

A Study on Labour Welfare for Private Company Workers in Karur.

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ABSTRACT

A human being can only progress through the way of labour. That labour is the right way in which labour has to work and receive his labour indefinitely. Money plays on the important roles of day-to-day life of labour. So people are complication to go to the work for the different types of company. At the same time What are the safety measures and labour welfare measures to provide the company as a Indian labour law. This study deal with the labour welfare and safety measures to provides labour in the private company in karur.

Keywords: Labour welfare, Employees satisfaction, Employee needs, Motivation.

INTRODUCTION:

As well as workers entirely depends upon proper performance of labour welfare activities. The expenditure on labour welfare is a profitable investment in the long run as it motivates the workers Labour welfare relates to taking care of the well-being of workers by employers, trade unions, governmental and non-governmental institutions and agencies. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Oxford dictionary- "Labour welfare is efforts to make life worth living for workmen." The need for providing such services and facilities arise from the social responsibility of industries, a desire for upholding democratic values and a concern for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

According to ILO, labour welfare can be defined as a term, which is understood to include such services, facilities, and amenities as may be established in or in the vicinity of undertakings to enable the person employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

REVIEW OF LITERATURE

Pardesi PC and Bairagi KP (2017) it is concludes that "Labour Welfare is one of the main aspects of National

programme. The prosperity of business for higher productivity. It provides better life and health to the workers. Labour welfare activities help to relieve the workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers".

Dr. R.Prema (2018) it reveals that "labour welfare motivate the employees its need to be emphasized . Motivation is the result of process, internal or external to the individual, who arouses enthusiasm and persistence to pursue a certain course of action".

Balaji (2019) explored the influence of rewards & welfare on job satisfaction & productivity of both public & private sector employees in measure Industrial cities of Tamilnadu. The working environment was faire in terms of office accommodation & furniture, working material, health & safety facilities but on the other side he recommended salary increment, allowances, bonus, fringe benefit & compensation on regular & specific periods to keep their moral high & make them productive.

Tripathi shiv kishore and lawrance swapan kumar (2019) revealed that there complete absence of welfare measures in Gorakhpur fertilizer factory. There is general awareness about staff welfare among employees. Staffs were totally neglected by council. The working environment was poor or path. He informs of office accommodation & furniture working materials, monetary incentives & unreliable health of safety facilities etc. Job satisfaction among employees are very low which leads to poor productivity or performance suggested that significant efforts should be made to improve employee job capability through training, improve working condition & general welfare , which leads to increase productivity or enhanced moral & performance.

Statement of the Problem

Employees working in a company face various hardships. Company is forced to work together as a group of members of the public. An employee on leave in this group increases the workload for those who work in this way. Thus workers face various problems.

Limitation of the study

- The study is limited only 200 employees.
- The study used only labour welfare for private institution employee karur city
- This study is conducted in karur city only.

RESEARCH METHODOLOGY

It comprises data source, sample size and sampling techniques and tools of analysis. The data collected

through primary and secondary data collected. The primary data collected through questionnaire, the secondary data collected journal, thesis, reports etc...There are using sampling method of convenient sampling to be used. The statistical analysis used for correlation.

Objectives of this study

The objectives of this paper are to study labour welfare for private institution in karur city.

- ❖ To study the demographic factors.
- ❖ To analyze the facility that benefits and good environment in the work place.
- ❖ To analyses the allowances paid by the company.
- ❖ To analysis the overall medical facilities provided by the company.

Profile of the respondents

The data was analyzed using descriptive statistics of frequency and the mean. Some of the demographics of respondents include the following: 73.5% of the respondents are male employees and 26.5% respondents for female employees, majority of the 73.5% respondents are male.

From the table 1 indicate the majority of age respondents are 35% are 31– 40 year,31% of the respondent for 21 – 30 years,18% of the respondents are 41 – 50year and 10% of the respondents are 20 year.

Table: 1: Demographicprofile

Profile of the respondent	Particulars	No. of Respondents	Percentage
Sex	Male	147	73.5
	Female	53	26.5
	Total	200	100.0
Age	Below20year	20	10.0
	21-30year	62	31.0
	31-40year	70	35.0
	41-50year	36	18.0
	Above50	12	06.0
	Total	200	100.0
Marital status	Yes	167	83.5
	No	33	16.5
Education	Secondary School	67	33.5
	Diploma/Graduate	84	42.0
	Post graduate	26	13.0
	others	23	11.5
	Total	200	100.0
Working Experience	1-3	74	37.0
	3-5	47	23.5
	5-7	55	27.5
	Above7	26	13.0
	Total	200	100.0
Monthly income	5000 – 10000	15	07.5
	10001 -15000	104	52.0
	15001 -20000	68	34.0
	Above 20000	13	06.5
	Total	200	100.0

The majority of the marital status respondents are 73.5% for Yes and 23.5 of the respondents are saying for No. This table indicate the educational qualification for labour welfare respondents, majority of the respondents are qualified graduate on 42%.

