

Welfare Measure Provided to Employees in Dyeing Units at Tirupur

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Abstract: Tirupur cluster is estimated to be one lakh distributed to skilled, semi skilled and unskilled workers and another one lakh people are employed in activities which relate to the forward, and backward linkages within the industry such as cotton ginning, yarn, spinning, embroidery, calendaring, heat setting, compacting, printing of different types, label making, ballooning, stuttering, button making, dyeing, zip making, plastic hangers making, polythene bag making, packing and the numerous other related service activities which are increasing in number. These workers are mainly from neighboring villages and from agricultural districts that faces severe unemployment problem. The wages are settled mostly on piece rate basis, however wide wage differences exist due to variations in the nature of work and the stages of knitwear production. This study helps to know the employees' perception about their satisfaction of welfare measures provided by the management. It also studies the employees' problems and gives suitable suggestions. This study is an attempt to analyse the employees' grievance in Tirupur dyeing industry.

Keywords: welfare, leave, Drinking water, dressing room, Safety measures, Rest room

INTRODUCTION

Tirupur cluster is estimated to be one lakh distributed to skilled, semi skilled and unskilled workers and another one lakh people are employed in activities which relate to the forward, and backward linkages within the industry such as cotton ginning, yarn, spinning, embroidery, calendaring, heat setting, compacting, printing of different types, label making, ballooning, stuttering, button making, dyeing, zip making, plastic hangers making, polythene bag making, packing and the numerous other related service activities which are increasing in number. These workers are mainly from neighboring villages and from agricultural districts that faces severe unemployment problem. The wages are settled mostly on piece rate basis, however wide wage differences exist due to variations in the nature of work and the stages of knitwear production.

Employee welfare measures refers to. **adequate and appropriate** welfare facilities for your employees. These must be given except if they are irrational as far as time, cost and physical trouble. Welfare offices incorporate toilets, washing offices, rest and evolving offices, individual security courses of action (e.g., storage spaces) and refreshment. There must be a sufficient number of toilets and washing facilities so that people should not have to queue for long periods to use them.

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These ought to be independent for male and female, except if you have an extremely modest number of staff. The offices must be spotless, and furnished with bathroom tissue, cleanser, drying offices, and hot and cold running water. They should be sufficiently bright, and ventilated to the outside air. Once in a while a shower might be vital.

STATEMENT OF THE PROBLEM

Worldwide rivalry decides achievement of an association relies on the talented and proficient work power. Organizations need to draw in, hold and spur human cerebrums to meet destinations. Today people are viewed as one of each organization's benefits so they should be productively and adequately overseen. One of the devices organizations use to pull in, hold and spur its kin is welfare measures.

Tirupur dyeing industry has ever demanded and most profitable one in Tamilnadu. Tirupur industries make huge profit compare to other businesses. But in reality, the employees' economic and social status does not grow. So these industry oriented factories affected employees retention and low level of productivity. Because of unmatching employees' compensation and benefits according to the work and prize index rate, the industry facing employee retention, grievances and low level of productivity. The management has to take necessary steps to overcome the problems and improve the compensation and benefits packages of employees.

The present study is an attempt made by the researcher to study the welfare measures available to them and the welfare measures which can be provided to them by the particular sector namely the Dyeing units in Tirupur.

Title

"Employees welfare measures provided to employees in Dyeing units at Tirupur"

Scope

This study covers the analysis of employees welfare measures in dyeing units at Tirupur city. This study focus on Retirement benefits, Fringe benefits, Work place facilities, Salary, Additional income, Salary related benefits and other level of employee benefits and compensation. which find out the scope to re-structure the dyeing unit employees welfare measures.

Significance

Welfare measures are the better ways and means to enhance the employees and to ensure their work culture in the organization. The workforce in Indian context is mostly of traditional in nature and has no training towards alternative sources of employment and these workforces have to depend on what they know than on what they want. The industrial base employment is an attraction after industrialization and has been very slow, over the time it has picked up due to slow down in agricultural operations and growth in the population. The emergence of secondary sectors like mining, housing, construction and textiles oriented towards trade and commerce have been the alternative employment employing the unskilled or semi skilled labour force. One such is the dyeing industry more attached to weaving and garmenting. There were more than 1000 dyeing units in Tirupur area and due to environmental issues some of these units closed and today there are 730 units functioning and these units employ unskilled labour forces who are toil for their livelihood. Thus an attempt is made by the researcher to study and understand the employee benefits and compensation available to these employees in dyeing units operating in Tirupur.

