

CHAPTER 1

INTRODUCTION

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Every society today faces a situation which has never been known before. At all times and in every society, at every state of development there have been sick people requiring medical aid and care, handicapped and old people unable to work for living. In the early days when human were limited and livelihood was based primarily on agriculture, joint families, craft guilds, churches, charitable, philanthropic and other religious institutions provided these securities. The unpredicted rise in population growth and unblanced development of Industries have created certain implementation. Insecurities of life have increased to a large extent. Hence to protect the individual and society from the uncertainties of future, Social Securities has been adopted as an indispensable national programme. Thus, it refers to the provisions of the state for the greater good of the society. In the essence, any measure of social security strikes at the root of exploitation. Its ultimate aim is to create and sustain a Welfare State for Social Justice in addition to economic and political. It is, thus a welfare programme in which security is provided to the members of the society against the unexpected accidents of their future.

Gone are the days of practice where employee was considered as a mere clerical object or a tool of machine. Today he is given more important role because if he is satisfied and convinced more growth can be achieved by any firm , as his involvement would be to the maximum extent. Worker in industry became reliant on the regular payment of wages for food and clothing. In the absence of such wages they lacked the traditional social shield which helped to protect them and their families from the worse excesses of deprivation. The clan and tribal system, the extended family with the able - bodied helping to look after the children, the frail and elderly, weakened or were no longer available to them in the urban situation.

Piecemeal attempts were made to lessen the distress of those whose wages stopped because of sickness or unemployment, through work injury or old age. Having schemes were organised by Government or mutual aid societies. Private insurance developed to provide life cover and funeral benefits. States began to introducing legislation to require employers to provide some maintenance for their ill or injured workmen. But these arrangements were not sufficient in themselves. While the philosophy of the days might have been that workers could make their own arrangement to counter act life's risks, the reality was that they were so absorbed the day-to-day struggle for survival they could hardly be expected to place emphasis on possible or distant eventualities.

Today's work environment is increasingly characterised by rapid and often turbulent changes. As a consequence on of the contemporary managers most difficult task is to successfully initiate and implement various policies and programs that deal with these new situations. If people are get motivated to productivity and get committed to it, gains in productivity must get reflected to in their work life and standard of living. The conscious effort that is aimed at improving working conditions, work content and its attendant conditions such as safety, security, wages and benefits can legitimately qualify as 'Quality of Work life' activity. Quality of Work life is concerned not only to improve life at work, but also life outside work.

The companies and management who are with quality of work life in their organisation must not confine their efforts to the design and working environment of work place only, but should be extended to their employee's home and social life. Social Security is a multidimensional conception which is considered in all advanced countries of the world as an indispensable

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chapter of the National programme. Social Security means the security, as provided by the society to its members against the contingencies they cannot meet out of their small means effectively. Such contingencies imperil the ability of the working man to support himself and his dependents in health and decency. An industrial worker has to face number of risks and contingencies such as sickness, old age invalidity, disablement, employment injury, family maintenance, unemployment and so on, as the state to assist the individual worker to face successfully these risks and lead at least standard of living.

CONCLUSION: Worker is the of his own destiny. Given proper conditions, suitable environment and facilities, workers can utilise their talent ,initiative and creativity to improve their quality of life at work and also of the organisation. As such it is being increasingly resorted to all over the world to supplement contract relationship for satisfying workers urge of self expression, overall personality development and legimate expectations.

In turn the social security measures provided by the state can act as guarding instrument for unnatural erosion of quality of worklife.