



A STUDY ON EMPLOYEE STATUTORY & NON-STATUTORY WELFARE MEASURES IN TEXTILE INDUSTRY IN DHULE DISTRICT

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Abstract:

In India, welfare benefits for employees, whether mandated by law or offered voluntarily, are primarily accessible to those in the formal sector, constituting only about 10% of the workforce. This leaves over 90% of laborers, totaling more than 40 crore individuals, engaged in the unorganized or informal sectors, such as textiles, construction, and agriculture, often without access to these rights. This study aims to investigate the welfare measures available in textile industries within the Dhule District. Primary data was collected through a detailed questionnaire & observation distributed randomly to a representative sample of employees. Percentage analysis is employed to assess employee satisfaction with the welfare measures outlined in the Factories Act, 1948.

Keywords:- Mandate, formal, unorganized, employee satisfaction etc

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Introduction:

Human resources play a pivotal role in the growth of the textile industry, emphasizing the significance of understanding labor behavior to enhance production efficiency. Labor is the cornerstone of a nation, responsible for transforming natural resources into prosperity and contributing significantly to its development. The efficient utilization of any resource is heavily contingent on the dedication and competence of the labor force. Laborers are essential not only for operating machinery and equipment but also for assuming responsibilities and introducing innovative processes to enhance productivity and foster industrial development.

In India, the textile industry stands as a prominent unorganized sector, following agriculture, with a substantial workforce comprising temporary and casual labor. This industry demands both skilled and semi-skilled & unskilled labor. However, laborers in this sector face inherent risks to life and well-being due to job-related hazards, coupled with inadequate basic facilities and insufficient welfare provisions. Issues like safety concerns, lack of skills, substandard materials, meager wages, and communication barriers contribute to significant mental stress among laborers, adversely affecting their productivity.

Employers benefit from contented employees as they are more likely to experience reduced staff turnover and



increased productivity when their workforce exhibits high job satisfaction. Nevertheless, while some work provision requirements may be met, many laborers express dissatisfaction with their working conditions and employment benefits.

Despite existing statutory requirements and enforcement agencies, the absence of adequate welfare amenities and the need for welfare examination and empowerment of welfare examiners remain critical. Female workers often report that labor welfare benefits and schemes do not cater to their specific needs. The necessity for organizations to attract and retain valuable employees in a highly competitive labor market serves as a compelling driver for increased administrative awareness and action in implementing and managing Work-Life Balance (WLB) policies.

Female workers frequently find themselves without essential facilities, except for drinking water, typically engaged in unskilled manual labor tasks like carrying and transferring textile materials. As per the Report of the Committee on Labor Welfare established by the Government of India in 1969, labor welfare encompasses measures that promote the physical, psychological, and overall well-being of the working population.

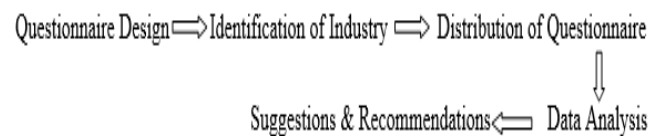
Objectives of the Study:

1. Investigate the organization's current welfare measures.
2. Assess how these welfare measures affect the health and productivity of workers.
3. Identify any disparities in the provision of existing welfare facilities.
4. Determine where deviations exist in the implementation of welfare measures compared to the statutory regulations of the Factories Act.
5. Propose appropriate remedies to address welfare issues and enhance job satisfaction and productivity.

Methodology:

The methodology followed in the project work is

formulated in the form of flow as below: -



Questionnaire Design:

The investigation involves creating a questionnaire and conducting a survey among a large number of employees in six textile firms to gather their opinions regarding the level of satisfaction with the welfare measures provided by their respective organizations. We employ a six-point Likert scale, ranging from 0 to 5, with satisfaction levels varying from highly dissatisfied to highly satisfied. The questionnaire covers various categories of welfare measures, including:

1. Statutory welfare measures
2. Non-statutory welfare measures

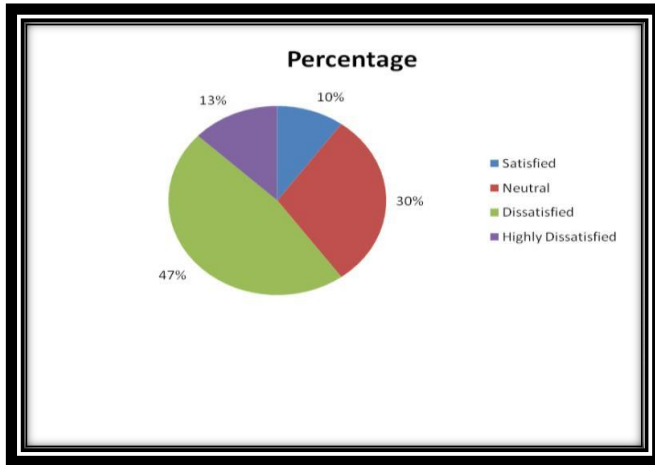
In addition to assessing the above-listed welfare measures, we also analyze their impact.

