A STUDY ON LABOUR WELFARE MEASURES IN TITAN (WATCH) INDUSTRIES LTD-HOSUR

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ABSTRACT

A study on Labour Welfare Measure in Watch division throws light on welfare measures followed in Titan Industries. This study analyses the various dimensions of labour welfare measures that are perceived to the labours. It highlights the perception and level of satisfaction of the labours regarding the various welfare measures and the methods to improve the welfare schemes in Titan Industries Ltd.

KEYWORDS: labour, welfare, satisfaction, benefits, development.

INTRODUCTION

Workers welfare should be understood as meaning such services, facilities and amenities which may be established in, or in the vicinity of and undertaking to enable the person employed in them to perform their work in healthy congenial surroundings and provided with amenities, conducive to good health and high Morale. The Scheme of Labour and Labour Welfare Sector are meant for skill formation and development, strengthening and modernization of employment services, promotion of industrial and Mine safety works education promotion of self employment enforcement of Labour laws, Promotion of healthy industrial relations and encouragement of workers’ participation in management.
REVIEW OF LITERATURE

Binoy Joseph (2009)¹, The article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of workers’ conditions.

André Decoster (2010)², The aim of this paper is to apply recently proposed individual welfare measures in the context of random utility models of labour supply. Contrary to the standard practice of using reference preferences and wages, these measures preserve preference heterogeneity in the normative step of the analysis.

Rick Csiernik³ This article explores labour welfare in Canada across three distinct periods of occupational assistance: welfare capitalism that began with the Industrial Revolution and persisted through the depression of the 1930s; occupational alcoholism programming that emerged during World War II and the typically unreported domestic labour strife of the 1940s, lasting through the postwar economic boom into the 1960s; and the employee assistance programming era with the introduction of the broad-brush approach to workplace-based assistance that also witnessed organised labour in Canada provide fundamental supports to workers that were originally introduced by workplace owners during the welfare capitalism period, though now to benefit workers rather than to control.

Karl Aiginger⁴ The purpose of this paper is to reassess the relative impact of labour market regulation on economic performance. Inflexible labour markets combined with high welfare costs are often thought to be the main cause of low growth in Europe. The main result is that regulation impacts on growth, the impact of regulatory change is, however, less easy to demonstrate. The impact of macro economic policy can be demonstrated first by the more growth oriented monetary and fiscal policy in the US and the success of some European countries in bringing private and public costs in line with productivity and tax revenues. However, boosting investment into future growth by encouraging research, education and technology diffusion seems to be the most important determinant of performance.

John Creedy, Guyonne Kalb⁵ this paper examines the computation of welfare measures for use with labour supply with other activities.

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OBJECTIVES OF THE STUDY

In this study, the researcher plans to study the following objectives

- To analyses the labour welfare facilities in the titan industry.
- To collect the opinion of the employees about labour welfare facilities in the TITAN industry.
- To give suggestions relating to welfare facilities.
- Identify the types of welfare schemes.
- Described the approaches to labour welfare.
- Identify the different steps in administration of the welfare schemes & described each step.

RESEARCH METHODOLOGY

Research methodology of any study discovers answers to questions through the application of scientific procedures. Research methodology helps in planning, executing bring relevance and in the reviving the purpose of the study. In this chapter the researcher has explained the steps adopted for obtaining the purpose of study.

“Labour welfare as efforts to make life worth living for workmen.”

The scope of the study is to find out how for the existing welfare measures provide the needs of employees of Titan Industries in watch Division. The study will be able to throw light on the dark spots where need some sort of improvement in the welfare schemes that have been implemented. The purpose of the study is to measure the labour’s attitude regarding the welfare measures provided in Titan Industries in watch Division.

SAMPLING METHOD

- A sample of 100 was chosen in which 100 samples are related to company employees. The questionnaire was designed keeping in view of the objectives of the study. The questionnaire was designed such that it helps to elicit the accurate information. The questionnaires were close ended for the respondents to answer easily.

  - Sample size - 100
  - Sampling method - Convenience sampling
  - Date collection tool used - Questionnaire

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6 www.hrsite.com
• Target audience - Company Employees
• Statistical tools used - Simple percentage method, Chi-square,

LABOUR WELFARE SCHEMES PROVIDED IN TITAN:

The Titan Company to be provided in labour welfare fund being utilized by the company defrays the cost of carrying out the following welfare schemes.

