of awarness of the workers in regards the welfare facilities provided by the management of Bagalkot Udyog Limited, Bagalkot.
- 4) To gauge the degree of employee morale in relation to welfare amenities provided by the management of Bagalkot Udyog Limited, Bagalkot.
- 5) To suggest steps to build high employee morale.

RESEARCH DESIGN AND METHODOLOGY

Research design is the most crucial part of the research, It lays down the manner in which the researcher will manipulate the situation to study the desirable effects. This researcher has tried to bring originality, feasibility and the importance to the problems. During the research process this researcher has planned the research design and methodology in the following manner :-

- I. Selection of the subject / problem.
- II. Selection of the Unit / Industry.
- III. Scope of the research study.
- IV. Library work.
- V. Forming-up an Interview schedule.
- VI. Data collection.
 - a. Introduction to the head of department.
 - b. Sampling method adopted.
 - c. Interview.
 - d. Discussions.
 - e. Records and files.
- VII. Processing the collected data.
 - a. Discussion with the Guide.
 - b. Processing and scrutiny.
 - c. Code book.
 - d. Master sheet.

- e. Tabulation.
- f. Interpretation.

VIII. Conclusions.

IX. Report writing.

SELECTION OF THE RESEARCH TOPIC:

As researcher was interested in the study of labour amenities, he proposed to take-up a research topic under study i.e. " AMENITIES IN RELATION TO EMPLOYEE MORALE ". In order to have a comprehensive understanding of the subject this researcher held a service of discussion with Research Guide. Thus researcher made attempts to make the concepts very clear and finalised the topic.

SELECTION OF THE UNIT / INDUSTRY :

To understand the practicability this researcher can contacted the personnel Manager of Bagalkot (Cement) Udyog Limited, Bagalkot and requested him to give permission and to extent his co-operation in this regard. Cement Industries are playing an important role in Karnataka State, especially, Bagalkot (Cement) Udyog Limited, Bagalkot, is one of the oldest and successful units in the State of Karnataka.

SCOPE OF THE RESEARCH STUDY :

The scope of the research study is confined to Bagalkot (Cement) Udyog Limited, Bagalkot and the amenities provided by the company to its workers. Only the permanent workers who are engaged at plant and at the mine come under the purview of the research.

LIBRARY WORK :

To know the theoretical aspects of the research study this research has gone through a number of books, labour acts and periodicals and prepared a comprehensive bibliography pertaining to the topic.

FORMING UP AN INTERVIEW SCHEDULE :

Under the guidance of the research guide the researcher prepared an Interview Schedule relevant to the nature of the subject and in the light of labour acts. To gauge the morale attitude in relation to welfare amenities the Morale Scale of Likert Method is adopted. To improve the viability of the schedule this researcher conducted a few pilot studies and held discussion with Personnel Officer and Personnel Office Staff of the company. The final schedule was made ready for the interview with some necessary changes in the former schedule.

DATA COLLECTION :

With a view to collect primary data the researcher held discussions with Personnel Manager, Personnel Office Staff and Time Office Staff on various subjects relating to the workers. Such as nature, size and functions of the workforce, and provision of amenities and other relevant information concerned to the topic. After obtaining the vital information about the workforce, the researcher observed all the sections of the cement process and met the various sectional heads, and investigated the amenities provided at the work place intra mural and extra mural. The researcher got himself acquainted with the present conditions of the amenities provided to the workers.

ADOPTION OF SAMPLING METHOD :

When a small group is selected as representative of the whole mass, it is known as sampling method. For collection of data the stratified Random Sampling Method is adopted in the research process, keeping in mind the nature and composition of the factory. Random Sampling is the form applied when the method of selection assures each individual or element in universe an equal chance of being chosen. Therefore, this researcher selected the samples accordingly from every stratum the reason

behind the selection of this method is that it carries the advantage of two methods viz. Random Sampling and Stratified Sampling Method. In all there are 342 workers in the company. Out of 342 workers 180 workers are selected by using stratified random sampling method. The selection of the workers is done by the following method. In the company there are 22 departments. Workers are selected on random basis from each department. Here the selection is done by giving chance to each of the department.

INTERVIEWS :

Keeping in mind the personal observations of the men and matter, the researcher interviewed the workers of different sections of the plant and the mine in accordance with the interview schedule. The workers were interviewed between 8 AM. and 12 Noon, and 1 PM. and 5 PM. for eight days.

Initially the workers did not co-operate as they were under the assumption that the survey is by some Government Agency. After explaining the aim of the survey they came forward to express their views. Educated workers and labour leaders answered the questionnaire schedule in their own handwriting.

But many of the workers evinced confusion, indecision and meddle-headedness, the researcher has to struggle hard to extract a clear picture of their view

and opinion regarding the queries in the questionnaire.

The researcher met the Union Leaders and obtained information regarding the amenities provided to the workers.

DISCUSSIONS :

Researcher held discussions with the Personnel Manager, Departmental Heads and Union Leaders in connection with the research study.

OFFICE RECORDS AND FILES :

With the help of office records and files also the researcher has collected the secondary data.

PROCESSING THE COLLECTED DATA :

Under the guidance of research guide the researcher varified the data collected and marked code numbers and prepared code book.

Master Sheet : After codifing the whole data the researcher has prepared the master sheet to represent whole data in a systimatic way. It is a chart with columns and sub-columns, which gives a clear-cut picture of the work done and the information collected by the researcher at a glance.

Tabulation : On the basis of master sheet the statistical tables relevant to the research topic are prepared for interpretation.

Interpretation : Interpretation is the most important task from the view point of research to arive valid conclusions. As per the tabulation score interpretation is carried out by the researcher with valid conclusions.

R E P O R T - W R I T I N G

The report writing is a major component of the research study as it helps the researcher to graphs the problem and to enalise and present the material in a systimatic and scientific fashion. Bearing in mind the significance of report writing this researcher proposes to present his dissertation under the following schemata :

CHAPTER SCHEME

CHAPTER ONE	:	INTRODUCTION.
	:	i. Introduction.
	:	ii. Aims and objectives of study.
	:	iii. Research Design and Methodology.
CHAPTER TWO	:	THEORETICAL BACKGROUND OF LABOUR WELFARE.
CHAPTER THREE	:	EMPLOYEE MORALE.
CHAPTER FOUR	:	BAGALKOT (CEMENT) UDYOG LIMITED, BAGALKOT - A BRIEF HISTORY.
CHAPTER FIVE	:	ANALYSIS AND INTERPRETATION OF DATA.
CHAPTER SIX	:	OBSERVATIONS, CONCLUSIONS AND SUGGESTIONS.

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