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### **CONTACT**

Coordinator

UGC UPE Focus Area-II

Vijnana Bhavan, Manasagangotri

University of Mysore

Mysuru- 570 006

India

mail : journal.msjournal@gmail.com

Websites :

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## 2) DOWRY HARASSMENT AND BRIDE BURNING:

The demand of dowry by the husband and his family and then killing of the bride because of not bringing enough dowry to the in-laws has become a very common crime these days. In spite of the Dowry prohibition Act passed by the government, which has made dowry demands in wedding illegal, the dowry incidents are increasing day by day. According to survey, around 5000 women die each year due to dowry deaths and at least a dozen die each day in 'kitchen fires'.

## 3) RAPE:

Young girls in India often are the victims of rape. Almost 255 of rapes are of girls under 16 years of age. The law against rape is unchanged from 120 years. In rape cases, it is very torturing that the victim has to prove that she has been raped. The victim finds it difficult to undergo medical examination immediately after the trauma of assault. Besides this, the family too is reluctant to bring in prosecution due to family prestige and hard police procedures.

## 4) DOMESTIC VIOLENCE:

Wife beating, abuse by alcoholic husbands are the violence done against women which are never publicly acknowledged. The cause is mainly the man demanding the hard earned money of the wife for his drinking. But an Indian woman always tries to conceal it as they are ashamed of talking about it. Interference of in-laws and extra marital affairs of the husbands are the another cause of such violence. The pity women are unwilling to go to court because of lack of alternative support system.

Thus, all these violence done against women raises the question mark that how these special rights being given to women are helping them? What are the benefits of framing such laws for the women? Are they really helping them? Will the women really be given an equal status to men one day? All these questions are still unanswered. There is still long way to go to answer such questions

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## INFLUENCE OF LABOUR WELFARE MEASURES AND SOCIAL SECURITY BENEFITSON SOCIO-ECONOMIC CONDITIONS OF THE EMPLOYEES : A COMPARATIVE STUDY OF SELECTED PUBLIC AND PRIVATE SECTOR INDUSTRIAL UNITS IN BANGALORE, KARNATAKA

Venkatesha Murthy S

### Abstract

*Labour welfare refers to amenities, services, and facilities provided to the employees by employer that improve their working conditions as well as their standards of living. Social security envisages that the employees shall be protected against all types of social risks that*

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*may cause undue hardships to them. Labour Welfare and Social Security activities help to induce a healthy outlook in the employees, which guides them to put forth their efforts and conduct. These facilitate attractive spell of the job, improve morale of the employees, with their loyalty and eventually improve their efficiency. These have got tremendous significance with public sector, private sector and multinational corporate.*

*Labour Welfare Measures and Social Security Benefits require honest and open approach that money and conducive environment given to employees will never go waste. These should be regarded as a wise investment which should and usually does bring a profitable return in the form of greater efficiency. The productivity of labour is an essential condition for the prosperity of an enterprise and the well-being of the employees and their families. All the efforts made in the direction of labour welfare and social security may improve their Quality of Work Life (QWL). The author made an attempt to project the task of influential factors of socio-economic aspects towards the employees on labour welfare measures and social security benefits with special emphasis on comparative analysis between the selected public and private sector industrial units.*

**Key Words:** Labour Welfare Measures, Social Security Benefits, Socio-Economic Conditions, Quality of Work Life, Public and Private Sector Industrial Units

**Author;** Venkatesha Murthy S, Associate Professor & Head, Department of Social Work, SJR College of Science, Arts & Commerce, Bengaluru-560009. E- mail:svmurthy@gmail.com

### **Introduction**

Labour Welfare Measures and Social Security measures may naturally influence the sentiments of the workers, when they feel that both the employer and the Government are interested in their welfare and happiness, their tendency to grouse and grumble disappear. They are concerned about their issues and are taking up needed welfare and other measures. This may develop healthy employer and employee relations with industrial peace which may in a way leads for the development of the industrial economy. (Minakshi Garg and Pardeep Jain, 2013)

It is imperative that various agencies are interested in the socio-economic well-being of numerous and economically important classes of workers. Broadly speaking, welfare refers to the measures undertaken by the state, employers and associations of workers for the promotion of workers standard of living and also the promotion of their economic and social well-being. Provision for welfare facilities instils a sense of loyalty among workers and helps to improve productivity and efficiency of the enterprise. It is a fact that the provision of social security benefits is a kind of wise investment that offers good social dividends in the long run (Rathod Atish, 2014).