PROVIDENT FUND TRUST

The company has a provident fund scheme managed by trustees and governed by the employees the provident funds and miscellaneous provisions act 1952.

EMPLOYEES PENSION SCHEME

Scheme introduced on 16-11-1995 for the provident fund subscribers, on introduction of this scheme of the existing family pension scheme of 1971, 8.33% of the day maximum monthly salary rs.6500.

BENEFITS TO MEMBERS

➢ Super annulations pension
➢ Retirement pension
➢ Short pension
➢ Permanent and total disablement pension.

SHIFT ALLOWANCE

Second shift : Rs.12 per day
Third shift : Rs.17 per day

‘L’ LEVEL

LEAVE WITH TRAVEL ALLOWANCE MANAGERS: (L6 & ABOVE)

LTA payable for the managers and above will be prescribed in the appointment order/latest revision letter. Payment of LTA will be based on the claims made by the managers since payment late is not an automatic payment. Accrual and carry forward of LTA.
CANTEEN SUBSIDY

Canteen subsidy will be paid only at locations where subsidized canteen facilities are not provided. If canteen facility is not availed in hosur, Rs.5 for ‘I’ level employees per working day will be reimbursed quarterly.

BENEFITS TO FAMILY MEMBERS

- Widow pension
- Monthly children pension
- Orphan’s pension
- Pension to nominess

SPECIAL FACILITIES

- Canteen
- Canteen-visitors, canteen-regional and corporate employees
- Canteen-requisitions
- Slip-coffee (tea/cool drinks/biscuits/creche)

SALE OF WATCH TO EMPLOYEES

- Free watch
- Discount for 20%
- Ten years service award both levels (‘e’ and ‘I’)
- 22kt -5 grams-gold coin

BENEFITS TO EMPLOYEES

- Sweater
- Rain coat
- Jerkin
- First year (1999-2000)-rain coat
- Second year (2000-2001)-jerkin
- Third year (2001-2002)-sweater, shoo (one) and socks (three pair)
SOCIAL INFRASTRUCTURE

- Provision and vegetable shop
- STD booth
- Laundry
- Mini canteen eateries
- Barber shop
- Cable TV
- Titan school

TRANSFER

- Inter department transfer
- Inter department transfer as part of job rotation
- Transfer to other locations

TRAVEL FARE

RAIL AND AIR

- Lodging
- Boarding
- Non hotel stay allowance Transportations of personnel effect

MEDICAL BENEFITS

Responsibility:

HR department and financial departments

APPLICABILITY

All employees.

- Health insurance scheme
- Eligibility and coverage

Festival, advance for `E` level
Eligibility: Rs. 3000

Repayment: 10 installments

**LOAN**

- House deposit advance
- Personal loan
- Vehicle loan
- Repaid loan

**IDENTITY AND PUNCH CARD PROCEDURE**

The company has collected Rs.50 from each employee. If the card was missed they collected another Rs.25 for new card. [with in 5 years]

**EXIT POLICY**

- Registration
- Notice period
- Authorized signatory to issue the relieving letter

**PROVIDENT FUND TRUST**

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**EMPLOYEES PENSION SCHEME**

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**BENEFITS TO MEMBERS**

- Superannuation pension
- Retirement pension
- Short pension
- Permanent and total disablement pension.
AGE

`E` level- 58 years

`L` level- 58 years

For division manager and above to years.

EMPLOYEE SATISFACTION

The Titan Company to be provides various benefits provided include:

- Township
- Interest subsidy on housing loan.
- Subsidized food in canteen.
- Transportation.
- Service facilities.
- Welfare fund benefits.
- Open houses with senior executives.
- Visit to employee families on Saturdays of third week of month.
- Departments get together.
- Socialization programs.

DATA ANALYSIS AND INTERPRETATION

ASSOCIATION BETWEEN SEX AND LEVEL OF SATISFACTION

The association between Sex and level of satisfaction is analyzed and the results were given in the following Table 1. This table contains the observed frequencies and expected frequencies, which are shown in simple brackets.

