

CHAPTER-I

CHAPTER - I

PROEM TO THE STUDY

A) INTRODUCTION :

With the advent of production in anticipation of demand, thousands of persons began to work under one roof and had to be controlled for achieving the predetermined goals of the organization. A number of people had to be recruited for different type of work at various levels in the office and the factory. In course of time, separate departments had to be established, in every organization for recruitment and training of the workers. In modern times, business enterprises have positively understood the importance of 'Labour' compared with other factors of production. As labour is a living factor and as the success or failure of the organization directly and indirectly depends upon the labour, the business entrepreneurs have started to provide various amenities and facilities for the welfare and wellbeing of the workers. It is the responsibility of the management to create proper environment at the place of work and provide basic amenities of life which has direct bearing on the physical and mental efficiency of the workers. Various welfare schemes began to be regarded as an important tool for increasing the efficiency of the workers.

"Labour Welfare" is a dynamic concept and has been defined in various ways, in different countries. Its contents may be different from region to region and industry to

industry even in the same country. The concept varies according to the need of the time, value system of social institutions, degree of industrialisation and general level of socio-economic development. However, it includes right type of work environment and providing basic amenities of life which have direct bearing on the physical and mental efficiency of labour.

According to International Labour Organisation (ILO) Report, "Workers Welfare should be understood as meaning such services, facilities and amenities which may be established in or in the vicinity of an undertaking to enable the persons employed in it to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and good morale".

Labour Welfare, thus, is concerned with improvement of the conditions in and around the work place. It includes the facilities like adequate canteen, recreational facilities, sanitary and medical facilities, housing accommodation, etc. Provision of such amenities and welfare facilities enables the worker to have a richer and more satisfactory life and contribute to the productivity and add to the efficiency of labour and help in maintaining the industrial peace. Therefore, Labour Welfare has become a most important and comprehensive subject in modern times.

B) OBJECTIVES OF THE STUDY :

The present study is taken up with the following objectives -

- 1) To study the labour welfare facilities provided to the workers in the Janshri Spinning & Weaving Mills Co. Ltd., Solapur, at present. 2) To understand the opinions of the workers regarding present facilities provided by the company.
- 3) To study the knowledge and awareness of the workers towards labour welfare programme.
- 4) To know the demands of the workers regarding additional welfare facilities.
- 5) To put forth various remedies in the form of suggestions before the management.

C) SCOPE :

The present project 'Labour Welfare Facilities in Janshri Ltd., Solapur' has a wide scope. It covers the personnel area of the said organization and stresses on the labour welfare facilities. Besides this project also gives a general idea of the purchase procedure, production process, marketing, flow of Authority and Responsibility presented in the form of organizational chart. The labour welfare facilities are expressed in detail and this organization can set an example to other organizations regarding provision of labour welfare facilities.

D) SIGNIFICANCE OF THE STUDY :

Today, labour welfare has become a very wide, comprehensive and controversial subject. It plays a very vital role in the physical, mental, moral and emotional aspects of the workers. It helps to minimise the social evils of the industrialisation. So labour welfare is taken up as one of the major aspects of national programme creating better life and working conditions for giving comforts to the working class.

Labour welfare covers a broad field. Much can be done in this field to reduce down the physical and mental frustration of the industrial workers. It tries to relieve the workers from the family worries, improves their health, adds to their confidence, and thereby improves the efficiency and the productivity of the workers.

This study of the welfare facilities in the Jamshri Mills Ltd., Solapur will definitely enable us to know the reactions of the workers towards the labour welfare facilities provided by the company, on the basis of which necessary modifications and additions can be made in the labour welfare programme of the company.

E) RESEARCH METHODOLOGY :

For this study survey research method and desk research method have been adopted.

The survey method was used to examine the responses of the workers towards the labour welfare facilities provided by the company. It also helped in understanding the suggestions for the improvements in the labour welfare facilities provided by the company.

The total number of workers working in The Janshri Mills Ltd. is 810. Firstly, a detailed schedule was prepared and was pretested by conducting a pilot study. After the pilot study, the schedule was redrafted by taking into account the sequence of questions, deleting the irrelevant questions and adding some more useful questions, on the basis of the feed-back received from the workers.

In the second phase 100 questionnaires were printed. These questionnaires were personally filled in after interviewing the workers at random, during three shifts of the Mill. Some informal discussion was also held with the workers about the facilities provided by the Mill. For analysing the data, preparing the tables and interpretation of data assistance of the computer is being taken. The theoretical information is being taken from the published material in the form of books which are mentioned in the bibliography.

F) CHAPTER SCHEME :

This research work is divided into six chapters. The first chapter deals with the introduction to the study, objectives of the study, scope and significance of the study, research methodology, chapter scheme, utility and limiting factors of the study.

The second chapter, describes the profile of the Jamshri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Solapur. It explains the history, organizational set up, management, process of work, sales and profits, etc. of the company.

The third chapter is devoted to the theoretical framework of the study. It includes concept of labour welfare, definitions, objectives of labour welfare facilities, need for labour welfare facilities, importance of labour welfare, scope of labour welfare, history and growth of labour welfare measures, labour welfare in India and classification of labour welfare facilities.

In the fourth chapter, the attempt has been made to analyse and interpret the data with the help of the tables and the charts.

In the fifth chapter, the information about the labour welfare facilities provided to the workers by the Jamshri Mills Ltd., Solapur is given in detail along with the reactions of the workers with tables and charts. This enables

us to know as to which welfare facility needs modification and which is upto the mark.

The sixth chapter summarises the main conclusions of the study and the suggestions for better labour welfare facilities. At the end of the dissertation, bibliography of the selected readings and specimen of the questionnaire is enclosed.

G) UTILITY OF THE STUDY :

It is very important to put forth the utility of the research for future research work. Though I have studied the labour welfare facilities in one textile unit at Solapur as a case study, the results of the study are useful for other textile units in particular and any industry in general, with slight modifications and variations. Let us hope that the findings, observations and suggestions may be useful to other textile units in particular or other industries in general.

H) LIMITING FACTOR :

The present study is having the following limitations.

- 1) The sample size taken for the study was only 10% of the total, who were contacted at random.
- 2) The study is based on opinions given by the workers while filling the questioners. It is likely that the workers might have given different opinions on the basis of their views and experiences.

- 3) The welfare facilities of Janshri Mills Ltd. could not be compared with any other textile unit.
- 4) In this study the current labour welfare facilities provided by the mill are examined. But with the passage of time welfare measures keep on changing according to its needs and importance as well as the bargaining capacity of the trade unions.
- 5) To satisfy the human being is very difficult task. Questionnaire prepared for this study covers only few aspects of the Labour Welfare activities, otherwise it would have become big and bulky. It failed to study the psychological impact of the availability of welfare facilities on the minds of the workers.