Generally, the organisations having realised the importance of welfare measures and social security benefits introduce several schemes for its workers. For instance, the organisations provide statutory welfare facilities like drinking water, conservancy, medical appliances, canteen, rest shelters, crèches etc. It also provides various non-statutory welfare facilities such as medical, education, recreation, housing/quarters, consumer cooperative stores, consumer co-operative credit society etc. Further, it provides social security measures like provident fund, gratuity, pension, dependent employment etc. In short, due to the welfare and social security measures provided by the company, its employees have been working with involvement and commitment.

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## Socio-Economic Framework of Labour Welfare and Social Security

Welfare programs and social security benefits assume special significance in a country like India, where poverty among workers pervades and where individually a worker is generally not in a position to look after his welfare. Social advantage of labour welfare is by no means less important than economic ones. The provision of canteen, where balanced diet is available at subsidized rates, improves workers health, entertainment's tend to reduce the incidence of vices; medical aid and maternity benefits improve the health of workers and bring down the rates of general, maternal and infant mortality and likewise educational facilities broaden their outlook and improve mental health.

This is because; the provision of welfare facilities improves the standard of living of workers. At the same time, employees can easily adjust to the environment. It is a known fact that many problems, which arise in the area of industrial relations, are due to lack of adequate welfare facilities. If care is being taken by the entrepreneur and the relevant authorities for their welfare, they will be satisfied and their productivity may increase.

The social importance of social security systems for society is now widely accepted. However, there is less unanimity regarding the economic importance of social security systems. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. Labour welfare and social security are parts of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources.

Welfare activities may naturally influence the sentiments of the workers, when they feel that both the employer and the Government are interested in their welfare and happiness, their tendency to grouse and grumble disappear. They are concerned about their issues and are taking up needed welfare and other measures. This may develop healthy employer and employee relations with industrial peace which may in a way leads for the development of the industrial economy. (Minakshi Garg and Pardeep Jain, 2013).

### Review of Literature

The literature has been scientifically reviewed for conducting meaningful research. A good number of researchers have conducted studies on Labour Welfare and Social Security measures in India and abroad. All these studies have examined various labour welfare and social security measures taken for industrial workers to improve their working and living conditions. A few among the reviews are listed as below:

**Patro (2015)** in a comparative analysis of welfare measures in public and private sector found that an employees' welfare facility is the key dimension to smooth employer-employee relationship. These welfare facilities improve the employees' morale and loyalty towards the management thereby increasing their happiness, satisfaction and performance.

A satisfied employee is the key ingredient for progress of every organisation and the concept of employee welfare was and will always a part of organisational efficiency. These facilities may either be voluntarily provided by the progressive and enlightened employers at their will as a social responsibility towards employee, or laws may compel them to make provision for these facilities by the government

and the trade unions. Employees have always been an integral part of an organisation. (Venkata Rao, Chandra Sekhar Patro, P. Madhu Kishore Raghunath, K, 2015)

**Rama Satyanarayan and Jayaprakash Reddy (2012)** studied the overall satisfaction levels of employees about welfare measures in the organization cover under study is satisfactory. However, a few were not satisfied with welfare measures provided by the organization. They suggested that the existing welfare measures may be improved further. The purpose of providing welfare facilities is to make their work life better and also to raise their standard of living.

**Swapna, P and Samuyelu, N (2011)** have opined that Welfare facilities and social security schemes are important for the worker. If given in adequate measure, these improve the conditions of work and also enable a worker to face certain risks in life which he alone can't provide for. This assurance makes him more satisfied and more efficient.

**Ravindra K.B (2013)** was of the view that Labour welfare and Social Security carries lot of significance in Public Sector and Private Sector. The author believes that labour welfare activities may impact not only on the work performed but also the overall satisfaction of the employees. Hence, the author was of the view that labour welfare measures implemented in letter and spirit may not go waste.

### **Importance of the Study**

In view of the widespread variations in regard to economic and social conditions of employees, it is necessary to conduct a micro level study so as to analyze labour welfare practices and social security benefits being implemented and their contribution in building up healthy industrial relations. Hence, to build out facts, as to how far the facilities are extended and how far it has benefited the employees needs an in-depth study to evolve suitable policies and to take care of changing needs and aspirations of labour community.