Null Hypothesis: $H_0$: There is no association between Sex and level of satisfaction
GENDER WISE CLASSIFICATION

<table>
<thead>
<tr>
<th>Gender</th>
<th>OPINION</th>
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<th>Expected Count</th>
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<tr>
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<tr>
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<tr>
<td>Female</td>
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CHI SQUARE TEST

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<th>Value</th>
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<td>Pearson Chi-Square</td>
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</table>

The table shows that the chi square calculated value is 64.915

Degrees of freedom = 4

“P” value = 0

Since the P value is less than 0.05 we accept the null hypothesis. Hence there is no association between Sex and level of satisfaction

ASSOCIATION BETWEEN AGE AND LEVEL OF SATISFACTION

The association between age and level of satisfaction is analyzed and the results were given in the following Table 1. This table contains the observed frequencies and expected frequencies, which are shown in simple brackets.
Null Hypothesis: $H_0$: There is no association between Age and Level of Satisfaction

### AGE WISE CLASSIFICATION

<table>
<thead>
<tr>
<th>Age</th>
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<td>Highly Satisfied</td>
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<td>(4.9)</td>
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<td>(2.7)</td>
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<td>(59.0)</td>
<td>(9.0)</td>
<td>(5.0)</td>
<td>(5.0)</td>
<td>100.0</td>
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### CHI-SQUARE TEST

<table>
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<td>Pearson Chi-Square</td>
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</table>

The table shows that the chi square calculated value is 174.576

Degrees of freedom = 8

“P” value = 0
Since the P value is less than 0.05 we accept the null hypothesis. Hence there is association between age and Opinion on Services.

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

Findings of the study of prepare for study based on data analysis important are study as below:

✓ On the analysis it was found that majority 54% of the respondents are in the age group of 35-50. 44% of the respondents are in the service in titan 15-20 years.

✓ Majority 51% of the respondents have satisfied about the drinking water facility.

✓ Maximum 41% of the respondents have satisfied about the crèche facility.

✓ Most of the respondents 54% have satisfied about the ventilation & lightings facilities.

✓ Maximum 54% of the respondents have satisfied about the first aid appliances facilities.

✓ Maximum 56% of the respondents have satisfied about the intervals & Lunch break.

✓ Maximum 52% of the respondents have satisfied about the medical facilities.

✓ Maximum 52% of the respondents have satisfied about the vehicle parking facilities.

✓ Maximum 54% of the respondents have satisfied about the salary & wages.

✓ Maximum 51% of the respondents have satisfied about the bonus.

✓ Maximum 51% of the respondents have satisfied about the Relationship with higher officials.

✓ Maximum 55% of the respondents have satisfied about the conveyance.

✓ Maximum 59% of the respondents have satisfied about the safety provisions.

✓ Maximum 59% of the respondents have satisfied about the Job satisfaction.

✓ Most of the respondents have satisfied 52% of the compensation facilities.

✓ Maximum 95% of the respondents believe that there is discount provided to watches.

✓ Maximum 50% of the respondents have satisfied about the Training programs.

✓ Maximum 80% of the respondents believe that there is Labour welfare fund beneficial.
SUGGESTIONS

Based on the inferences from finding of the study, a few suggestions are offered hence for the purpose of improving the labour welfare facilities of the Titan Company in future:

- On the analysis it was found that only 26% of the respondents have highly dissatisfied about the Transport facilities. It is suggested to give transport facilities for all whenever they increase the facilities for employees.

- On the analysis it was found that only 21% of the respondents have satisfied about the Over time benefits. It is more than benefits provide more better.

- On the analysis it was found that only 32% of the respondents have satisfied about the Sports & Games facilities. It is suggested to provide more spare time to utilized game.

- On the analysis it was found that only 35% of the respondents have satisfied about the Education facilities provided to Children. It is to make it little more better.

- On the analysis it was found that only 34% of the respondents have satisfied about the rest room. It is suggested to provide more facilities for employees.

CONCLUSION

The study was conducted by the researcher in order to find out the labour welfare facilities among the employees at TITAN (WATCH) INDUSTRIES LTD., HOSUR. The sample size was 100. the response from the employees was highly encouraging and they were highly obliging in providing required data for research. The study has enhanced and widened the researcher’s knowledge in employers’ welfare facilities.

The study reveals that the employees are moderately satisfied with welfare facilities and other facilities provided by the company.

The Tata name is unique asset representing leadership with trust. Leveraging this asset to enhance group’s synergy & becoming globally competitive is the route to sustained growth & long term success.

BIBLIOGRAPHY


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