

A Study on Labour Welfare Measure in TNSSTC, Pudukkottai District

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ABSTRACT

Labour welfare occupies a place of significance in the industrial development and economy. It is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance, a happy and contented work force is an asset for the industrial prosperity of any nation, and Labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee health and attitudes. In other words, it contributes to the maintenance of employee morale. The welfare services in an industry is to improve the living and working conditions of workers and their families because the workers well-being cannot be achieved in isolation of his family. Labour welfare, though it has been proved to contribute to efficiency in production, is expensive.

1. INTRODUCTION

Today, welfare has been generally accepted by employers. The state only intervenes to "widen the area of applicability". The Committee on Labour Welfare (CLW), formed in 1969 to review the labour welfare scheme, described it. As social security measures that contribute to improve the conditions under which workers are employed in India. Vaid considers it as an "expression of the assumption by industry of its responsibility for its employees".

The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace. Labour welfare is, thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. Whatever improves conditions of work and life for the employee, whatever leads to the increasing adaptation of the worker to his task and whatever makes him well contented will lessen his desire or need to leave. One of the thrust areas in the personnel in future would be the creation of the type of organizational environment that will help to make work more satisfying

RECENT TRENDS

While most employers offer a variety of benefits to employees, employees very rarely have any choice in the benefits they receive. Employee benefits are generally selected for employees by management. One study found that union representatives did not have a good idea of the benefits desired by their constituents. Another study found that when given the opportunity, 80 percent of the respondents were in favour of changes in their benefits packages. In the light of the above findings the recent "cafeteria style" approach to benefit represents a major step in the evolution of employee benefits based on age, sex, number of children family status, life style

and preferences. Under this system, each employee is allowed to select on individual combination of benefits within some over all limits.

STATEMENT OF THE PROBLEM

Transport and economic development Transportation plays a crucial role in shaping the destiny of a nation. "In fact, the whole structure on industry and commerce rests upon the well-laid foundation of transport" The importance of transport in different branches of economics of Production, Consumption, Exchange, Distribution, Geographical Specialization, Land Utilisation , Agricultural, Industrial Development , Employment ,Planned Economy and Transport as Public Utility Concern To achieve the above said objectives through Transport provision of labour welfare facilities and the industrial relations are much necessary. But unfortunately, the globalization process and the introduction of New Economic Policy hampered the Labour Welfare Facilities that led to gap in industrial relations. In India, particularly in Tamil Nadu, the transport sector faced the problem of loss. This has also resulted in to the reduction of labour welfare facilities. Further, the government has decided not to fill the past and existing vacancies. With this result the burden of remaining labours has doubled. In the midst of shortage of labour welfare facilities, the existing labours got exhausted. The Trade Union has also unable to do anything that led to a gap in industrial relations

2. OBJECTIVES OF THE STUDY

1. To analyse the various dimensions of labour welfare measures that are perceived by the labours.
2. To study the satisfaction level of individual labour welfare schemes, family welfare schemes offered by the Tamil Nadu State Transport Corporation, Pudukkottai Division.
3. To examine the various dimensions of Trade Unionism in Tamil Nadu State Transport Corporation, Pudukkottai Division.

SCOPE OF THE STUDY

The scope of the study was extended to all departments and the administrative office of Tamil Nadu State Transport Corporation (Pudukkottai) Ltd., Regarding employees, the scope of the study was confined to all grades of employees.

LIMITATIONS OF THE STUDY

1. Due to parcify of time and considering the resources available the study was limited employees only.
2. Few respondents did not answer to some of the questions.
3. The finding of the study is based only on the information's given by the workers.

3. REVIEW OF LITERATURE

Joshi (1927) in his book, "Trade Union Movement in India" felt that welfare work covers all the efforts which employers make for the benefits of their employees over and above the minimum standard of working conditions fixed by the Factories Act and over and above the provisions of the social legislations providing against accident, old age, unemployment, sickness etc.

Srivastava (1970) in his book, “A Socio-Economic Survey of the Workers” in the Coal Mines of India (with special reference to Bihar) studied the socio-economic conditions of coal workers in Bihar. The study found that the socio-economic conditions of miners in Bihar are so poor due to high indebtedness, low wages and poor welfare facilities.

Hasan (1972) in his book, “The Social Security System of India” felt that social security schemes have characteristics such as provision of cash and medical relief and also the active involvement of the State in the provision of social security. He further stated that social security benefits are provided to employees as of right.