Objectives

1. To Analysis the welfare measures provided in dyeing units at Tirupur.
2. To find-out work place facilities provided by industries at Tirupur.
3. To know the level of satisfaction of the employees with the benefits provided by the management of industries at Tirupur.

RESEARCH DESIGN

Nature of the study is survey method. The researcher has preferred ten (10) units for the study. From these ten units, the sample size is selected based on the proportionate random sampling design which is used to collect data. The size of the study is 535. To frame the tools, the researcher had a discussion with academician, experts and professionals of dyeing units and along with reviews of the related literature decided the dimensions of employees' benefits and compensations. Variables used in the study are socio demographic profile and dimensions of Retirement benefits, Fringe benefits, Work place facilities, Salary, Additional income, Salary related benefits and other benefits. Statistical techniques used in the study

mean, standard deviation, chi-square, one way ANOVA, t test , F test, KARL Pearson Co-efficient Correlation test, Mann-Whitney and Kruskal Wallis test.

Period

The entire research study went for three years and the study is about the employee's benefits and compensation in dyeing units at Tirupur city (2018 to 2019).

Sampling procedures

There are ten (10) units selected for the study. From these ten units, the sample size is selected based on the proportionate random sampling method. Here the following table reveals that the sample size to be proportionate.

Table 1: Proportionate random sampling

S. No	Name of the company	Total Men	Total Women	Total	Sample Men	Sample Women	Total Sample
1.	Victus dyeing	180	10	190	54	3	57
2.	All win textile processing mills	150	-	150	45	-	45
3.	Parvathi Dyeing	160	10	170	48	3	51
4.	Sai Textile Processors	170	24	194	51	7	58
5.	Sri Valli Textiles	135	5	140	40	2	42
6.	KPM Textile processing Mills	260	20	280	78	6	84
7.	Sri Lakshmi Textile processors	200	20	220	60	6	66
8.	Jeyavishnu textiles	190	50	240	57	15	72
9.	MS Dyeing	70	10	80	21	3	24
10.	Divya colours	105	15	120	31	5	36
	Total	1620	164	1784	485	50	535

The sample size of the present study is 535, which is selected by using proportionate random sampling. The proportion can be displayed in the above table.

Hypotheses

- There is no significant association between age of the respondents and their overall benefits and compensation
- There is no significant difference between gender of the respondents and their overall benefits and compensation
- There is no significant difference between marital status of the respondents and their overall benefits and compensation
- There is no significant difference between educational qualification of the respondents and their overall benefits and compensation

LIMITATIONS

Some of the difficulties encountered by the researcher are

- ❖ Finding the required respondents during their working hours is difficult owing to the availing of personal leave by them.
- ❖ Contacting respondents, getting them free from work and motivating them to answer the questionnaires took more time
- ❖ Results arriving from interpretation of data may not be applicable to other industries
- ❖ Cent percent generalization from the data may not be advisable.

Hence the above mentioned difficulties were sportively faced by the researcher.

Analysis and interpretation

Table 2: Opinion of respondents about work place facilities

Work place Facilities	Highly Satisfied	dissatisfy	No opinion	Satisfy	Highly Satisfy
Ventilation	77(4.4%)	44(8.2%)	80(15%)	176(32.9)	158(29.5%)
Drinking water Facilities are good	35(6.5%)	72(3.5%)	101(18.9%)	144(26.9%)	183(34.2%)
Locker dress changing room is good condition	103(19.3%)	123(23%)	93(17.4%)	109(20.4%)	107(20%)
Safety measure and equipment are good	59(11%)	81(15.1%)	126(23.6%)	146(23%)	123(23%)
Toilet, rest room facilities are good	61(11.4%)	112(20.9%)	115(21.5%)	123(23%)	124(23.2%)
Dining room facilities are appreciable	74(13.8%)	89(16.6%)	108(20.2%)	123(23%)	141(26.4%)

The above table Displays that respondent's opinion about work place facilities. The first statement express that 32.9 % of the respondents were satisfied and 29.5 % of the respondents were highly satisfied

The second statement show that 34.2 % of the respondents were highly satisfied and 26.9 % of the respondent were satisfied the statement that drinking water facilities were good 18.9 % of the respondent were expressing no opinion about the statement. It is concluded that majority (61.1%) of the respondent satisfied the statement that drinking water facilities were good.

