



## A Study of Management of Workers' Safety Labour Welfare practices in Private Enterprises in Mandideep

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**ABSTRACT:** India, being a well being place follows the viewpoint of socialistic model of culture, so that it is crucial to have proficient workforce, enjoying a logical standard of living with sufficient amenities and provisions for the happiness of personnel's. For this, qualified implementation of labour interests' measures is important. In the financial expansion of a nation, businesses play an important responsibility. Industries comprise the backbone of any financial system of the country and the success of any country is directly related to its industrial prosperity and their sensible deployment.

**Keywords:** Medium scale Industry, welfare measures, statutory, employee, facilities.

### I. INTRODUCTION

Workforce is one of the largest part crucial elements of success, competence and value of an organization. Labour is not only the prosperity of a business but also a way of influence prosperity, that build up capital, explore unnamed natural resources, build social, political and economic organization to carry-forward the national growth. Labour is the main cause in the field of manufacture, survive and affluence of the industry and deserve due gratitude. Hence the security of the labourer's interests has become mandatory for the administration and the owner of the organizations as well. The directive philosophy of government policy, highlighted in the constitution have guidelines aimed at physical, societal and ethical improvement of workers; Article 43 provides provisions for a living earnings, environment of work guarantee a well-mannered standard of life, full enjoyment of freedom, community and artistic opportunities. Labour happiness is the answer to friendly employer-employee relations. In array to boost labour welfare, company offer additional encouragement in the form of labour wellbeing design and to make it promising to put into practice workers to agree to mechanization.

As per the definition given by International Labor Organization, "workers welfare is a term which is implicit such services, amenities and services which can be establish inside the location of an challenge to facilitate the personnel in employment in them to take out their print in strong pleasant to correct healthy and elevated self-esteem" [1]. Employee welfare state as difficult task to form life, worth living for workmen. Happiness helps to keep the self-esteem and encouragement of the workers high thus on keep hold of the workers meant for unlimited period. The labor welfare plans can be categorized into two classes viz. legitimate and non-constitutional welfare plans. The legal plans are those plans that are mandatory to provide by an organization as consistence to the laws administering specialist wellbeing and security, these includes: canteen facilities, drinkable, correct and sufficient lighting, facilities for sitting, changing rooms, tending appliances, latrines and urinals, laundry places, spittoons and rest rooms. Non lawful welfare plans might comprise individual medicinal services, flexible work timings, laborer help programs, mediclaim protection etc. The non-constitutional plans may differ from company to company. Welfare and security are the measures of advancing the efficiency of individual. Employee satisfaction includes measures to support staff to stay within the organization for the most amount of time [2].

## II. OBJECTIVES OF THE STUDY

1. To get an idea about the notion of labour welfare and its measures in private organizations.
2. To analyze and infer about the welfare procedures in the sample study.
3. To recommend suggestion to make stronger, the welfare measures at medium scale industry.

## III. REVIEW OF LITERATURE

Sailesh Sindhu (2012) felt that, employee welfare procedures amplify the effectiveness of organization and encourage well-built industrial relationships thereby maintaining industrial synchronization. Organizations offer welfare facilities to their employees to keep their inspiration levels elevated. Business houses supply many such legal and non-statutory things and guiding principle to preserve satisfactory altitude of their employee [3].

P.K. Padhi (2007) stated that, the term welfare suggest the state of happiness and involve uprightness of the human being. It is a required condition of survival. Sufficient levels of earnings, safe and humanitarian conditions of work and access to some social security benefits are the key qualitative dimensions of employment which enhance excellence of life of workers and their productivity [4].

McIntosh, M. and Gough, (1998) argues that safety and health in the workplace have become an integral component to the viability of business for employers, labour unions, governments, and environmentalists [5].

Benner, L. (1975) Criteria for entries on such a general process chart would depend on its use; reference 19 describes possible use for development of countermeasure strategies [6].

Hallowes and Butler (2003) state that in South Africa agriculture and industry were virtually unaffected by environmental regulation as the actual basis of colonial and apartheid policies continued unabated [7].

National Institute for Occupational Safety and Health (2012) fall is a common cause of occupational injuries and fatalities, especially in construction, extraction, transportation, healthcare, and building cleaning and maintenance [8].

Grover Chris (2003) has explored the aim of new labour's welfare reform programme to reconstitute the reserve army of labour so that it is able to fulfill its role in managing economic stability. The emphasis is upon ensuring that labour is as cheap as possible for capital to employ through various direct and indirect wage subsidies and requiring more benefit dependent groups to compete for paid employment [9].

