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A STUDY ON LABOR WELFARE IN SJLT – THURAIYUR

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ABSTRACT

Labor welfare refers to measures undertaken to improve the overall well-being of workers, encompassing their health, safety, and social well-being. These measures extend beyond basic wages and include facilities, services, and amenities provided to enhance employees' lives and create a more satisfied and productive workforce

INTRODUCTION OF THE STUDY

Welfare means facing or doing well. It is a comprehensive term and refers to the physical, mental, moral and well being of an individual. Further the term welfare is a relative concept relative in time and space. It therefore varies from time to time from region to region and from country to country.

Labor welfare and social measures are known as labour's service program or fringe benefits. Labours enjoy these services (such as canteen crèches, education and recreation facilities) without any references to the specific work done by them.

‘Welfare’ is a broad concept referring to a state of living of an individual or a group in a desirable relationship with the total environment ecological, economic and social Labor welfare. It includes both the social and economic content of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker section of the society like prevention of destitution and poverty.

It aims at social development by such means as social legislation, social reform, social action services, social work and social action. The object of economic welfare is to promote economic development by increasing production, productivity and through equitable distribution. The Labor welfare is a part of social welfare, conceptually and operationally converts a broad field and connects a state of well-beings, happiness, satisfaction conservation and development of human resources.

OBJECTIVES OF THE STUDY

- To study the welfare measures provided to the employees in SJLT Textiles, Thuraiyur
- To know the satisfaction level of employees in job.
- To know the need and importance of the welfare in the organization
- To ascertain the level of attitude of employees towards non statutory welfare measures of the company

- To check whether the working conditions are favorable to the workers

RESEARCH METHODOLOGY

INTRODUCTION

Research Methodology is a systematic way to solve a research problem; It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them.

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

METHOD OF COLLECTION

The study basically uses primary and secondary data. Primary data means data which is fresh collected data. Primary data mainly has been collected through personal interviews, surveys etc. Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research. Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary data and secondary data namely the text books, journals, newspapers, magazines and internet.

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SAMPLING

Population

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of SJLT Textiles, Thuraiyur.

Sample Size

The study based only on the opinion and expectation of employees. Total number of sample taken for the study is 125 respondents.

Sources of data

The sources of data for the study are primary data and secondary data. The primary data which is collected through questionnaire, which includes respondents demographical factors and factors which is relevant to know about employees welfare. The secondary data which is collected from books, magazines and website for the data relevant to industry profile, company profile and review of literature and so on.

SAMPLING UNIT

Sampling unit is in Thuraiyur.

Sample design

Random sampling techniques were used for the study.

STATISTICAL TOOLS USED

Statistical tools

The commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi Square test

REVIEW OF LITERATURE

Sharma Nishi (2016) studied the financial performance of passenger and commercial vehicle segment of the automobile industry in the terms of four financial parameters namely liquidity, profitability, leverage and managerial efficiency analysis for the period of decade from 2001-02 to 2010-11. The study concludes that profitability and managerial efficiency of Tata motors as well as Mahindra & Mahindra ltd are satisfactory but their liquidity position is not satisfactory. The liquidity position of commercial vehicle is much better than passenger vehicle segment.

Ray Sabapriya (2016) studied the sample of automobile companies to evaluate the performance of industry through indicators namely sales, production and export trend etc for period of 2003-04 to 2009-10. The study finds that automobile industry has been passing through disruptive phases by over debt burden, under utilization of assets and liquidity instability. The researcher suggested to improving the labour productivity, labour flexibility and capital efficiency for success of industry in future.

Murlidhar, A. Lok Hande & Rana Vishal S. (2016) the author tries to evaluate the performance of Hyundai Motors Company with respect to export, Domestic Sales, productions and profit after tax. For this purpose, the pie chart and bar graph are used to show the performance of company various years.

Rapheal Nisha (2016) the author tries to evaluate the financial performance of Indian tyre industry. The study was conducted for period 2003-04 to 2011-12 to analyze the performance with financial indicators, sales trend, export trend, production trend etc. The result suggests the key to success in industry is to improve labour productivity and flexibility and capital efficiency.

Dhole Madhavi (2016) Investing the impact of price movement of share on selected company performance. It advise due investors consider various factors before choosing the better portfolio. Sentimental factors do play a role in price movement only in short term but in long run annual performance is sole factor responsible for price movement.

