

## CHAPTER - I

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## INTRODUCTION

### 1.1 INTRODUCTION OF THE SUBJECT ¶

Management is considered as an art of getting things done through others with a view to achieve the common objectives of the enterprise. In the past the management was primarily concerned with the full and proper utilisation of the physical factors such as raw materials and machinery but it did not pay sufficient attention to the human factor on which the maximum utilisation of the physical factors depends.

The physical factors are subject to the law of mechanics. When combined, they give an output at the most equal of their input but, the human factor is able to give an output far greater than its input only because of its ability to co-operate, Co-ordinate, integrate, judge and imagine. But the management in the past did not realise this.

However, the modern management has realised that labour as a factor of production is different from other factors like, materials and machinery in the sense that, it has a will of its own. The importance of labour lies in the fact that, the success of any enterprise ultimately depends on the willing Co-

operation of the labour. Therefore, a separate personnel department has been set up to deal with labour and to be in constant touch with the needs and aspirations, of the workers. This department is now considered as an integral part of an managerial set up. The outcome of these developments in the emergence of personnel Management, as an important part of the study of management Science.

Personnel management is also concerned with such activities as would promote the welfare of the workers and would ensure safety at work for them. The Labour Welfare is one of the most important functions of personnel management.

Hence, Researcher has selected the problem of present study "A Study of Labour Welfare Facilities in ICOSPIN".

The labour welfare facilities are broadly classified into three groups viz., Statutory, Non-Statutory (i.e. voluntary) and mutual welfare facilities. The Statutory provisions as per the Factories Act of 1948, includes the facilities such as medical aids, Conveniences, conditions, of work environment, (including safety) canteen services, economic services, rest shelters, Welfare officers,

creches etc. The non-statutory facilities are provided to the workers by keeping the mind the workers' tastes, Socio-cultural behaviour, their mental and physical work and actual environment in the premises of the factory. Such facilities include accommodation, financial grants and allowances, educational, recreational, transports and other facilities such as, fair price shops, credit society, Loans etc. The Welfare facilities also include social security measures such as Bonus, workmen's compensation, Pension, Provident Funds and Gratuity Schemes etc. The Mutual Welfare facilities are those which are organised by the Trade Unions for mutual help and benefits of members.

These welfare facilities are offered to employees with a view to improve workers morale and Welfare by which increase in efficiency of the workforce and high productivity will be maintained. It is also possible to maintain healthy relations (i.e. industrial peace) in the organisations.

In this context a researcher has attempted here to make a systematic "Study of Labour Welfare Facilities in The Ichalkaranji Co-Operative Spinning Mills Limited, Ichalkaranji".

## 1.2 SELECTION OF THE PROBLEM ❏

The organised cotton textile industry is one of our oldest and most firmly established major industries. This industry is playing a very vital role in Indian economy. As on March 1991 there were 1062 mills in our country (781 spinning mills and 281 composite mills) with 27 million spindles and 1.8 lacs looms. The industry has provided direct employment to 11.5 lacs workers accounting for 18 percent of all factory labour in the country.

"The structure of textile industry in india includes, highly mechanised mill sector and handloom (i.e. hand weaving and spinning) sector. The cotton and synthetic textile industry is the largest industry in our country. It is accounting for about 20 percent of the industrial output providing employment to about 15 million persons and contributing nearly 25 percent of the value of exports."<sup>1</sup>

The spinning mills in co-operative Sector have contributed much to the development of rural areas in our country. Since the efforts have been made to

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1. Ruddar Datta and K.P.M. Sundharam, 'Indian Economy' ed. 1994 P.547.

establish such co-operative spinning mills in rural and backward areas, these mills help to create employment opportunities and encourage development.

Labour is one of the important factor of production by which all other factors are operated efficiently. The workers must be inspired and motivated towards work. For this purpose employers should provide welfare facilities to workers for their well being improvement and development.

Though there are so many co-operative spinning mills in our Country, particularly in Maharashtra, it is found that no worthwhile attempts have been made so far to study the labour welfare facilities in their units. Hence the present study is an attempt to examine the labour welfare facilities in ICOSPIN.

### **1.3 STATEMENT OF THE PROBLEM OF RESEARCH ❖❖❖**

Researcher has taken a research topic "A Study of Labour Welfare Facilities in The Ichalkaranji Co-operative Spinning Mills Limited, Ichalkaranji" to assess the extent of availability of welfare facilities and to know the awareness and response to the workers of this mill about welfare facilities provided to them. An attempt is also made to see the impact of labour welfare facilities on the efficiency of workers.