## IV. RESEARCH METHODOLOGY

The rationale of the study is to gauge the employee thoughts regarding the happiness procedures offer in the sample part. To the precise purpose of the study the data has been composed through primary data; questionnaire method has been followed. During the last couple of years, there has been a significant increase in the number of studies of small enterprises, but the research community is scattered between many different disciplines and institutions. There is a lack of evaluation of intervention studies, both in terms of effect and practical applicability.

## V. EMPLOYEE STATUTORY WELFARE MEASURES

**Hygiene:** The reasons of hygiene are health, beauty, absence of disagreeable and bitter smell and to avoid the mishap at the workplace. Clean work environment influence up the willingness of employees to work meticulously at the place of work. Hygiene at the place of work should be maintained by painting and white wash of walls, ceiling, duct and stairway regularly in definite durations.

**Disposal of wastes:** Organizations in the industry should take care of proper way of disposing waste and effluents in order to prevent sickness in and around the place of work but also to retain the consistency of work situation. Waste treatments and state government rules must be followed at the place of work.

**Ventilation and temperature:** Sufficient ventilation by the flow of fresh air, and proper temperature shall be maintained in order to secure comfort of employees /workers.

**Drinking water:** In every industry sufficient provisions of good drinking water shall be provided at the workplace for male and female employees. Provisions shall be made for cooling drinking water during warm weather by effective means.

**Canteen Facility:** Canteen is the place where the employees can have their refreshments during lunch/ break time. In case of more than 250 employees, the requirements of clean, clean place in mines having more number of workers it will be take care of as one of the significant essential wellbeing measure.

**First aid:** First-aid facilities shall be readily available and accessible at the workplace, if workers met with any disaster or wound. The box shall contain prescribed number of things in it and label should be there over the box.

**Lighting:** It's the accountability of company to give adequate light at the place of work so that insufficient or excessive light should not have strain over the eyes of the workers. To a great extent, provisions for natural lights shall be there at the operational area, at the same time glazed windows shall be there and routine cleaning should be there.

**Latrines and urinals:** Separate and enough number of latrines and urinals shall be grant to the labor force by the company. The clean-up should be done in correct and efficient method.

**Sitting Facilities:** In every industrial unit proper provisions for meeting and seating shall be provided at the work area.

## VI. RESEARCH DESIGN

The study is of explanatory in nature. The sample was chosen from Industries located in Mandideep Industrial Area. For the present study random 10 manufacturing units were selected. The sample size was 50. Survey method was used to get the data from the respondents. In order to fulfill the objectives and to get the data primary and secondary sources were used. Percentage Analysis method was used to analyze and interpret results and achieves research objectives.

## VII. LIMITATIONS OF THE STUDY

The study is limited to only some of the medium scale Industries located in Mandideep Industrial Area. Time factor is also one of the limitations to the study.

**Table 1: Analysis and Interpretations.**

S. No.	Labour Welfare facilities	Yes (Number)	(%)	No (number)	(%)
1.	Cleanliness	24	48	26	52
2.	Sitting Facilities	18	36	32	64
3.	First aid	36	72	14	28
4.	Drinking water	42	84	8	16
5.	Lighting	29	58	21	42
6.	Safety measures	32	64	18	36
7.	Latrines and urinal	41	82	9	18

## VIII. FINDINGS

It is observed from above table that 52 % respondents from medium scale industries are having improper cleanliness facilities at their workplace. 36% agreed that they are getting sufficient sitting facility at their place of work. 72% from the respondents acknowledge that provisions of first aid facilities are provided by the employer to the employees. Majority i.e. 84% respondents are satisfied with the drinking water facility provided at the workplace. The above table also states that ample provisions of lighting are made available at the working area (58%). From the analysis it is been accomplished that 64% respondent feels that satisfactory safety stipulation are provided at the working area. 82% opined that pertinent latrines and urinal facilities are available at the workplace.

## IX. SUGGESTIONS

- ❖ The management may convert satisfaction level of employees from satisfactory to highly satisfactory.
- ❖ Cleanliness and sitting facilities at the workplace shall be enhanced as its indirect motivational factor as well as its related to personal and industrial hygiene.
- ❖ Sufficient safety equipments and provisions shall be made available to maintain industrial peace and harmony
- ❖ The human resources like to have suitable, clean and adequate latrines and urinals at the workplace.

## X. CONCLUSION

The objective of this paper is to study various wellbeing measures in private industries in Mandideep. The study was conducted to have an idea about the notion of safety and welfare measures provided at the place of work and to examine and understand the welfare measures. The end result of the study may help the business to develop successful safety measures and to develop welfare amenities at the workplace.

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