Agarwal Amarnarain (1957) in his thesis, “Insurance in India with reference to Social Security” explained the role of insurance in providing social security to people. He felt that huge scope exists for insurance business in India as the penetration of insurance business among the masses is highly low.

Tamilnadu State Transport Corporation Limited, Pudukkottai Division

This corporation was started as VATC Veeran Alagumuthukon Transport Corporation served Pudukkottai district and its surroundings area. Current TNSC Pudukkottai is VATC. When Tamil Nadu government decided to change the name of Transport Corporation in 1997 VATC become TNSC Pudukkottai under the control of TNSC Kumbakonam.

In 1997 when Tamilnadu government decided to change the name of every corporation to TNSC. CRC became TNSC – Kumbakonam Region I, DCTC to TNSC – Kumbakonam Region II, VATC to TNSC – Kumbakonam Region III and MPTC to TNSC – Kumbakonam Region IV. On June 20 2013, a new regional office at Nagapattinam opened for better operations on Nagapattinam, Thiruvavur District,

4. ANALYSIS AND INTERPRETATION

SOCIO ECONOMIC CONDITIONS OF THE RESPONDENTS

In the context of any studies on social sciences, socio economic statuses of the respondents are necessary to ascertain their status in the case of economy and social status. This section has been devoted for this purpose.

RELIGION WISE CLASSIFICATION OF THE RESPONDENTS

SL. NO	RELIGION	NO.OF.RESPONDENTS
1	Hindu	428 (58.63)
2	Christian	142 (19.45)
3	Muslim	160 (21.92)
	Total	730 (100)

Source: Computed Figures in parentheses represent percentage

TABLE NO 1

From the above Table explains the religion wise classification of the respondents. Out of 730 respondents, 428 (58.63%) belong to Hindu religion, followed by 160 (21.92%) Muslim and 142 (19.45%) Christians

CASTE WISE CLASSIFICATION OF THE RESPONDENTS

SL. NO.	CASTE	NO. OF RESPONDENTS
1.	OC	128 (17.53)
2.	BC	158 (21.64)
3.	MBC	260 (35.62)
4.	SC	184 (25.21)
	Total	730 (100)

Source: Computed Figures in parentheses represent percentage
TABLE NO 2

From the above Table portrays the caste wise classification of the respondents. Out of 730 respondents 260 (35.62%) are MBC followed by 184 (25.21%) SCs, 158 (21.64%) BCs and 128 (17.53%) OCs. The study area is dominated by MBCs and SC respondents.

AGE WISE CLASSIFICATION OF THE RESPONDENTS

SL. NO.	CASTE	NO. OF RESPONDENTS
1.	23-30	148 (20.28)
2.	31-40	206 (28.22)
3.	41-50	160 (21.92)
4.	50+	216 (29.59)
	Total	730 (100)

Source: Computed Figures in parentheses represent percentage
TABLE NO 3

From the above Table portrays the age wise classification of the respondents. Out of 730 respondents, 216 (29.59%) of them are in the age group of 50+, followed by 206 (28.22%) who are in the age group of 31-40, 160 (21.92%) in the age group of 41-50 and 148 (20.28%) in the age group of 23-30. Hence, it is concluded that almost 50% of the respondents are in the age group of 31-50.

INCOME WISE CLASSIFICATION OF THE RESPONDENTS

SL.NO.	INCOME CATEGORY	NO. OF RESPONDENTS
1.	10000-12000	48 (6.57)
2.	12001-14000	62 (8.49)
3.	14001-16000	78 (10.68)
4.	16001-18000	82 (11.23)
5	18001-20000	160 (21.93)
6	20001-22000	206 (28.22)
7	22000+	94 (12.28)
	Total	730 (100)

TABLE NO 3

From the above Table explains the income wise classification of the respondents. Out of 730 respondents 28.22% of them are in the income category 20001-22000 followed by 21.93% in the category of 22000+. In total 37% of the respondents are in the income group 10000-18000 and 63% of the respondents are in the category 18001-22000 and plus. All the respondents felt that they have to go for loan, whenever they have to meet out the bulk expenditure like school term fees, function and other unexpected medical expenses.

SAVINGS OF THE RESPONDENTS

SL. NO.	RANGE OF SAVINGS	NO. OF RESPONDENTS
1.	500-750	217 (29.73)
2.	751-900	196 (26.84)
3.	901-1100	134 (18.36)
4.	1101-1300	114 (15.62)
5	1300+	69 (9.45)
	Total	730 (100)

TABLE NO 4

Savings is much necessary for a human being, particularly transport workers who earn the income below 20000 per month must save certain money and at the same time they should not go for debt. Here, almost 76% of the respondents are able to save only Rs.500-1100 per month. Only 15.62% of them are able to save 1101-1300. It is important to note that the savings stated above are from their salary by the transport corporation. It is not from their net income.