Weighted Mean Average and Percentages Method:

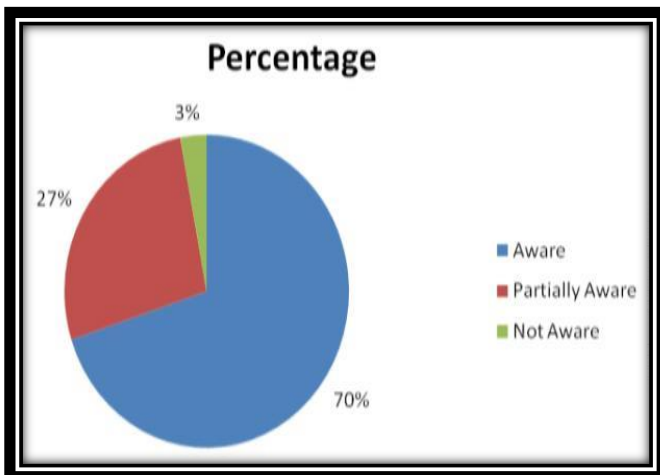
Data analysis involves determining the weighted mean average of different provisional amenities within each category of welfare measures. To facilitate interpretation, this weighted mean average is converted into a percentage score using the following formula: percentage score = (Mean score - 1) x 25. This conversion assumes that a mean score of 1 corresponds to 20 percent, 2 corresponds to 40 percent, 3 to 60 percent, 4 indicates 80 percent, and 5 denotes 100 percent.

Data Analysis and Interpretation

The welfare measures awareness among the employees is recognized from the survey and is presented in the form of chart in following figure -



It is noticeable that approximately 97% of the laborers possess a level of awareness, either full or partial, concerning the existing welfare measures. This suggests that they are adequately informed about these measures, enabling them to accurately express their satisfaction levels with the various welfare provisions presented in the survey. The overall satisfaction levels with the welfare measures within the respondents' work area are visually depicted in the chart shown in following Figure:



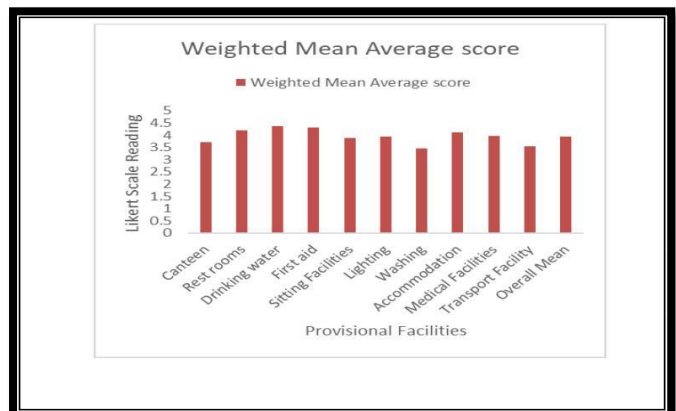
One can conclude that a mere 10% of the respondents express satisfaction with the current welfare measures available in their working area, whereas nearly 50% are dissatisfied. This underscores the need for substantial improvements in the welfare measures to enhance laborer satisfaction and create a more conducive working environment.

Statutory Welfare Measures:

Table No. 1 Statutory Welfare Measures- Satisfaction

Sr. No.	Provisional Facilities	Weighted Mean Average score	Percentage
1	Drinking water	4.42	81
2	Lighting	3.89	74
3	Accommodation	4.12	82
4	First aid	4.32	72
5	Rest rooms	4.18	79
6	Canteen	3.72	68
7	Sitting Facilities	3.79	72
8	Washing	3.56	63
9	Medical Facilities	3.96	75
10	Transport Facility	3.55	64
Overall Mean		3.95	74

It can be deduced that the satisfaction levels for restrooms, drinking water, and first aid facilities exceed 80%. Conversely, canteen, washing, and transport facilities fall within the range of 60 to 70%, while lighting, seating, medical, and accommodation facilities fall in the intermediate range of 70 to 80%. Overall, there is a satisfactory level of 74% achieved in terms of statutory welfare measures among the respondents. These fundamental amenities are crucial for alleviating job-related stress among laborers and fostering a healthy workplace environment. The relationship between the various provisional amenities and their corresponding weighted mean average scores is visually depicted in the graph shown.