### **Research Methodology**

Suitable methodological approach has been adopted for the purpose of the study as mentioned under;

### **Research Design**

The Researcher has chosen descriptive research design containing the detailed information helps in narrating the study through appropriate research tools and techniques. The reason for descriptive research design is due to the topic requires theoretical approach. Here the Descriptive Research was conducted to find out the information about the factor and to spotlight the areas that need the management's attention in pursuit of comparative analysis of public and private sector units related to the topic of the study.

### **Objectives**

1. *To examine the socio-economic conditions of the sample respondent employees of selected industrial units.*
2. *To study the awareness and satisfaction levels of the sample respondents on welfare measures and social security benefits.*



3. *To examine the impact of labour welfare measures and social security benefits on the level of satisfaction of different categories of the sample respondents.*
4. *To identify the gaps and suggest suitable measures in the light of empirical results pertaining to labour welfare measures and social security benefits under the study.*

### **Hypothesis**

Assuming that the select Public and Private sector units are being provided with the necessary welfare practices and social security benefits. The socio-economic factors will definitely influence on the perceptions, practices and aspirations of the respondents will make the difference in promoting the welfare of the employees. These need to be tested the proposition by determining the validity.

1. Socio-Economic Conditions of the respondents will have a lot of influence on implementation and utilization of the welfare measures and social security benefits.
2. There is no difference in the opinions of different categories of employees with a view on comparative analysis of the two selected organisations with regard to the provision of welfare measures and social security benefits which in turn impact on socio-economic factors.

### **Sampling and Sample Size**

A stratified random sampling followed for the study. The sample was taken on the basis of sub sample of the universe taken for the study. Thus, 20 from management, 52 from Executives/Supervisors and the remaining 178 from employees out of 250 respondents were selected based on the number of workers employed. About 10% of the sample size of the respondents was taken for the study. However, it was modified based on the logistical and statistical information collected in the pilot study.

### **Sources of Data:**

The required data were collected both from primary and secondary sources. The primary data was collected by supplying questionnaires to the respondent employees. The Questionnaire was designed in such a way that it covers all the aspects of the problem under the study apart from the identification and general information about the respondents.

### **Tools used for Questionnaire**

The research tools like observation and interview methods were applied. Suitable tools and techniques were used to collect the necessary data from the manufacturing units. A comprehensive structured Questionnaires/Schedules were drafted (250) covering all the aspects of labour welfare practices including the socio economic background of the respondents which were felt necessary for the study.

### **Analysis and Tools/Statistical Techniques used:**

The data collected was coded and entered into SPSS package and processed and then cross tables were prepared in tune with objectives of the study for better comparison and also to calculate the averages and percentages. In order to analyze the data scientifically and systematically, tabulated data was subjected to statistical treatment, simple mathematical and statistical techniques.

### ***Scope and Limitations of the Study:***

The scope of the present study is wide because it covers almost all the components of labour welfare and social security measures. The study addresses the issues of labour welfare measures and social security benefits both in public and private sectors. However, a few limitations are part and parcel of any study, and the present study is no exception which includes time constraints, limited size, no universal application, etc. Due to the constraints of time, finance and man power resources at the disposal of an individual researcher, the present study is restricted to cover only two industrial units representing both the public and private sectors i.e., BEML and LTCEL.

Employees were hard pressed for time in view of the job demands, and rigorous work schedules and other domestic chores. Hence, the researcher has to persuade them to fill the questionnaire and also spare their leisure time for Focussed Group Discussions (FGDs) and personal face to face interviews. The widespread variations with regard to physical, economic and social conditions pertaining to different types of industries, suggest the need to conduct more number of micro level studies concerning this aspect. The paucity of empirical studies on labour welfare and social security especially in a comparative way needs no emphasis.

#### **Brief Profile of Bharat Earth Movers Limited (BEML)**

Bharat Earth Movers Limited (BEML) was established in May 1964 as a Public Sector Undertaking for manufacture of Rail Coaches & Spare Parts and Mining Equipment at its Bangalore Complex. The Company has partially disinvested and presently Government of India owns 54 percent of total equity and rest 46 percent is held by Public, Financial Institutions, Foreign Institutional Investors, Banks and Employees. The Company has nine manufacturing units located at Bangalore, Kolar Gold Fields (KGF), Mysore and Palakkad & a subsidiary steel foundry functioning in Tarikere, Chikmagalur