Idhayajothi, R et al (2016) the main idea behind this study is to analyze the financial performance of Ashoka Leyland ltd. at Chennai. The result shows that financial performance is sound and also suggested to improve financial performance by reducing the various expenses. • Huda Salhe Meften & Manish Roy Tirkey (2014) have studied the financial analysis of Hindustan petroleum corporation ltd. The study is based on secondary data. The company has got excellent gross profit ratio and trend is rising in with is appreciable indicating efficiency in production cost. The net profit for the year 2010-11 is excellent & it is 8 times past year indicating reduction in operating reduction in operating expenses and large proportion of net sales available to the shareholders of company.

Agarwal, Nidhi (2016) the study focus on the comparative financial performance of Maruti Suzuki and Tata motors ltd. The financial data and information required for the study are drawn from the various annual reports of companies. The liquidity and leverage analysis of both the firms are done. To analyze the leverage position four ratios are considered namely, capital gearing, debt-equity, total debt and proprietary ratio. The result shows that Tata motors ltd has to increase the portion of proprietor's fund in business to improve long term solvency position.

Mathur Shivam & Agarwal Krati (2016) Ratio's are an excellent and scientific way to analyze the financial performance of any firm. The company has received many awards and achievements due to its new innovations and technological advancement. These indicators help the investors to invest the right company for expected profits. The study shows that Maruti Suzuki limited is better than Tata motors

DATA ANALYSIS AND INTERPRETATION

Table showing the age of the respondents

S NO	RANGE	NO. OF RESPONDENTS	PERCENTAGE %
A	Below 25	4	3

B	26 - 30	24	20
C	31 – 35	60	50
D	36 – 40	24	20
E	Above 40	8	7
Total		120	100

INFERENCE:

In the survey, 3% of the respondents are comes under the age limit of below 25, 20% of the respondents are comes under the age limit of 26-30, 50% of the respondents are comes under the age limit of 31-35, 20% of the respondents are comes under the age limit of 36-40, 7 % of the respondents are comes under the age limit of above 40.

Table showing the experience (in years) of the respondents

S NO	RANGE	NO. OF RESPONDENTS	PERCENTAGE %
A	Below 5	26	22
B	6 - 10	36	30
C	11 – 15	29	24
D	16 – 20	15	13
E	Above 20	14	11
Total		120	100

INFERENCE:

In the survey, 22% of the respondents are having the experience of below years, 30% of the respondents are having the experience of 6 – 10 years, 24% of the respondents are having the experience of 11 – 15 years, 13% of the respondents are having experience of 16 – 20 years, 11% of the respondents are having the experience of above 20 years.

Table showing the awareness of health and safety

S NO	RANGE	NO. OF RESPONDENTS	PERCENTAGE %
A	YES	64	53
B	NO	56	47
Total		120	100

INFERENCE:

In the survey, 53% of the respondents are aware of the health and safety measures, and 47% of the respondents respond that they are not aware of the health and safety measures adopted in the company.

FINDINGS, SUGGESTIONS AND CONCLUSION**FINDINGS**

- 50% of the respondents are comes under the age limit of 31-35,
- 30% of the respondents are having the experience of 6 – 10 years
- 53% of the respondents are aware of the health and safety measures.
- 45% of the respondents have awareness through colleagues.
- 64% of the respondents said that they have no effective arrangements for communicating health and safety matters in the company.
- 50% of the respondents said that as through proper intimation for communicating health and safety matters.
- 63%of the respondents said that the company is providing medical facilities to the workers.
- 40% of the respondents say that the company is providing inside clinic.
- 86% of the respondents say that they have attended health and safety training.
- 41% of the respondents are highly satisfied in training.
- 53% of the respondents respond that the training is offered once in 3 years.
- 35% of the respondents are neutral on working temperature is reasonable to work.

SUGGESTIONS

- The company has to create the awareness for the workers regarding health and safety.
- They have to provide effective arrangements to the workers for communicating their health and safety matters.
- It is better to provide frequent health and safety training, at least once in a year.
- The company has to provide enough drinking water facility available at all the time.
- The management has to take necessary steps to reduce the stress level of the workers.
- Orientation programmes can be conducted to make the workers to feel that their work environment is safe to work.

CONCLUSION

It is revealed from the study that, the health and safety measures adopted in SJLT Textiles, Thuraiyur are provided to the workers according to the provisions of the factories act. It reveals that the awareness of the workers about health and safety in the workplace is inadequate. Also repeated accidents like electric shocks, finger injuries are occurred in the workplace.

Suitable ideas were suggested to avoid those accidents and to improve the health and safety measures. The role of management in implementing health and safety in the organization is very effective. Most of the workers were satisfied with the health and safety measures adopted in the company. If the company implements effective disciplinary procedures; it will help the company to go with their policies and also to maintain health and safety in the organization.

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