OPINION OF THE WORKERS ON LABOUR WELFARE FACILITIES PROVIDED BY THE TAMIL NADU STATE TRANSPORT CORPORATION, PUDUKKOTTAI DIVISION

AWARE ABOUT THE LABOUR WELFARE FACILITIES

		AWARE ABOUT THE LABOUR WELFARE FACILITIES			
SL. NO.	DIVISIONS	TOTALLY	SOMEWHAT	NOT AT ALL	TOTAL
1.	Kumbakonam	66 (44.00)	74 (29.33)	40 (26.67)	150 (100)
2.	Trichy	58 (46.40)	43 (34.40)	24 (19.20)	125 (100)
3.	Pudukottai	61 (43.57)	44 (31.43)	35 (25.40)	140 (100)
4.	Karaikudi	59 (52.64)	41 (37.27)	10 (9.09)	110 (100)
5.	Nagapattinam	60 (60.00)	29 (29.00)	11 (11.00)	100 (100)
6.	Karur	64 (60.95)	31 (29.52)	10 (9.52)	105 (100)
	Total	368 (50.41)	232 (31.78)	130 (17.81)	730 (100)

TABLE NO 5

From the above Table explains about the awareness of the workers of the transport corporation limited, Pudukkottai division about the labour welfare facilities provided to them. In Kumbakonam, Trichy and Pudukkottai division more than 40% of the respondents are totally aware about the welfare facilities provided to them, whereas in Karikudi, Nagapattinam and Karur division more than 50% of the respondents are totally aware about the policies. 232 (31.78%) respondents aware about the labour welfare 102 facilities to somewhat extent. Only 130 (17.81%) respondents do not aware about the labour welfare facilities. Trade unions should be appreciated for this 50% of awareness. However, at least 75% of the respondents should have awareness about the labour welfare facilities.

AWARE OF THE POLICIES TO ASCERTAIN THE LABOUR WELFARE MEASURES

		AWARE OF VARIOUS POLICIES THROUGH					
SL.NO	DIVISION	CIRCULARS	NOTICE BOARDS	MEETINGS	FRIENDS	TRADE UNIONS	TOTAL
1.	Kumbakonam	48 (32.00)	30 (20.00)	30 (20.00)	7 (4.67)	35 (23.33)	150 (100)
2.	Trichy	55 (44.00)	24 (19.20)	16 (12.80)	4 (3.20)	26 (20.80)	125 (100)
3.	Pudukottai	51 (36.43)	40 (28.57)	15 (16.71)	6 (4.29)	28 (20.00)	140 (100)
4.	Karaikudi	38 (34.54)	32 (29.09)	16 (14.51)	5 (4.55)	19 (17.27)	110 (100)
5.	Nagapattinam	40 (40.00)	31 (31.00)	19 (19.00)	2 (2.00)	8 (8.00)	100 (100)

6.	Karur	35 (33.33)	28 (26.67)	18 (13.14)	3 (2.86)	21 (20.00)	105 (100)
	Total	267 (36.58)	185(18.49)	114	27	137	730 (100)

Source: Computed Figures in parentheses represent percentage

TABLE NO 6

Labour welfare measures taken or provided to the labours are made known to the labour by means of circular, notice boards, meetings, friends and trade union. These are all necessary for the workers to know about the policies on labour welfare. Here, out of 730 respondents, 267 (36.57%) respondents come to know about the policies on labour welfare through the circulars, 25.34% of them come to know through notice boards, 18.77% of them are informed by the trade unions, 15.62% get the news by means of meetings and only 3.70% receive the information through their friends. From the above it is clear that the respondents are aware about the circular and seeing the notice boards. Most of the policies are discussed in meetings. But unfortunately, only 15.62% of them used to attend the meetings. Welfare means fairing or doing well. It is a comprehensive term, and referred to the physical, mental, moral and emotional well-being of an individual. Labour welfare refers to all those efforts of employees, trade unions, voluntary organizations, and governmental agencies which help employees feel better and perform better. This table determines employee's satisfaction regarding the welfare measures of the company. To obtain the labour welfare measures properly, the suggestions of the labour should also be sought. In many cases, the suggestions made by the labour should be considered up to an extent.