#### **LTCEL-Construction Equipment Limited (LTCEL), Bangalore**

LTCEL-Construction Equipment Limited (LTCEL) is situated in North of Bangalore on the national highway connecting Bangalore and Hyderabad in a town called Byatarayanapura, 11 kms away from the city. It is also known as the factory with "BEER BOTTLE" walls. It started in 1975 by Larsen & Toubro group to manufacture hydraulic excavators. On 1<sup>st</sup> Feb 1998 it entered into a joint venture with 50:50 equity participation from LTCEL and Komatsu Asia Pacific Pte, Singapore, a wholly owned subsidiary of Komatsu Limited Japan. LTCEL – Bangalore Works is the largest manufacturer of hydraulic excavators and high-pressure hydraulic systems and components.

#### **Analysis and Discussion**

The socio-economic characteristics of the respondents under study have been analyzed with reference to social variable such as service, age, education, type of house, status of house, number of literate members, etc. The economic variable such as primary and secondary occupations, land holdings income from primary and secondary reception, total income, expenditure and savings etc. an attempt has been made to examine the socio-economic background of the sample of 250 respondents selected for the study comprise of the two organizations. The socio-economic characteristics of these sample respondents have been analyzed in comparative nature with reference to the employees working in various sections of BEML and LTCEL Equipment Limited.

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Age(in Yrs.)	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
20-30	02 (20.0)	13 (52.0)	19 (21.1)	34 (27.2)	1 (4.2)	06 (22.2)	02 (2.7)	09 (7.2)	3 (8.8)	19 (36.5)	21 (12.8)	43 (17.2)
31-40	0 (00)	05 (20.0)	09 (10.0)	14 (11.2)	1 (4.2)	0 (0.0)	12 (16.2)	13 (1.04)	1 (2.9)	5 (9.6)	21 (12.8)	27 (10.8)
41-50	05 (50.0)	03 (12.0)	14 (15.6)	22 (17.6)	14 (58.3)	17 (63.0)	54 (73.0)	85 (68.0)	19 (55.9)	20 (38.5)	68 (41.5)	107 (42.8)
51 and Above	03 (30.0)	04 (16.0)	48 (53.3)	55 (44.0)	08 (33.3)	04 (14.8)	06 (8.1)	18 (14.4)	11 (32.4)	8 (15.4)	54 (32.9)	73 (29.2)
<b>Total</b>	<b>10 (100.0)</b>	<b>25 (100.0)</b>	<b>90 (100.0)</b>	<b>125 (100.0)</b>	<b>24 (100.0)</b>	<b>27 (100.0)</b>	<b>74 (100.0)</b>	<b>125 (100.0)</b>	<b>34 (100.0)</b>	<b>52 (100.0)</b>	<b>164 (100.0)</b>	<b>250 (100.0)</b>

Source: Field Data

Note: Figures in Parenthesis indicates Percentages to Total

  
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Categorically, as many as 50 per cent of the respondents Managers belong to 41-50 years age group and as many as 52 per cent of executives/supervisors belongs to the age group of less than 30 years a highly productive group and about 53 per cent of them were employees belong to 51-60 years who possess a rich experience belonging to BEML. However, as many as 58 per cent of the respondents of the managers and 63 per cent of the executives/supervisors were in the age group of 41-50 years respectively having a combination of productive age and experienced one, a good number of them were in the age group of 41-50 years of executives/ supervisors and a prepondering majority of the respondents (73%) belong to employees at LTCEL.

**Table No.2: Distribution of the Respondents according to Highest Educational Qualification (as below)**

In all, about 27 and 15 per cent of the respondents have done their ITI and Diploma courses to meet the technical qualification requirements. However, most of them belong to employee category of the total sample of 47 per cent of managers, 52 per cent of the executives and 24 per cent of the employees had graduation as their education. It is important to mention that none of the respondents are illiterates as the selected units need only literate employees. Majority of the respondents possess graduation and technical qualification and also some of them are from management side. As a result, the respondents may have knowledge on various provisions of labour welfare and social security.

**Table No. 3: Status of House of the Sample Respondents (as below)**

It can be observed from the analysis that majority of the respondents i.e., 69 per cent have reported that they own house on which they have ownership, while only around 22 per cent of the respondents have been residing in rented houses. The percentage of the respondents who possess own houses are found in the category of managers i.e., 77 per cent while around three-fifths of executives and around 71 per cent from the employee categories possess own houses. The remaining respondents have been living in rented houses.

