

A Study Onlabour Welfare Measuresof Kitex Limited, Kizhakkambalam

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Abstract: The basic purpose of labor welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Welfare means improving, faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional wellbeing of an individual. Further the term welfare is a relative concept, relative in time and space. It therefore, varies from time to time, region to region and from country to country.

Labor welfare is an important aspect in every organization with some added incentives which enable the workers to lead a decent life. There are several agencies involved in the labor welfare work namely the central government, employer's trade union and other social service organization.

I. Introduction

The dissertation work our MBA is an important part of an our curriculum. This study aimed at creating an opportunity for students to do an in- depth study and analysis of a problem. It would enable me to get a practical exposure and real time feel of various aspect of me, topic and also to relate this with concepts and theories studied in the class room.Kitexindia Ltd. Group is one of the leading manufactures of the textile and product under the brand name KITEX based at Kizhakkambalam are facing high level of competition in the market. I got an opportunity to undertake the project work in one of the topic “ A Study On Labour Welfare Measures Of KITEX LTD, Kizhakkambalam “. This study help me to understand more about an employee motivation by KITEX LTD and also the workers attitudes towards this one by analyzing different secondary data.

OBJECTIVES

- To study about the labour welfare measures provided by the KITEX Ltd.
- To get a general view of the employees satisfaction on welfare measures provided by the company.

Limitations of the study:

- The sample size is very less.
- Lack of co-operation from the respondent.
- Personnel problems of the respondent.
- Time given was very short.

II. Research Methodology:

Methodology is way to systematically so he a research problem. It explains the various steps that are generally adopted problem.

RESEARCH DESIGN:

A research design purely and simply a basic frame work or plan for study that guide the collection of data and analysis of the data. In this study we have adopted descriptive research design in collection and analyzing the data.

SAMPLE SIZE

Out of 100 respondents were interviewed.

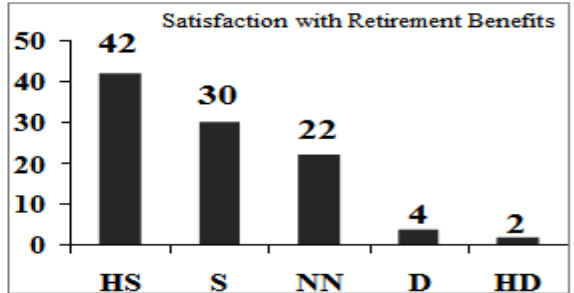
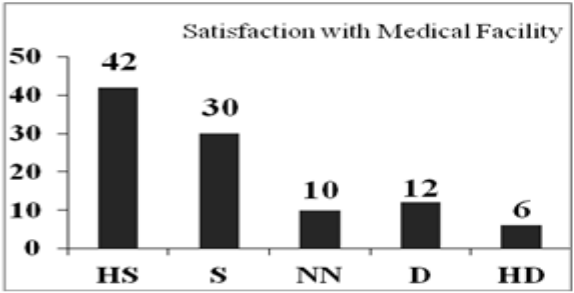
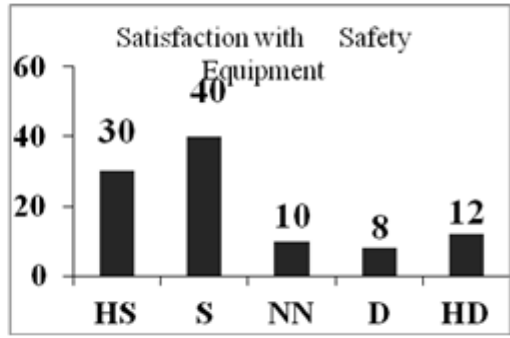
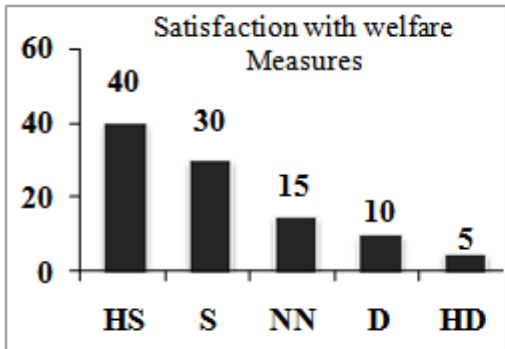
TOOLS ANALYSIS

The tool for this research study is simple percentage and chi-square analysis. Diagrammatic for the data are exhibited through bar charts.

III. Literature Review:

Michael Huber man, Wayne lewchuk (1999) “Globalization and worker welfare in late nineteenth century Europe”.The objective of the study is that whether the trend towards convergence in late nineteenth century Europe depends on the welfare measure and to understanding about the standard of living in the late nineteenth century Europe. The key finding is that combining information about wages, work hours, labour market regulations and social entitlements; the WDI reveals weak trend in the convergence of worker welfare across nations. Suggestions is that while increased economic trade in the primary have created competition tensions between nations and stimulated factor price effects within nations, these forces did not lead automatically to an integrated international labour market. To conclude that an increased trade led to higher levels of output, worker’s welfare depended to a greater extend on union representation or a strong central authority. To increase goods, labour and capital flow freely between nations and the standard of living, it will increase the individual and the world.

	Highly Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Highly Dissatisfied
Satisfaction of welfare measures	40	30	15	10	5
Satisfaction with Safety Equipment	30	40	10	8	12
Satisfaction with Retirement Benefits	42	30	22	4	2
Satisfaction with Medical Facility	42	30	10	12	6



Count		saftyequipments					Total
		Highly Dissatisfied	Dissatisfied	Neither Satisfied or NorDissatisfied	Satisfied	Highly Satisfied	
welfaremeasure	highly dis satisfied	1	0	0	1	3	5
	dis satisfied	1	0	2	1	6	10
	Neither Satisfied or NorDissatisfied	2	0	3	5	7	17
	satisfied	4	3	2	7	12	28
	highly satisfied	4	5	2	19	10	40
Total		12	8	9	33	38	100

IV. Hypothesis

Ho= there is no relationship between welfare measure and safety equipment
H1=there is relationship between welfare measure and safety equipment

Inference

The above analysis resulted that the calculated value is greater than the table value (17.337 > .504).
Accept the H1 Hence, there is relationship between the colleagues and management

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.337 ^a	16	.504
Likelihood Ratio	19.960	16	.222
Linear-by-Linear Association	1.089	1	.297
N of Valid Cases	100		

a. 19 cells (76.0%) have expected count less than 5. The minimum expected count is .40.

Degree of freedom = (Column-1) X (Row-1) = (4-1) X (3-1) = 3 X 2=6
Critical value for chi-square distribution 3'' = 17.337, calculated value .504
So calculated value is greater than table value (17.337 > .504). Hence, Accept the H1

FINDINGS

- Almost every employees are highly satisfied with the welfare measures provided by the company.
- Majority of the employees are highly satisfied with the retirement benefits provided by the company.
- Majority of the employees are highly satisfied with the medical facilities provided by the company.
- The majority of employees are highly satisfied with job security of the company.

SUGGESTION

- Welfare measures help the employees to work efficiently and the welfare facilities provide in KITEY Ltd. is highly satisfied by almost all the employees.
- The company should provide better job security for the job.
- Some of the respondents feel that there should be improvement in medical facility and safety inspections.

V. CONCLUSION

The study concludes that, the labor welfare in KITEY Ltd is effective but not highly effective. This study highlighted so many factors which will help to create the awareness of welfare to the labors.

The company is having better welfare activities and the labors are satisfied with their welfare schemes provided by the management. It is helpful for the growth of the company to improve its productivity.

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WEB SITES

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