The third statement portray that 23 percent of the respondents were satisfied the locker dress changing room is good condition 20.4% of the respondents were satisfied and 20 % of the respondents were highly satisfied

The forth statement displays that 27.3 % of the respondents were satisfied and 23% of the respondents were highly satisfied the statement that safety measure and equipment were good.

The fifth Statement explains that 23.2 % of the respondents were highly satisfied and 23 % of the respondent were satisfied the statement that toilet, rest room facilities were good.

The sixth statement shows that 26.4 % were highly satisfied and 23 % of the respondents were satisfied the Statement that Dining room facilities were appreciable

Table 3: Opinion about salary related benefits

Work place Facilities	Highly satisfied	dissatisfy	No opinion	Satisfy	Highly Satisfy
House rent allowance	63(11.8%)	85(15.9%)	93(17.4%)	121(22.6%)	173(32.3%)
Dearness allowance	86(16.1%)	93(17.4%)	105(19.6%)	113(21.1%)	138(25.8%)
Medical allowance	93(17.4%)	89(16.6%)	103(19.3%)	120(24.3%)	130(25.4%)
Provident fund	76(14.2%)	98(18.3%)	113(21.1%)	112(20.9%)	136(25.4%)
Advance provided by the management	84(15.7%)	62(11.6%)	90(16.8%)	143(26.7%)	156(29.2%)

The above table shows that the first measurement 32.3% of the respondent were highly satisfied and 22.6% of the respondent were satisfied the statement that house rent allowances were satisfied.

The second statement show that 25.8 % of the respondents were highly satisfied and 21.1 % of the respondents were satisfied the statement that Dearness allowance is very satisfied. 19.6 % of the respondent was expressing no opinion about the statement. It is concluded that majority (46.9%) of the respondent satisfied the statement that Dearness allowance is very satisfied.

The third statement portray that 24.3% of the respondents were highly satisfied and 24.3 % of the respondent were satisfied the statement that medical allowance provided by the management were good.

The fourth statement displays that 25.4 % of the respondents were highly satisfied and 21.1% of the respondents were expressing no opinion about the statement that provident fund contribution if satisfied.

The fifth Statement explains that 29.2 % of the respondents were highly satisfied and 26.7 % of the respondent were satisfied the statement that Advance provided by the management were satisfied

FINDINGS

- Majority (62.4 per cent) of the respondents have satisfied with the Safety measure and equipments.
- Majority (46.2 per cent) of the respondents have satisfied with the Toilet and Rest room facilities.
- Majority (49.4 per cent) of the respondents have satisfied with the dining room facilities.
- Maximum(54.9%) of the respondents are satisfied the statement that house rent allowance are satisfied
- Maximum (46.9%) of the respondents are satisfied the statement that dearness allowance is very satisfied
- Maximum (48.6%) of the respondent are satisfied the statement that medical allowances provided by the management are very good
- Maximum (46.3 per cent) of the respondents have satisfied with the Ventilation facilities.
- Majority (61.1 per cent) of the respondents have satisfied with the drinking water facilities.
- Majority (50.6 per %) of the respondents are satisfied the statement that provide fund contribution is satisfied
- Maximum (55.9%) of the respondents are satisfied the statement that advances provided by the management are satisfied

SUGGESTIONS

The present day employees and young aspirants are aware of the retirement benefits. The findings of the study reveal that nearly half percentage of employees not satisfied about the retirement benefits. Retirement benefits are essential ingredients of the overall goodwill of the organization. It also affects employee retention and absenteeism. So that the researcher suggests the organization and its management to take necessary steps to improve the management contribution to the retirement benefits. So the management takes necessary steps to improve the facilities of the fringe benefits.

CONCLUSION

One of the most significant segments of maintaining an effective business is keeping workers upbeat and giving them enough motivating force to boost their efficiency. While there are various approaches to achieve this, offering workers benefits that go past the lawful prerequisites will in general be viable. Representative benefits enable organizations to enlist and hold top-ability workers, add to a positive organization culture, and make workers solid and cheerful.

This study helps to know the employees' perception about their satisfaction of welfare measures provided by the management. It also studies the employees' problems and gives suitable suggestions. This study is an attempt to analyse the employees' grievance in Tirupur dyeing industry.

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