In the comparative analysis of the two selected organizations, the respondents pertaining to BEML with 90, 56 and 57 per cent of the managers, executives and employees respectively have their own houses. Contrary to this LTCELS sample respondents 71, 63 and 88 per cent of the said sample respondents. However, the total respondents of 26 per cent of BEML are living in rented houses when compare to 18 per cent of the LTCEL respondents.

**Table No.4: Nature of the Job held by the Respondents (as below)**

Majority of the respondents from all the categories of BEML unit states that 66 per cent with that of 77 per cent of the respondents belong to skilled in case of LTCEL. Further two-thirds belong to skilled to mention the in-depth analysis, 70 per cent of the managers, 64 per cent of the executives/supervisors and 67 per cent of the employees are working as skilled against 67, 63, and 85 per cent of the LTCEL percent of the respondents managers, executives and employee category respectively from the skilled category.

It is important to note that none of the respondents belongs to unskilled category and a very less percent of them belong to semi-skilled category. This is due to the fact that these units' needs experienced and skillful man power for planned development of the respective organizations. However, there is a slight variation in terms of skilled and highly skilled category employees. BEML dominates over LTCEL with regard to highly skilled and LTCEL leads over BEML in the category of skilled. This is mainly because of the BEML is older than LTCEL and the employees are more experienced than the LTCEL which may influence the performance of the said units.

Table No. 2 :

Education	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
Secondary (8-10)	0(0.0)	1(4.0)	5(5.6)	6(4.8)	1(4.2)	0(0.0)	3(5.1)	4(3.2)	1(2.9)	1(1.9)	8(4.9)	10(4.0)
PUC	0(0.0)	0(0.0)	4(4.4)	4(3.2)	3(12.5)	1(3.7)	1(1.4)	5(4.0)	3(8.8)	1(1.9)	5(3.0)	9(3.6)
ITI	0(0.0)	0(0.0)	47(52.2)	47(37.6)	2(8.3)	0(0.0)	18(24.3)	20(16.0)	2(5.9)	0(0.0)	65(39.6)	67(26.8)
Diploma	0(0.0)	3(12.0)	19(21.1)	22(17.6)	2(8.3)	4(14.8)	9(12.2)	15(12.0)	2(5.9)	7(13.5)	28(17.1)	37(14.8)
Graduation	4(40.0)	13(52.0)	12(13.3)	29(23.2)	12(50.0)	14(51.9)	27(36.5)	53(42.4)	16(47.1)	27(51.9)	39(23.8)	82(32.8)
Post- Graduation	3(30.0)	8(32.0)	3(3.3)	14(11.2)	4(16.7)	8(29.6)	16(21.6)	28(22.4)	7(20.6)	16(30.8)	19(11.6)	42(16.8)
Others	3(30.0)	0(0.0)	0(0.0)	3(2.4)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	3(8.8)	0(0.0)	0(0.0)	3(1.2)
<b>Total</b>	<b>10(100.0)</b>	<b>25(100.0)</b>	<b>90(100.0)</b>	<b>125(100.0)</b>	<b>24(100.0)</b>	<b>27(100.0)</b>	<b>74(100.0)</b>	<b>125(100.0)</b>	<b>34(100.0)</b>	<b>52(100.0)</b>	<b>164(100.0)</b>	<b>250(100.0)</b>

Source: Field Data

Note: Figures in Parenthesis indicates Percentages to Total

Table No.3 :

Status of Houses	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
Own	9(90.0)	14(56.0)	51(56.7)	74(59.2)	17(71.0)	17(63.0)	65(87.8)	99(79.2)	26(76.5)	31(59.6)	116(70.7)	173(69.2)
Rented	1(10.0)	6(24.0)	26(28.8)	33(26.4)	6(25.0)	9(33.3)	8(10.8)	23(18.4)	7(20.5)	15(28.9)	34(20.7)	56(22.4)
Leased	0(0.0)	3(12.0)	5(5.6)	8(6.4)	1(4.0)	1(3.7)	1(1.4)	3(2.4)	1(3.0)	4(7.7)	6(3.7)	11(4.4)
Factory Township	0(0.0)	2(8.0)	8(8.9)	10(8.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	2(3.8)	8(4.9)	10(4.0)
<b>Total</b>	<b>10(100.0)</b>	<b>25(100.0)</b>	<b>90(100.0)</b>	<b>125(100.0)</b>	<b>24(100.0)</b>	<b>27(100.0)</b>	<b>74(100.0)</b>	<b>125(100.0)</b>	<b>34(100.0)</b>	<b>52(100.0)</b>	<b>164(100.0)</b>	<b>250(100.0)</b>