#### 1.4 SCOPE OF THE STUDY ❖❖❖

The scope of the research study is confined to "The Ichalkaranji Co-operative Spinning Mills Limited, Ichalkaranji." The welfare facilities provided to its workers have been critically examined. The permanent and Badali workers, Staff, Supervisors and officials of the mill have also been brought under the perview of the research Study.

This particular mill is selected for study due to the following reasons.

- 1) Many of the officers and supervisors in this mill are known to the researcher. This has enabled him to interview the respondents personally for collection of data.
- 2) Some of the personnel staff and workers are also familiar to researcher. This has enabled him to get relevant data.
- 3) A Researcher has been familiar with the physical layout of the area of operation of ICOSPIN.

Though the name of the mill is "The Ichalkaranji Co-operative Spinning Mills Limited, Ichalkaranji, it is popularly known as "ICOSPIN". This popular name is used throughout this dissertation.

### 1.5 OBJECTIVES OF THE STUDY ❖❖❖

The necessity of labour welfare work is now, beyond the stage of debate and is recognised as an integral part of industrial management in all countries. Following are the objectives of the Study:-

- 1) To Study the present position of various facilities in the ICOSPIN.
- 2) To understand the existing problems of the Welfare activities.
- 3) To understand the view points of the workers, Staff Supervisors and officials regarding the Welfare activities.
- 4) To know the proposed labour welfare facilities to be extended to the workers.
- 5) To know the extent of awareness and attitude of the workers towards welfare facilities.
- 6) To see and understand how far the labour welfare facilities are successful in greater improvement of workers efficiency so as to show higher productivity.
- 7) To suggest possible remedial measures for improving and extending labour welfare facilities.

### 1.6 RESEARCH DESIGN AND METHODOLOGY ❖❖❖

The formulation of a research design is a very crucial problem and a pivotal point for the success of



a research programme. It is a plan of activities that in the final analysis, would constitute a research study. It is a logical and systematic planning and directing of a piece of research study. It tells us what observation to make, how to make and how to analyse the quantitative representations of the observations.

During the research process researcher has planned the "Research Design" and Methodology in the following manner.

1. Selection of the problem.
2. Statement of the problem.
3. Selection of the Unit/Industry.
4. Scope of the research Study.
5. Search for probable information applicable to problem in study.
6. Data Collection :
  - a. Preparation of Interview Schedule.
  - b. Sampling method adopted.
  - c. Conducting Interview.
  - d. Discussions.
  - e. Practical observation at site.
  - f. Records and file.
7. Processing the collected data :
  - a Master - Sheet
  - b Tabulation
  - c Analysis and Interpretations of data.
8. Report writing

The Research Design as depicted above has caused upon the researcher to undertake the programme of research in the following lines.

**I) LIBRARY WORK** ☼

To know the theoretical aspects of the research study researcher has gone through a number of books, Labour Acts, Factories Act and periodicals. Researcher prepared a comprehensive bibliography pertaining to the topic.

**II) PREPARATION OF INTERVIEW SCHEDULE** ☼

Under the guidance of the research Guide the researcher has prepared an Interview schedule relevant to the nature of the subject and in the light of the provisions labour Acts. To improve the viability of the schedule, researcher conducted a few pilot studies and held discussions with personnel officer, Labour welfare officer and Office staff of the ICOSPIN. The final schedule was made ready for the interview. For the present study researcher, has prepared two interview Schedules, one is for workers and another one is administered to the staff supervisors and Officials to understand their view points about welfare facilities.

**III) DATA COLLECTION** ☼

With a view to collect primary data researcher held discussions with the personnel officer, Labour

welfare Officer, and office staff on various subjects relating to the labour welfare facilities such as nature, size and functions of the work force and provision of facilities and other relevant information relating to the topic. After obtaining the information about the work-force, researcher observed all the departments and the processes of the spinning mill and observed the various facilities provided i.e. statutory as well as non-statutory facilities.

a) **Adoption of Sampling Method :**

When a small group is selected as representative of the whole population, it is known as sampling. For collection of data researcher has adopted the Stratified Random Sampling Method in the research process, keeping in mind the nature and composition of employees in the Mill. Random Sampling is the method applied when the method of selection assures each and every item, in the population an equal chance. In case of stratified, sampling, the population is stratified into a number of non over lapping Sub Groups or stratum and sample items are selected from each stratum. If the items selected from each stratum is based on simple random sampling is known as "Stratified Random Sampling".