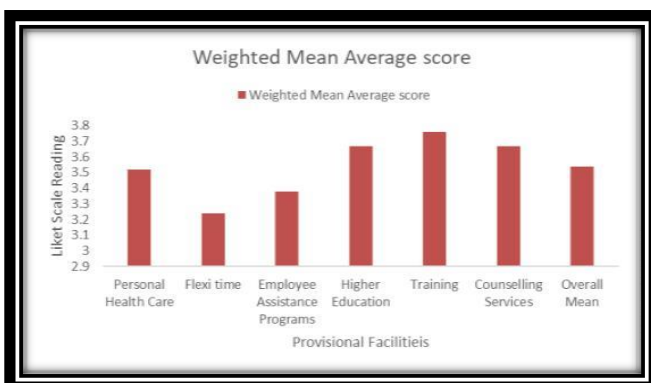


Non-Statutory Welfare Measures:

Table No. 2 Non-Statutory welfare measures- Satisfaction

Sr. No.	Provisional Facilities	Weighted Mean Average score	Percentage
1	Training	3.72	63
2	Employee Assistance Programs	3.38	60
3	Counseling	3.67	67
4	Flexibility time	3.24	56
5	Higher Education	3.71	69
6	Personal Health Care	3.52	67
Overall Mean		3.5	64

It is quite evident that the level of fulfillment among laborers with regard to all non-statutory measures is at a moderate level. Interestingly, there isn't a significant disparity in satisfaction levels across different non-statutory measures, much like what was observed with statutory welfare measures. Flexi-time provision ranks as the least satisfying non-statutory measure at 56%, while training is the highest rated, with a satisfaction percentage of 69%. Proper training conditions have the potential to enhance laborer productivity and benefit the organization. Counseling services contribute to the well-being of laborers by helping them cope with stress. With an average percentage of 64%, it is evident that improvements are needed in all these provisions to enhance laborer satisfaction. The interrelation between various non-statutory welfare measures is presented in the provided graphical representation.

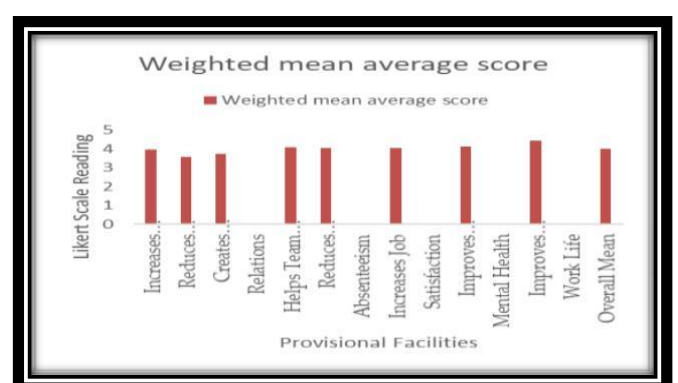


Impact of Welfare Measures:

Table No. 3 Impact of Welfare Measures

Sr. No.	Provisional Facilities	Weighted Mean Average score	Percentage
1	Increases Productivity	3.97	74
2	Reduces Wastages	5.57	64
3	Creates Industrial Relations	3.74	69
4	Helps Team Spirit	4.10	78
5	Reduces Employee Absenteeism	4.06	77
6	Increases Job Satisfaction	4.07	77
7	Improves Physical and Mental Health	4.14	79
8	Improves Quality of Work Life	4.43	86
Overall Mean		4.01	75

Based on the data presented in Table, where eight factors were assessed in the survey, it is noteworthy that laborers derive the highest satisfaction from improvements in the quality of work life, reaching a satisfaction percentage of 86%. Other favorable factors, such as productivity, team spirit, job satisfaction, and improvements in physical and mental health, fall within the range of 70 to 80%. The labor workforce believes that implementing the steps discussed earlier to enhance laborer satisfaction also positively impacts these factors, ultimately allowing the organization to achieve its goals more expeditiously. The relationship between the impact measures and their corresponding weighted mean average scores is visually depicted in the graph provided.





Results and Discussions:

Based on the conducted survey, several welfare measures have been identified that the company offers to its employees. Here are some key observations:

1. In general, the majority of employees express satisfaction with the medical facilities provided by the company.
2. Data analysis reveals that 70% of employees are familiar with the current welfare measure policies.
3. A significant portion, approximately 47% of employees, expresses dissatisfaction with the welfare facilities provided by the company.
4. More than 80% of employees acknowledge the availability of an adequate number of drinking water, restroom, and first aid facilities.
5. Training is the provision that garners the highest level of satisfaction, with 69% of employees expressing contentment
6. Improvement in the quality of work life is the most satisfying factor among laborers, with a high rating of 86%. Other positive factors such as productivity, team spirit, job satisfaction, and improvements in physical and mental health fall within the range of 70% to 80%.
7. A significant number of employees agree that labor turnover can be reduced through effective motivational techniques.

These observations highlight various aspects of the company's welfare measures and offer insights into areas that may require improvement to enhance employee satisfaction.

Conclusion: Employees express satisfaction with several facilities, including festival advances, medical services, lighting, seating arrangements, and access to drinking water. It is evident that these welfare measures play a role in reducing labor absenteeism and enhancing employee efficiency. These measures are directly linked to productivity, prompting companies to offer various welfare packages to boost employee efficiency and

productivity. It is essential to provide fair wages based on employees' contributions to the firm, coupled with job security and a safe, healthy working environment. These measures not only increase productivity but also minimize costs.

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