Source: Field Data

Note: Figures in Parenthesis indicates Percentages to Total

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Table No. 4 :

Nature of jobs	BEML			LTCEL			BEML and LTCEL					
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
Skilled	7(70.0)	16(64.0)	60(66.6)	83(66.4)	16(66.7)	17(63.0)	63(85.0)	96(77.0)	23 (67.7)	33(63.6)	123(75.0)	179 (71.6)
Semi-Skilled	0(0.0)	4(16.0)	5(5.6)	9(7.2)	00.0	4(15.0)	3(4.0)	7(5.5)	0(0.0)	8(15.4)	8(5.0)	16(6.4)
Highly Skilled	3(30.0)	5(20.0)	25(27.8)	33(26.4)	8(33.3)	6(22.0)	8(11.0)	22(17.5)	11(32.3)	11(21.0)	33(20.0)	55(22.0)
<b>Total</b>	<b>10(100.0)</b>	<b>25(100.0)</b>	<b>90(100.0)</b>	<b>125(100.0)</b>	<b>24(100.0)</b>	<b>27(100.0)</b>	<b>74(100.0)</b>	<b>125(100.0)</b>	<b>34(100.0)</b>	<b>52(100.0)</b>	<b>164(100.0)</b>	<b>250(100.0)</b>

Source: Field Data

Note: Figures in Parenthesis indicates Percentages to Total

Table No.5: Level of Monthly Gross Salary of the Sample Respondents

Gross salary (in Rs.)	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
Upto 25000	0(0.0)	0(0.0)	14(15.6)	14(11.2)	0(0.0)	4(14.8)	13(17.6)	17(13.6)	0(0.0)	4(7.6)	27(16.5)	31 (12.4)
25001-50000	0(0.0)	13(52.0)	39(43.3)	52(41.6)	9(37.5)	17(63.0)	54(73.0)	80(64.0)	9(26.5)	30(57.7)	93(56.7)	132 (52.8)
50001-75000	4(40.0)	11(44.0)	27(30.0)	42(33.6)	10(41.7)	6(22.2)	6(8.0)	22(17.6)	14(41.0)	17(32.7)	33(20.0)	64 (25.6)
75001-100000	5(50.0)	0(0.0)	1(1.1)	6(4.8)	4(16.7)	0(0.0)	1(1.4)	5(4.0)	9(26.5)	0(0.0)	2(1.2)	11(4.4)
100001-125000	1(10.0)	1(4.0)	1(1.0)	3(2.4)	1(4.2)	0(0.0)	0(0.0)	1(0.8)	2(6.0)	1(2.0)	1(0.6)	4(1.6)
125001 and Above	0(0.0)	0(0.0)	8(9.0)	8(6.4)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	8(5.0)	8(3.2)
<b>Total</b>	<b>10(100.0)</b>	<b>25(100.0)</b>	<b>90(100.0)</b>	<b>125(100.0)</b>	<b>24(100.0)</b>	<b>27(100.0)</b>	<b>74(100.0)</b>	<b>125(100.0)</b>	<b>34(100.0)</b>	<b>52(100.0)</b>	<b>164(100.0)</b>	<b>250(100.0)</b>

Source: Field Data

Note: Figures in Parenthesis indicates Percentages to Total

  
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The monthly salary of the respondents has been presented in the table. Salary of the employees determines the expenditure, savings etc. As the Table highlights that in all around 53 per cent of the respondents monthly salary income was put in between Rs.25001-Rs.50000 while about 26 percent of them fall in the salary range of Rs. 50001-Rs.75000.

It reveals that a majority of the respondents are getting handsome salary and it helps to realise optimum productivity. This can also be interpreted that both the organisations strictly follow wage policy as per the laws in force. The staffs have been satisfied with the salary package which is purely based on their qualification, skills, knowledge and experience. As a result, all types of employees feel satisfied the salary with related packages.