The reason behind the selection of stratified random sampling method is that, it carries the

advantages of both the methods. The total working staff strength of ICOSPIN is 1960. out of that the number of workers is 1800 and remaining 160 is an office staff. Out of 1800 workers, permanent workers are 800 and badali workers are 950 and remaining 50 are trainees. However total standard working strength required daily is 1070 in the mill ( i.e. including badali workers). Hence researcher has selected 100 workers and 16 office staff. There are 20 departments in the mill. Out of these 10 are of production departments and remaining are subsidiary departments. Workers are selected on stratified random basis i.e. for every 11 workers one respondent is selected, and for every 10 office staff one respondent is selected. Here selection is done by giving chance to each of the department.

b) **Interviews** ❖❖❖

Keeping in view the personal observations of the men and matter, researcher interviewed the workers of the different departments and office staff of the mill with the help of interview schedule. The workers were interviewed between 8 a.m. to 12 Noon. 1 P.M. and 6 P.M., and some times in night shift also (i.e. 12 P.M. to 8 A.M.) for twelve days. The Office staff is interviewed between 10 A.M. to 6 P.M. for five days.

Initially the workers did not co-operate as they preassumed that, the survey is by some Government Agency or by a person from management of the mill. After explaining the aim of the Survey they came forward to express their views. Educated workers answered in a very comprehensive manner.

Some workers were in confusion and some told that it was a headache to them. Hence, researcher has taken much pains to get a clear picture of their views and opinion regarding enquiries. However, majority of the workers expressed their views very clearly and openly. Similarly some office staff have also expressed their views clearly and openly regarding the enquiries made.

c) **Office Records and Files** ❏

with the help of office records, files and some published and unpublished information of the Mill, a researcher has collected the secondary data.

IV) **PROCESSING OF THE DATA** ❏

The collected data has been processed as given below :

a) **Master Sheet** : To present whole data in a systematic way researcher has prepared the master sheet with charts of columns and sub-columns which have given a clear cut picture of the work done and the information collected by the researcher at a glance.

b) **Tabulation** : On the basis of master sheet the statistical tables are prepared for analysis and interpretation of data.

c) **Analysis and Interpretation of Data** : It is the most important task from the point of view of research to arrive at valid conclusions. On the basis of tabulated data further analysis and interpretation is carried out by researcher. Finally the researcher has come out with findings and conclusions of the study.

v) **LIMITATIONS OF THE STUDY** ❖

Following are the limitations of the research Study.

- 1) Some of the workers have not expressed their views on labour welfare clearly and openly. This is mainly because they are not sufficiently aware of the welfare facilities.
- 2) Some of the office staff have not expressed their views clearly and openly about welfare facilities, because they are in positive attitude towards management.
- 3) Since the study is undertaken for the fulfilment of the requirements of the degree course of Master of Philosophy in commerce and Management. it is limited to one unit (i.e. ICOSPIN). For the present study five years figures have been taken regarding financial position, productivity etc.

## VI) WRITING OF RESEARCH REPORT ❖

Report writing is the final stage of a research study. The purpose of report is to tell the interested readers the problem investigated, the results of the investigation and the conclusions drawn from the results. "A research work remains incomplete if, it is not given the shape of a report and presented to the public lay readers as well as specialists"<sup>2</sup>. Keeping in mind the importance of report writing researcher proposes to present his dissertation under the following format.

### CHAPTER SCHEME

CHAPTER ONE	:	INTRODUCTION
CHAPTER TWO	:	THEORETICAL BACKGROUND OF LABOUR WELFARE.
CHAPTER THREE	:	PROFILE OF THE UNIT
CHAPTER FOUR	:	AVAILABILITY OF LABOUR WELFARE FACILITIES IN THE UNIT.
CHAPTER FIVE	:	AWARENESS AND RESPONSE OF WORKERS AND VIEW POINTS OF SUPERVISORS AND OFFICIALS TOWARDS WELFARE FACILITIES.
CHAPTER SIX	:	FINDINGS, CONCLUSIONS AND SUGGESTIONS

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2. Sadhu A.N. and Singh Amarjit "Research Methodology in Social Sciences, 1985, P-51.