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The majority of the respondents 37% are 1-3 years for experience 27.5% respondents experience for 5 - 7 years, 23% respondents are 3-5 years and Majority of the 52% respondents are yearned income 10001-15000.

Table:2Rankthe following facility that benefits you the most Labour welfare facilities

Facilities	Rank1	Rank2	Rank3	Rank4	Rank5	Total
Medical	V	I	II	IV	III	II
	13	82	45	28	32	200
	6.5 %	41 %	22.5%	14%	16%	100%
Housing	V	IV	III	II	I	V
	4	6	10	68	112	200
	2%	3%	5%	34%	56%	100%
Travelling	I	II	V	III	IV	I
	83	62	12	25	18	200
	41.5	31%	6%	12.5%	9%	100%
Recreation	V	IV	III	II	I	V
	10	20	28	40	102	200
	5%	10%	14%	20%	51%	100%
Education for child	IV	V	III	II	I	V
	05	02	11	64	118	200
	2.5%	1%	5.5%	32%	59%	100%
Compensation	V	IV	II	I	III	IV
	29	31	46	49	45	200
	14.5%	15.5%	23%	24.5	22.5%	100%

Source: Primary data

From the above Table 2 indicate Medical facilities is majority of respondents orderwiserank1 is 41% representative rank 2 is 22.5%, rank 3 is 16%, rank4 is 14% and remaining rank 5 is 6.5%.

- ❖ Housing: Majorityofthe56%respondentsare given in rank is 5th.
- ❖ Travelling: Majorityof41.5%respondentsare rank1.
- ❖ Recreation: Majority of the respondents are given in rank is 5. Educationforchild: Majorityoftherespondentsaregivingrankis5 Compensation: Majority of the respondents are accepting rank is 4.

Data Analysis and Interpretation

To identify the important factors that enhanced labour welfare promotion policy satisfaction, Chi – Square Test was conducted. The following table shows the significant factors that are considered important by the employees. As the calculated P value is less than 0.05, the null hypothesis is rejected. As the calculated P value is greater than 0.05, the null hypothesis is accepted.

Chi-square (χ^2)

TableNo.3Observed values

Null Hypothesis: There is no relation between the age and level of satisfaction.

AlternativeHypothesis: Thereissignificantrelationbetweentheageandlevelofsatisfaction Significant Level (α) = 0.05

Age	Promotion Policy			Total
	Dissatisfied	Moderate	Satisfied	
Below20 year	08	07	05	20
	40%	35%	25%	100%
21-30year	10	21	31	62
	16%	34%	50%	100%
31-40year	09	13	48	70
	13%	19%	68%	100%
41-50 year	06	20	10	36
	16%	56%	28%	100%
Above 50	02	04	06	12
	17	33	50%	100%
Total	35	65	100	200

Table of expected values

Age	Level of satisfaction		
	Dissatisfied	Moderate	Satisfied

Below 20 year	3.5	6.5	10.0
21-30 year	10.8	20.1	31.0
31-40 year	12.2	22.7	35.0
41-50 year	6.3	11.7	18.0
Above 50	2.1	3.9	6.0

$(\text{Observed value} - \text{Expected value})^2$

Expected value

Degrees of freedom 1)	$=(\text{columns}-1)(\text{row}-1)$ $=(3-1)(3-1)$ $=(2)(2)$ $=4$	Significant Level (α) = 0.05 $\chi^2_{\text{Table Value}} = 9.49$ $\chi^2_{\text{Calculated Value}} = 26.68$ $\text{Calculated} > \chi^2_{\text{Table values}}$
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We reject null hypothesis, and accept alternative hypothesis. Alternative hypothesis: There is significant relation between age and level of satisfaction.

CONCLUSION

In the labour system a worker is subjected to various problems. No company carries any of the benefits that the government claims to give to workers. Workers are most affected by this. The study concludes that an organization helps workers in many ways. But it does not go well with leather. The company can also provide facilities for only a few workers. But shutting down does not cause workers either.

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