OPINION OF THE RESPONDENTS REGARDING THE CONSIDERATION OF SUGGESTIONS

		CONSIDERING THE SUGGESTIONS		
SL. NO.	DIVISION	YES	NO	TOTAL
1.	Kumbakonam	65 (43.33)	85 (56.67)	150 (100)
2.	Trichy	60 (48.00)	65 (52.00)	125 (100)
3.	Pudukottai	58 (41.43)	82 (58.57)	140 (100)
4.	Karaikudi	45 (40.91)	65 (59.09)	110 (100)
5.	Nagapattinam	46 (41.82)	54 (49.8)	100 (100)
6.	Karur	38 (36.19)	67 (63.81)	105 (100)
	Total	312 (42.74)	418 (57.26)	730 (100)

Source: Computed Figures in parentheses represent percentage

TABLE NO 7

The previous table explained about the encouragement of labours suggestions to the management. When the suggestions are well taken from the labour, the labour will also be feeling honoured and the industrial relations will run in a smooth manner. Here, out of 730 respondents 418 (57.28%) of them said that their suggestions are not considered. But, the close scrutiny of the table reveals the following. Except in Karur division, in other divisions, more than 40% of the respondents opined that their suggestions are considered, whereas 50+% of the respondents strongly felt that their suggestions are not considered. But the management opined that practical and administratively feasible suggestions alone taken for consideration. Further,

they added that some of the suggestions given by the labour may right in their perspective not in the view of day to day administration

5. TESTING OF HYPOTHESIS

There is significant difference between the labours of different division in the context of level of satisfaction about the labour welfare facilities. To test the above hypothesis two ways ANOVA is applied.

ANOVA				
Source of Variation	SS	df	MS	F
Rows	7.88	19	786.41	33.41*
Columns	183079.4	29	6313.08	160.57*
Error	21663.46	551	39.3166	
Total	204750.7	599		

NS – Not Significant * - Significant at 1% level.

TABLE NO 8

At the both level the table values are lesser than the calculated value, it shows that there is significant difference exists in the context of labours among the different transport corporation division with regard to welfare facilities provided.

6. FINDINGS OF THE STUDY

- More than 55 per cent of the respondents belong to Hindu religion
- 60 per cent of the respondents are from MBC and SC category
- Almost equal per cent of respondents are skewed all the age group.
- More than 50 per cent of the respondents hold the ITI qualification.
- 93 per cent of the respondents are married.
- 70 per cent of the respondents have nuclear family.
- Only 50 per cent of the total respondents are aware about the labour welfare facilities provided by the Transport Corporation.
- In Pudukkottai Division most of the respondents are dissatisfied about the provision of labour welfare facilities.
- The above case exists in the case of other five divisions also.
- The overall analysis shows that only 27 per cent of the workers are satisfied— about the labour welfare facilities provided.

7. FINDINGS OF THE OPINION OF THE RESPONDENTS

- More than 53 per cent of the respondents opined that collective bargaining is main factor for worker's participation.
- 58 per cent of the respondents opined that two way communications is the best way of communication for effective work and output.
- With regard to level of communication, more than 58 per cent of the respondents are dissatisfied about the level of communication.
- There is effective feedback system.
- Feedback takes place in a long gap.
- Respondents expect direct feedback system.
- Respondents are not happy about the decision taken by the authorities.
- There is no recognition by the management in the context of achievement by the workers. Respondents are in favour of multi union concept to solve the problems.

8. SUGGESTIONS

On the basis of the above findings, the following suggestions are made for further development of the transport corporation, Pudukkottai Division. The Labour Welfare Act on Transport Corporation should be made known to the workers. All the available labour welfare facilities should be well known to the workers. Through pamphlets, regular meetings and display board, it should be made known to the workers. For the benefit and development of the organization, the suggestions of the workers should be accepted without any deviation and ego, because workers are the practitioner, their view or opinion should also be taken into account. At minimum level their opinion and views should be considered by the authorities. Workers should be educated more with the concept of "Collective bargaining". Instead of one way communication, two way communications should be followed for the benefit of the both lower level and top level management. Though effective feedback system is available, it should be taken place regularly.

9. CONCLUSION

If the above suggestions are carried out with keen concentration one can give the complete and satisfactory level of labour welfare facilities which will keep the industrial relation intact. If the both go properly on their line without any deviation, definitely the transport corporation will yield the better result lead to the betterment of the economy of both the workers and the state.

10. REFERENCE

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