**Table No.6: Opinion of the Sample Respondents on Savings**

Opinion	BEML				LTCEL				BEML and LTCEL			
	Mgrs	Exe/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total	Mgrs	Exes/Sups	Emps	Total
<b>Yes</b>	6 (60.0)	9 (36.0)	41 (45.6)	56 (45.0)	17 (71.0)	20 (74.0)	50 (67.6)	87 (69.6)	23 (67.6)	29 (56.0)	91 (55.5)	143 (57.0)
<b>No</b>	4 (40.0)	16 (64.0)	49 (54.4)	69 (55.0)	7 (29.0)	7 (26.0)	24 (32.4)	38 (30.4)	11 (32.4)	23 (44.0)	73 (44.5)	107 (43.0)
<b>Total</b>	<b>10</b> (100.0)	<b>25</b> (100.0)	<b>90</b> (100.0)	<b>125</b> (100.0)	<b>24</b> (100.0)	<b>27</b> (100.0)	<b>74</b> (100.0)	<b>125</b> (100.0)	<b>34</b> (100.0)	<b>52</b> (100.0)	<b>164</b> (100.0)	<b>250</b> (100.0)

Source: Field Data

Note: Figures in Parenthesis indicates Percentages to Total



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In the comparative analysis of the two organisations it can be interpreted that in all, 55 percent of the respondents of BEML do have savings compared to 68 per cent of LTCEL respondents. Hence, the savings habit is good among the respondents of LTCEL than BEML. To conclude that the respondents' savings are mostly influenced by their cadre and their income levels. Even lower cadre employees do want to save in case of revision in their present salaries.

### Major Findings

- Majority of the respondents were males (80%) in both the study organisations which indicate that the heavy engineering industries appear to have recruited mostly males. It only means that certain industries still appears to be male biased which needs to be examined for such scenarios even when female are no less important.
- There is no much difference between the two organisations in terms of gender, age, experience, education, salary, etc. However, there is an insignificant disparity in these areas in certain areas which is negligible in size. About 90.00 per cent of the employees have more than ten years of service.
- It is important to mention that none of the respondents are illiterates as the selected units need only literate employees. Majority of the respondents possess graduation and technical qualification.
- It is significant to mention that none of the respondents are unskilled and a very less percent of them belong to semi-skilled category. This only means that the human resource of both chosen organizations have experienced, skilled which may enhance knowledge levels suitable for effective discharging their duties for the development of the employed organizations.
- Majority of the LTCEL and BEML employees' monthly salary was found to be in between Rs.25001-Rs.50000.
- Majority of the respondents have reported that they are satisfied with good salary package and their calibre has been well recognised at all levels due to their qualification, skills, knowledge and experience which helps in discharging their assigned duties to the satisfaction of the management. The Monthly Gross Salary of managers' is higher in case of BEML when compare to LTCEL. It is also found that these categories have satisfied with the salary they have been provided with.
- A good per cent with 68% of the respondents of LTCEL compare to only 32% of BEML respondents do have savings.

### Suggestions

- Prioritise the implementation of labour welfare measures and social security benefits and ensure that these are to be utilized properly by the employees.
- An audit of personal needs compared with operational requirements will help to determine the specific welfare needs of the individual workers. This evaluation should form a well-defined set of impact standards toward which each worker should be paid attention to.
- Ensuring active participation of the workmen to a greater extent in the process of implementation of welfare activities. Workers should be provided with opportunity to avail the newly needed welfare measures.

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- The workers should be adequately rewarded for adoption of new knowledge and skills obtained by them. This may results in effective implementation of sound labour welfare measures.
- Though the employees felt satisfied with their improved socio-economic status through the welfare and security measures, there is a need of introducing innovative practices especially in the public sectors to meet the present requirements and standard of living in the changing scenario.
- Overall rating on the implementation of labour welfare measures and social security benefits, the LTCEL is in a good position than BEML. Hence the public sector needs to give much attention in this regard.

### Conclusion:

Employees have always been the vital for every organizational growth. Welfare measures and social security benefits are prerequisite for every employee. Lack of these aspects hinders production and prevents the formation of a stable and efficient labour force. Welfare measures and Social Security benefits are, therefore, not a liability, but a wise investment, which yields good dividends in the long run. Research problem is discussed with the objectives for the study, and significance of the study is explained and the review of literature of previous studies and the propositions are hypothesized to capture the dimensions of the influence of labour welfare measures and social security benefits on the socio-economic conditions of the employees.

The study of Employees Welfare Measures and Social Security Benefits and its influence on employee's socio-economic conditions in the selected public and private organisations is satisfactory. At last, it can be concluded that the employee welfare and social security facilities provided by the organisations to employees are satisfied and it is commendable, but still there is a scope for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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